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UPCOMING EVENTS:

General Membership Meeting, Salt Lake

- Thursday, March 28, 7:00 PM

General Membership Meeting, Ogden "New Day!"

- Tuesday March 26, 7:00 PM

UPRO Certification Classes

- Friday, April 12, 8:30 AM
Evictions, Collections & Landlord-Tenant Law
- Friday, April 12, 10:35 AM
Fit Premise Act, Tenants' Rights

- Friday, April 26, 8:30 AM
Low-Income Housing, Working With Government Agencies
- Friday, April 26, 10:35 AM
Fit Premise Act, Tenants' Rights

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Nifty Ideas to Cover Up a Bad Floor

By TRACEY CLAYTON

If there's anything that can put you off of a decent rental property, it's ugly flooring.

It's totally understandable that you don't want crumbling tiles in the bathroom, splitting hardwood floors in the living room and outdated linoleum in the kitchen. But what can you do if you just can't say no to the apartment?

Here are a few ideas that will help cover up your disaster floors (when remodeling is not an option) and put some style into your home.

GET RID OF THE PROBLEMATIC SPOTS

If there are only a few spots on your floors that have seen better days, you're in luck! A worn-out corner can be easily covered up with strategically placed floor cushions.

If your shabby area is bigger, you can create a cozy reading nook with

See 'Creative' on Page 3

UAA 2019 Conference Schedule

The 2019 Fair Housing Education Conference and Trade Show will be on Wednesday, April 24, 2019, at the Mountain America Events Center in Sandy, and UAA has just announced the schedule and speaker lineup (see page 4).

The keynote, entitled "Gamify Your Workplace," will be presented by Rob Ferre.

WHAT IS GAMIFICATION?

Employee engagement is crucial to retaining your team members and creating a company culture that will stand out in the workplace. Gamification is one way to create employee engagement, loyalty and a boost in production.

In this keynote presentation participants will learn:

- Games they can start playing with their team today
- Methodology to game creation
- Creating a culture built on gamification

Additionally, national speakers Bill Nye and Mark Cuckro, both Utah favorites, will present various sessions or marketing, maintenance and leadership.

To register, go to:
www.uaatradeshow.com.

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Keynote Luncheon
12:30-1:45PM

Rob Ferre

LEADERSHIP EXPERT | "Be the First One on the Dance Floor". Using music, entertainment and energy, Rob will outline levels of leadership to give yourself and others more courage to lead, follow and create movements. He will empower you to create a culture of courageous leadership, business networking, and fun through gamification in the workplace.

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EVENT SCHEDULE

8:00AM Registration/Trade Show Floor Opens

9:30AM Education Session 1

10:45AM Education Session 2

12:30PM Keynote Luncheon

2:15PM Education Session 3

3:30PM Closing Ceremonies & Prize Giveaways

4:00PM Education Session 4

2019 Legislative Session Recap

The 2019 Legislative Session has adjourned and there is much to digest. While tax reform was pushed off, many other things were completed. Here is an update on what happened and the work that will continue on tax reform for the next six months.

Bills that passed:

HB 38 ADMINISTRATIVE APPEALS RIGHTS, JIM DUNNIGAN (R), WEST JORDAN

This amendment to the Utah Fair

Housing Act was requested by HUD to keep Utah law in compliance with federal law and assure equivalency and continued funding for our anti-discrimination division. The changes gave appellants the right to appeal a decision made by the UALD to dismiss their complaint. A large portion of complaints are determined to be baseless and dismissed and HUD just wanted Utah to add an appeal provision for a person who feels the dismissal of their case was done in error.

See 'Legislative' on Page 7



Sen. Kirk Cullimore Jr. works on a bill on the Senate floor.

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Chair's Message

Be Proud to Be a Landlord



MATT LEDINGHAM
Chair, Utah
Apartment
Association

It's time to give yourself the credit you deserve. You are engaged in one of the most important and noble professions – providing housing to people. Arguably, after food and water, shelter is the most basic necessity for human life – and you have made it your business to provide that to other people. Those of you who own properties have put a significant amount of money into this, and those of you who professionally manage properties have made it your career. You are investing your time, effort and energy into our community directly.

Without you, more than one out of

every three people in the state of Utah would not have somewhere to live. Without you our economy would falter and new jobs would cease to be created because there would be few places for new workers to live. You are vital to the social and economic wellbeing of our State. And you should be proud of that fact.

It can be easy to forget how noble of a calling it is to be a landlord. That's because it's a tough job. When you get that phone call at 2:00 AM saying that the toilet is overflowing, when you have tenants who don't get along and try to involve you in every little conflict, or when you have a resident who screams and yells at you when they are the ones who caused the problem – it can often be a thankless and difficult thing to be a landlord. But don't let that get to you! You are part of a group of landlords and property managers who make up



the UAA, a group “dedicated to quality rental housing”. Thank you again for all that you do!

Ask the Attorney

How to Handle the Eviction Process



JEREMY SHORTS
Attorney

Question: I just purchased a home through a foreclosure sale and need to proceed with an eviction. How do I move forward?

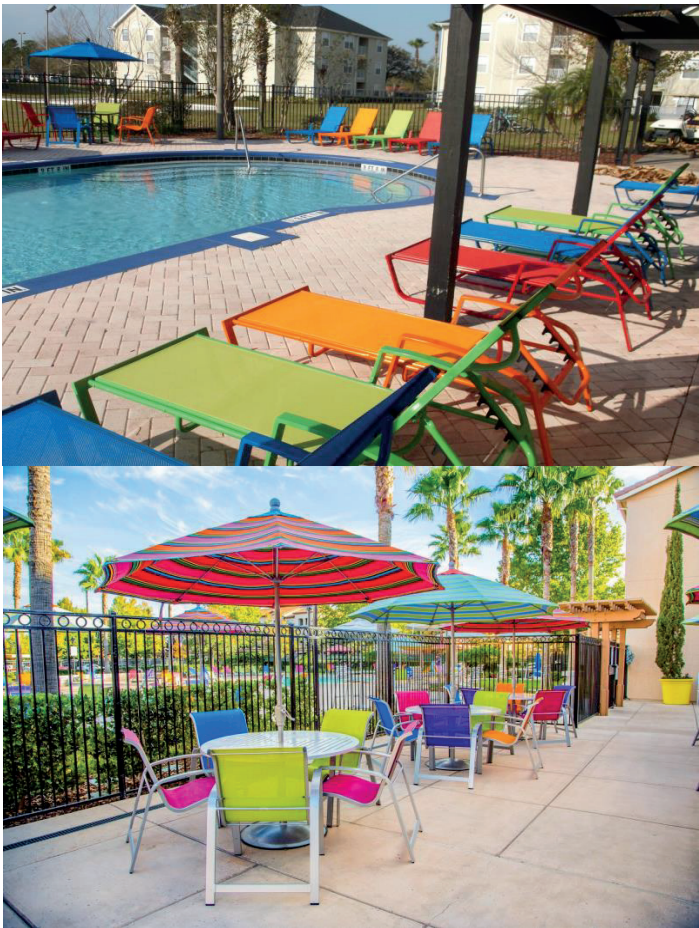
Answer: The first thing you'll need to do is to determine whether the tenants are the prior owners or if they are tenants with a “bona fide lease.”



If they're the prior owners, then the foreclosure sale terminates their right to occupy the property.

You should give them a “Five-Day Notice to a Tenant at Will.” If they fail to vacate after the fifth day, you can file an eviction with the court. A tenant has a bona fide lease if (1) they are NOT a child, spouse or parent of the prior

owner, (2) the lease was the product of an arm's length transaction, and (3) the lease requires them to pay rent “that is not substantially less than fair market rent” for the property. If each of these is true, you may have to honor the lease until it expires. These cases can be very technical, so you will want to contact an attorney to address your specific situation.



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No Letup in Growth of Multifamily Market

RENTAL HOUSING JOURNAL

The multifamily market is entering the time of year when rent growth typically occurs and there is no indication of any slowing in the market, according to Yardi Matrix's latest report.

“Our latest multifamily national report presents a \$2 rise in average U.S. rents in February and year-over-year growth of 3.6% as evidence of the sector's continuing strength,” the company says in the report.

The job market has remained very strong, with unemployment below 4% and wage growth accelerating to more than 3%, the report says.

Metros with strong population gains and healthy job growth have benefited the most from the demand picture. Phoenix and Las Vegas are well above the rest, with growth dominated by Southwest and West Coast markets.

Director’s Message

Supporting Those Who Support You



L. PAUL SMITH, CAE
Executive
Director, Utah
Apartment
Association

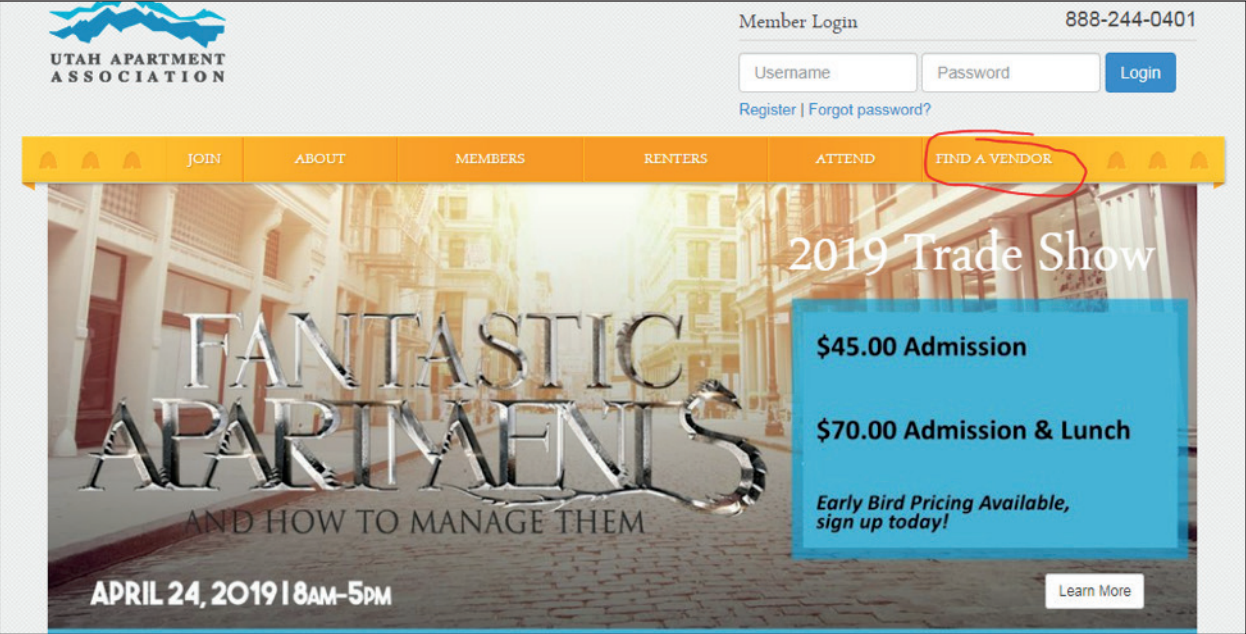
One of the advantages of associations is that they create a network of people who can help each other. As part of the UAA, we have a category of members that are suppliers and service providers who work for landlords and property managers. We encourage you to support these companies because they contribute hundreds of thousands of dollars to the association so we can support and protect you.

When you are looking for a supplier or service provider we urge you to look here first. Our website hosts a vendor directory, which is searchable by category.

If you are doing business now with someone who is not yet a member of UAA I want to tell you three things:

First, they should be a member and support your support system. I encourage you to ask them to support your association. Or give us a call and ask us to contact them. We have a great membership committee and staff who can help them join.

Second, when they join, you will be their hero



because they can leverage their membership to grow their business, get more clients and make more money. For very little investment, they will receive promotion to our 4,000 members plus thousands of other decision makers. There are many additional opportunities to teach classes, write articles or sponsor events to get them an even higher profile.

Lastly, when you refer a new member, you receive benefits - a \$25 credit you can use on any UAA service

or class and an entry in our drawing to win \$1,000. So far there are about 100 entries this year, so you have great odds. Also, everyone who refers a member gets invited to UAA movie night in the fall, when we rent out a theater just for you!

So support those who support you and encourage those you support to participate and benefit from the UAA.

Creative Ways to Cover Up a Problem Floor in Rentals

Continued from Page 1

an armchair and ottomans to hide the offending floor.

BE SQUARE FOR ONCE

Covering floors with wall-to-wall carpet is a good idea, especially if you have kids who love to roam around barefoot and play on the floor, but sometimes that’s just not doable. In that case, opt for carpet tiles that look modern and are super-practical. Some models come with little glue dots on the bottom for easy installation and easy removal. These carpet squares can be easily washed and kept clean and free of allergens. However, the best thing about them is that they are completely modular, which means you can come up with your own arrangement, shapes and patterns, and create truly unique flooring.

LAYERS, LAYERS, LAYERS

This solution should always be at the top of your list—rug layering! If you need a quick, cheap and absolutely gorgeous answer to your unappealing floors, grab a few beautiful rugs and combine them into one layered look. This flooring option will not only hide your problematic floors but also add color, softness, texture and visual interest to your space. Feel free to experiment with layering shapes and sizes until you find a unique and practical look, and when you get bored with it, just switch things up and voila—new aesthetics.

REPLICATE LUXURY WITH FAKE MARBLE

When you’re renting, it’s safe to assume that you’re not allowed to tear out the old floors and replace them with marble. But what you can do is fake the Carrera marble look with some top-shelf vinyl stickers. They might sound very kitsch, but these peel-and-

stick tiles actually look amazing. They can replicate everything from wood to marble and stone – and they can even be grouted for an authentic look – for a portion of the price of the real thing.

GO GAGA FOR GEOMETRY

If you’re looking for a durable but less-permanent solution than vinyl stickers, here’s what you need. You can find super-cute vinyl floor cloths that are tear- and wear-proof, non-slippery and easily maintained. But the best thing about this flooring option is that it comes in practically all colors, shapes, sizes and designs imaginable. The bold geometric patterns are the most popular and attractive. They fit amazingly in any bathroom and kitchen and give it that desired Instagram-ready look.

ADD SOME FUN WITH FOAM

If you’re looking for something soft and colorful yet very cheap, nothing beats foam tiles. They are truly the best solution for covering shabby flooring in kids’ rooms and playrooms because they are super fun and comfy on little feet and palms. The foam will also soften all the vibrations and noises kids might make when running around and playing, which is something you and your neighbors will love. Another reason these foam tiles are your friend is that they can be interlocked like a puzzle, so you can assemble and disassemble your floors in minutes. All colors, patterns and styles are available on the market (some options are even non-toxic, fire-retardant and waterproof), so just pick your little one’s fave color and you’re all set.

MASK YOUR SHOWER TILES WITH TEAK

If your shower tiles are your most critical issue, don’t worry. You don’t have to go looking for a sledgehammer, but hit your local store (retailers like



Bed, Bath and Beyond or Overstock are a good starting point) and grab a teak or cedar floor mat. These look amazing in your shower and they are naturally water-resistant. But if you feel crafty, you can whip one up in a few hours or less with only a few materials and tools.

Ugly floors in your rental aren’t the end of the world. These practical

and beautiful ideas will not only hide what’s not presentable but also improve the overall look of your home.

Tracey Clayton is a working mom of three girls. She’s passionate about fashion, home décor and healthy living. Her motto is: “Live the life you love, love the life you live.”

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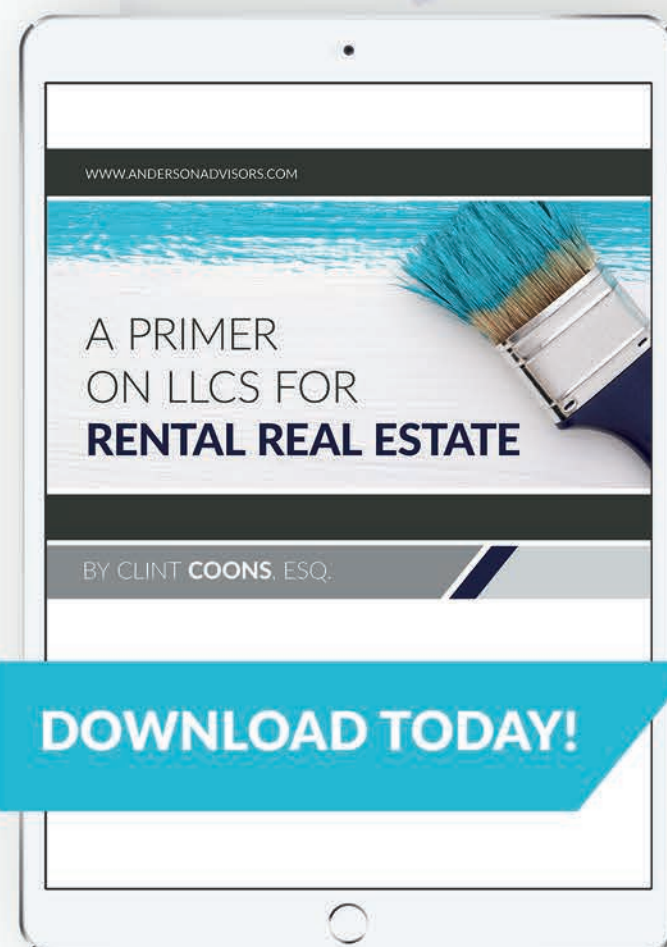
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\$9,000 HUD Settlement on Emotional Support Animal

RENTAL HOUSING JOURNAL

A landlord and agent who refused to rent to a tenant with disabilities because he had an emotional-support animal have settled with the U.S. Department of Housing and Urban Development (HUD) through a conciliation agreement, according to a release.

The case in San Francisco came to HUD’s attention when an individual with disabilities filed a complaint alleging that he was denied the opportunity to rent an apartment because he had an emotional-support animal.

HUD’s investigation found the landlord and agent were explicitly informed that the prospective tenant’s animal is prescribed by a doctor and allowed under fair housing laws, but they still refused to consider his tenancy because of the animal.

Under the terms of the agreement, the

owner will pay the complainant \$9,000 and both respondents will attend fair housing training, according to the release.

“Assistance animals provide persons with disabilities with the support they need to not only enjoy their home, but to function in life,” said Anna María Fariás, Assistant Secretary for Fair Housing and Equal Opportunity, in the release. This “agreement reflects HUD’s ongoing commitment to ensuring that housing providers abide by our nation’s fair housing laws.”

The Fair Housing Act prohibits housing providers from denying housing to persons with disabilities and from refusing to make reasonable accommodations in policies or practices, which includes denying assistance-animal requests.

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HB 43 SUPPORT ANIMAL AMENDMENTS, JIM DUNNIGAN (R), WEST JORDAN

This was UAA's main bill this session and it makes it illegal for a person to fraudulently claim they are handicapped and need a support animal in their housing. We hope this protects the legitimately disabled by making people who don't meet the federal rules think twice about requesting a support animal, reducing the number of requests and making landlords less suspicious of legitimate requests.

**HB 119, INITIATIVES,
REFERENDA AND OTHER
POLITICAL ACTIVITIES, BRAD
DAW, (R), OREM**

This bill makes changes to state law on ballot initiatives (which have become a common tool for citizens to overrule zoning approval of apartments). It allows cities to publish pamphlets explaining the issue, enacts provisions for holding hearings to tell both sides, and makes other changes.

**HB 195, INITIATIVE AND
REFERENDUM AMENDMENTS,
STEPHEN HANDY (R),
BOUNTIFUL**

This bill also changes initiative and referendum laws by adjusting the number of signatures needed and modifying deadlines and provisions for challenges.

HB 200 APPOINTMENT OF CONSTABLES, REP LOGAN WILDE, (R)

We have long needed more constables in Utah. The current law doesn't create enough, because they are appointed by counties and then compete with the county's own sheriff's department. This bill allows smaller counties to appoint constables. Because constables have statewide authority, if a small county appoints someone, they can set up a branch office along the Wasatch Front.

to serve legal papers and assist with evictions, which will be a good thing.

**SB 34 AFFORDABLE HOUSING
MODIFICATIONS, JAKE
ANDEREGG, (R), LEHI**

This bill requires cities to engage in affordable housing strategies to be eligible for transportation funding. We hope it will be a start to the state ratcheting down pressure on cities to approve more affordable housing developments. It also was to have some funds for the Olene Walker Housing Trust Fund, but the money was taken out and could be put back in this summer in a special session when tax reform is passed.

BILLS THAT DID NOT PASS:

A bill was filed the last week of the session to penalize landlords who don't follow every item required in the Fit Premises Act. A few years ago, UAA agreed to put multiple best practices in statute, but prohibit claims against landlords who failed to do them. The things on that list that this bill would have enacted at least a one month's rent penalty if you don't do are:

- Except as otherwise provided in the rental agreement, an owner shall provide the renter at least 24 hours prior notice of the owner's entry into the renter's residential rental unit.

- Before an owner and a prospective renter enter into a rental agreement, the owner shall:

- (a) provide the prospective renter a written inventory of the condition of the residential rental unit, excluding ordinary wear and tear;

- (b) furnish the renter a form to document the condition of the residential rental unit and then allow the resident a reasonable time after the renter's occupancy of the residential rental unit to complete and return the form; or

- (c) provide the prospective renter an opportunity to conduct a walkthrough inspection of the residential rental unit.

- At or before the commencement of the rental term under a rental agreement, an owner shall:

- (a) disclose in writing to the renter:
 - (i) the owner's name, address, and telephone number; or
 - (ii) the name, address, and telephone number of any person authorized to manage the residential rental unit; or
 - (iii) the name, address, and telephone number of any person authorized to act for and on behalf of the owner for purposes of receiving notice under this chapter or performing the owner's duties under this chapter or under the rental agreement, if the person authorized to manage the residential rental unit does not have authority to receive notice under this chapter; and

- (i) an executed copy of the rental agreement, if the rental agreement is a written agreement; and

- (ii) a copy of any rules and regulations applicable to the residential rental unit.

- An owner shall disclose in writing to an applicant for a residential rental unit:

- (i) if there is an anticipated availability in the residential rental unit; and

- (ii) the criteria that the owner will review as a condition of accepting the applicant as a tenant in the residential rental unit, including criteria related to the applicant's criminal history, credit, income, employment, or rental history.

- An owner may not accept a rental application from an applicant, or charge an applicant a rental application fee, before the owner complies with the

disclosure requirement

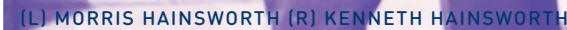
In addition to penalizing these things, the bill would require locks be changed at owner's expense (currently locks are changed for crime victims at their expense) and remove the buy-out amount of 45 days rent for victims of domestic violence.

It also would prohibit property managers from restricting certain things on the property, including guns.

We are fully expecting this bill to come back next year and will strenuously fight to protect landlords from penalties on things we put in statute specifically because there were no penalties, and to allow landlords to recoup costs when we work with crime victims.

TAX REFORM UPDATE

A task force of 10 house members and 10 senators has been appointed to create a proposal for a summer special session. While all ideas will be in the mix, including the original base broadening by taxing services as well as raising the sales tax on food again, the momentum still seems to be toward a broad-based (fair) system where all transactions are taxed. Special interests are still fighting like crazy for their sectors to be exempt. We will stay involved in the process. Any UAA member who would like to be involved in this process simply needs to attend our government affairs committee meetings (4th Wednesdays at noon) at the UAA. For more info reach out to us at 801-487-5619.




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