

Community Trends®

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November 2017

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What's
New?

In This Issue

- **Boards — Is the Harassment in Your Community Housing Discrimination?**
- **Time May Be Running Out...File Construction Defects Claims Sooner, Rather than Later!**
- **See What You Can Find — Infrared Building Inspections**

....and more

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CONTENTS

20



20

Community Associations Must Address Harassment Which Constitutes Housing Discrimination

By Mary Barret, Esq.
Stark & Stark

32

The New Jersey Supreme Court Potentially Reduces the Time to Bring Direct Claims Against a Developer's Contractors and Design Professionals for Construction Defects

By Martin Calabar, Esq.
Becker & Poliakoff

40

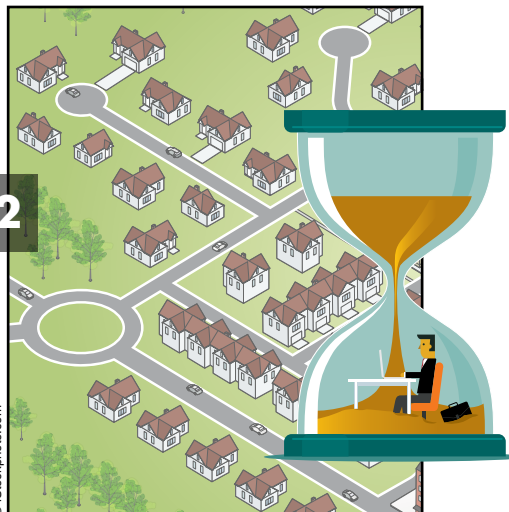
Infrared Building Inspections: Old Science – New Tool

By Ian Martin
FWH Associates, P.A.

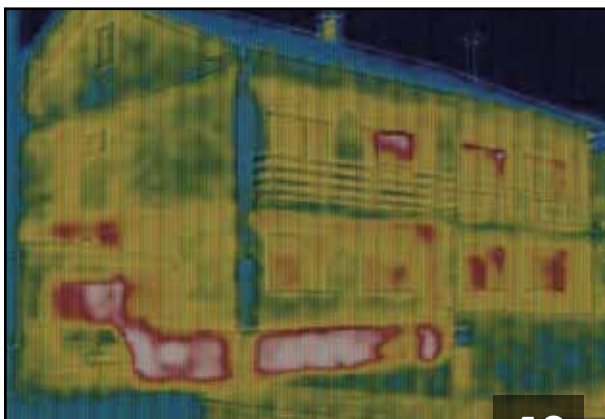
EXTRAS

President's Corner	5
Looking Ahead	6
CAI-NJ Upcoming Events	7
Legislative Update	8
Inside Connection	11
Chapter Trends	12
Staff Spotlight	14
CA-PAC News	16
CAI-NJ Legal Forum Wrap-up & Photos	19
Community Next 2020 and Beyond Wrap-up & Photos	28
ADR Services Information	47
2018 National PMDP Schedule	48
Recruiter Club	50
CAI Membership Application	51
New Members	52
Managers Panel Discussion & Networking Reception Registration	54
Business Partners Panel Discussion & Networking Reception Registration	55
Ultimate Partner Profile: Association Advisors	56
Ultimate Partner Profile: FWH Associates, P.A.	58
Awards Dinner Information & Nominations	60

32



40



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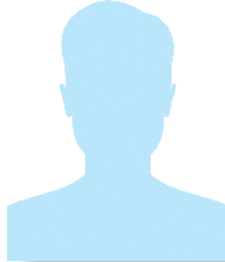
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**“How you ever gonna know
What you believe in
If you don't put it to the test”**

Garth Brooks – “How You Ever Gonna Know”

One of the things that I did not expect during my term as President was to receive so many questions from members about the chapter and, specifically, my time as President. Since this is my penultimate President's column, I thought I would shake things up a bit and answer a few of these questions. As always, you can find a calendar of upcoming events in the following pages or on the chapter's website – www.cainj.org. So without further ado, let's open up the old CAI mailbag.

Question – “What has been your most fulfilling experience as this year's chapter President?” – *Joe I., Aberdeen, NJ*

Denise Becker (“DB”) – I have to say watching the numbers climb for our membership and the sold out networking events, seminars and lecture series that CAI NJ has offered our industry members.

Question – “In addition to me, who have you most enjoyed working with this year?” – *Larry T., Freehold, NJ*

DB – Well, in addition to you, I've enjoyed my time working with the Board members and various committee chairs. And it really has been a pleasure working with our chapter staff. They really do go above and beyond to keep this chapter running smoothly. I have the privilege to work alongside very talented and insightful colleagues who are as passionate about the NJ chapter as I am.

Question – “I think you also forgot to mention the Immediate Past President?” – *Larry S., Neptune City, NJ*

DB – Oh, I did?

Question – “Denise – I've been loving your monthly President's columns and specifically how you tie in a song

quote to the theme of the magazine or your thoughts for the month. How do you pick a quote or a theme for each month?” – *Jon K., Princeton, NJ*

DB – Thanks. I wanted to make these columns both informative and entertaining, so I thought using song lyrics as themes seemed like a good idea. Music speaks to all of

**“Music speaks to all of us.
Hopefully all of the songs
I chose stuck in the reader's
heads for the day!”**

us. Hopefully all of the songs I chose stuck in the reader's heads for the day!

Question – “What's your favorite ice cream flavor?” – *Ben C. & Jerry G., Burlington, VT*

DB – Cherry Garcia, of course.

Question – “If you were asked to be president for one more year, would you?” – *Ken S., Morristown, NJ*

DB – In a heartbeat!

Question – “Now that your year as President is almost up, you'll be in the office a lot more, right?” – *Lou C., Pine Brook, NJ*

DB – Ummm, sure.

CONTINUES ON PAGE 49



LOOKING AHEAD

LARRY THOMAS, PCAM | CAI-NJ CHAPTER EXECUTIVE DIRECTOR

As we enter the final few months of 2017, I'd like to write about a few of the successes we achieved during the year. 2017 was another banner year for our chapter, but a few items particularly stand out (for me at least). We created a very strong pact of dedicated Homeowner Leaders that have become very involved in our chapter and attend most if not all of our Homeowner Leader events. This includes our Legislative Updates, the Educational Lecture Series held at our headquarters in Freehold, the Board Leadership Development Workshop, the Annual Senior Summit, our Homeowner Leader Roundtable, the Annual Conference and Expo and the special program held at the Communities of Concordia concerning the recently passed "Gordon Bill."

I see many familiar faces at all of these events and it's great that they are invested enough in their roles as board members to learn as much as they can, which in turn will make them more effective community leaders. Another program that has taken off and has proven to be very effective is our "Coffee and Cram," CMCA study group. Our "Coffee and Cram" class is designed to help our managers who have completed the M-100 class pass the CMCA exam. This program was originally administered by the CAI-NJ staff with help from managers from the Managers Committee and Debbie

Pasquariello, CIRMS. One of the major sections on the CMCA test pertains to the association's insurance. Debbie was brought in to specifically address the insurance portion of the exam. The program was turned over to the Managers Committee and they now run the class. We've had over 50 managers take the class and several of them have successfully passed the CMCA exam and are now working to obtain their AMS designation. Hopefully in a few years we will have a whole new group of PCAM's in our chapter.

"The board, committees and staff are always looking to create educational opportunities for all our members."

These are just two examples of our successful programs that we offer at CAI-NJ. The board, committees and staff are always looking to create educational opportunities for all our members. I'm sure we will add to the list in 2018. ■

Check out the CAI National PMDP Schedule for 2018 on page 48 of this issue of Community Trends®.

2017-2018 EVENTS & EDUCATION CALENDAR

NOVEMBER

6 **Coffee & Cram: CMCA Study Group**
CAI-NJ, Freehold

16 **Manager & Business Partner Panel Discussion**
The Chart House, Weehawken

DECEMBER

7 **Annual Retreat**
Clearbrook Community Association, Monroe Twp.

FEBRUARY

15 **Annual Awards Dinner**
The Imperia, Somerset

MAY

31-2 **M-100: The Essentials of Community Association Management**
Mercer County Community College, West Windsor

JUNE

26 **Dennis R. Casale Memorial Golf Outing**
Forsgate Country Club, Monroe Twp.

JULY

12-13 **M-203: Community Leadership**
Ramada Plaza, Cranbury

AUGUST

9 **Annual Beach Party**
Martells Tiki Bar, Point Pleasant

OCTOBER

18-20 **M-100: The Essentials of Community Association Management**
Mercer County Community College, West Windsor



FOR MORE INFORMATION CONTACT EVENTS@CAINJ.ORG.

EVENTS ARE SUBJECT TO CHANGE

LEGISLATIVE UPDATE



CHRISTINE F. LI, ESQ., CCAL
PARTNER, GREENBAUM, ROWE, SMITH & DAVIS LLP
LEGISLATIVE ACTION COMMITTEE CHAIR

I took the liberty of extending the “What’s New” theme of this month’s *Community Trends*[®] to draw from members of the Legislative Action Committee thoughts which may not have been revealed this past year or, perhaps, ever. I adapted the concept of “Tell me something I don’t know” to this month’s theme and LAC members volunteered to contribute to this column to tell you something that might be new and thought-provoking.

When I asked for participants, I gave very little (read that as “no”) guidance as to topics and wasn’t really certain if this idea made any sense. LAC members were told they could write about anything they wanted in approximately 100 words. I was intrigued by the diversity of the discussion — ranging from writers’ personal activities on the LAC, their perspective of the focus and accomplishments of the LAC, to valuable guidance related to the limited liability of movers the residents of our communities hire.

The common thread of all these contributions is the value of the LAC’s efforts, the vast expertise of LAC members, as well as the commitment and sometimes the frustration of the members as they work on legislation to advance the well-being of community associations. And they also brought to light the activities of LAC members well beyond attending meetings once a month in the confines of a conference room. These are their stories.

PAUL RAETSCH

Community Association Volunteer Leader

While attending my first Legislative Update program, before even joining CAI, I thought “Wow!” I was board president and amazed how little I knew. Thankfully, our property manager encouraged us to join CAI in order to learn more about our roles and responsibilities. We have hosted a couple of LAC Legislative Updates and I am shocked that some CAI attendees were not aware that they should have been reimbursed for snow remov-

al. Some were not even aware of the Kelly Bill (now the Municipal Services Act). “What’s New” then, is my effort to get HOA volunteers involved in CAI to take advantage of its many educational programs.

MICHAEL PESCE, PCAM

President, Associa - Community Management Corp.

The Municipal Services Act is now 27 years old and continues to be one the few such State statutes in the nation. Ironically, one of the prime movers of that legislation, and the equities behind it, was Paul Maticera, now one of the partners and our liaison with CAI’s lobbying firm, MBI-GluckShaw. Paul was then Mayor of North Brunswick, who understood the unfairness of the situation pre-MSA.

MATTHEW Z. EARLE, ESQ.

Kates, Nussman, Rapone, Ellis and Farhi, LLP

Being part of the LAC has shown that lawmakers and other policy makers are often unaware of the unique issues affecting community associations, and the impact of their proposed legislation on same. However, I have found that they usually are very receptive to the experience and knowledge displayed by LAC members, and that they appreciate that we represent the overall interests of the regular community association home owner.

THOMAS C. MARTIN, ESQ.

Price, Meese, Shulman & D’Arminio, P.C.

The “move-in/move-out” fee covers damage to the common elements caused by a mover. But as the homeowner or unit owner, Federal and State law puts the burden on you to know the rules governing what happens if the mover damages your structure or household goods. The mover’s liability is usually limited to \$0.60/lb. for household goods unless you declare a higher value (in exchange for a higher

"The common thread of all these contributions is the value of the LAC's efforts, the vast expertise of LAC members, as well as the commitment ... as they work on legislation to advance the well-being of community associations."

price). Damage claim time limitations may also apply. Ask for a copy of the mover's tariff for the terms and conditions applying to your move.

CAROLINE RECORD, ESQ.

Hill Wallack LLP

Paul Maticera, our liaison with our lobbying firm MBI-GluckShaw knew and introduced members of the LAC to almost every mayor and municipal representative at this year's New Jersey Conference of Mayors held in Atlantic City this past Spring. Paul made sure that the mayors were aware that the LAC and CAI could be a vital resource in dealing with any issues which arise with community associations in their communities. We look forward to continuing to provide valuable information to the members of this organization.

J. DAVID RAMSEY, ESQ.

Becker & Polliakoff

CAI's advocacy for community associations includes not only state advocacy through the LAC, but advocacy at the federal level as well. Increasingly, we are seeing more legislation at the federal level that impacts the interests of community associations. Examples of this include ham radio legislation that would override certain restrictions preventing ham radio antennas (passed the House; pending in the Senate); FEMA legislation to require FEMA to revisit its position that community associations are "commercial" entities and therefore not entitled to the same relief as owners living outside community associations and an amendment to the Stafford Act to expressly include community associations (pending in the House); and monitoring Congress's efforts to re-create the secondary mortgage market, which can impact the ability to obtain mortgages for condominiums.

CONTINUES ON PAGE 53

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INSIDE CONNECTION

JACLYN OSKIERKO | DIRECTOR, EVENTS & EDITORIAL

I thought that I would use this opportunity as my last article for 2017 to do a recap of *Community Trends*[®] and the Editorial Committees accomplishments for the year. I have the pleasure to serve as staff liaison the Editorial Committee, who volunteer countless hours to CAI-NJ to help in providing the membership with outstanding articles and timely content.

The 2017 Editorial Committee continues to surpass the expectations laid out for them, this is one of the toughest committees that CAI-NJ has, due to the demand of responsibilities and the time commitment that this group of industry professionals puts into each issue.

The committee this year has developed a few new initiatives that have aided *Community Trends*[®] in being one of the best industry resources around. One of the new pieces included the "Do One Thing Better" sections. This was featured in a few issues in 2017, and we would love to see one in each upcoming issue of 2018. "Do One Thing Better" is a section that spotlights a topic in an infographic and quick read layout to allow for a straight to the point, informational read.

To honor veterans and those still serving our country, the "Spotlight on Service" section was developed. This year we had multiple submissions the were included in the issues. Please see the guidelines on page 45 and help us to continue honoring these amazing individuals in our industry.

I would like to thank the entire committee for their support and give a special thank you to our Chair, Joe Chorba, CPA, and Vice Chair, Kari Valentine, CMCA, AMS for a job well done! I would also like to thank the women behind the scenes that works with me every month to compile and layout the magazine, Michele Newman with Brainerd Communications, Inc. She has the tireless task of keeping us on schedule to ensure our deadlines are met each month.

Please keep an eye out for the editorial calendar which lays out the themes for the year. As always, the committee

"The 2017 Editorial Committee continues to surpass the expectations laid out for them, this is one of the toughest committees that CAI-NJ has..."

needs you as our members to submit articles for upcoming issues. You are the experts, and we want to hear from you! Please feel free to send your articles directly to me at jaclyn@cainj.org. Just make sure to read the article guidelines from the *Community Trends*[®] drop down menu on the CAI-NJ website – www.cainj.org. ■



Memorial Service For Cpl. Daniel Baldassare

(pictured above) On September 10th, 2017 a Memorial Service was held at the Grande in Colts Neck in honor and memory of Cpl. Daniel Baldassare 20, a resident of the Community, who died aboard the KC-130 while serving his Country as a United States Marine. He was based out of Stewart Air National Guard Base in Newburgh, NY. He was awarded the Global War on Terrorism Service Medal and the National Defense Service Medal.

A plaque will be placed at the Flagpole near the Clubhouse as a permanent remembrance in his honor.

JGS Insurance Promotes Ryan Fleming

JGS Insurance announced the promotion of Ryan Fleming as the new Director of Sales for the Community Association Group at the firm. Fleming has been with JGS Insurance for close to fifteen years where he has shown exemplary performance. He has always been encouraging and willing to lead on a variety of topics with his education programs both internally and externally, as well as his knowledge of the industry. JGS Insurance continues to have a focus and presence in the Community Association Marketplace and believes with Fleming's leadership they will continue to grow and succeed in this space.



Ryan Fleming

SOLitude Lake Management Announces Five Professionals Received Awards

Five aquatics industry professionals from SOLitude Lake Management were recently awarded for their accomplishments in the sustainable management of public and private aquatic resources. Aquatic Ecologist Shannon Junior, Environmental Scientist David Riedl, Aquatic Specialist Trent Nelson, Certified Lake Manager Derek Johnson and Territory Leader Dan Hunt each received the "Seeing Is

CONTINUES ON PAGE 14

Chapter Trends Editorial Guidelines

- All submissions must come from and be about:
 - A member of CAI-NJ (Manager, Management Company, Board Member, Business Partner or Business Partner Employee) in good standing.
- Companies/Communities are permitted four (4) announcements per calendar year.
- Submissions are limited to 150 words.
 - Members are responsible to condense the information appropriately, as CAI-NJ will not do so. Any submissions over 150 words will not be published.

- Submissions may include (1) image.
- Submissions should not be advertorial in nature.

Please note, CAI-NJ reserves the right to edit any submissions. The chapter reserves the right to omit information as necessary. CAI-NJ has the exclusive right to refuse to publish any submissions for any reason.

For questions regarding the Chapter Trends section of *Community Trends*®, please contact jaclyn@cainj.org or 609-588-0030.

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CHAPTER TRENDS..

from page 12.



Courtesy CAI-NJ

Believing" award through SePRO Corporation, a developer and manufacturer of high quality, environmentally responsible solutions for aquatic plant management. The award recognizes the highest standard of excellence in water quality treatment for lakes, ponds, stormwater basins or other waterbodies that have demonstrated the effectiveness of SePRO products. Award submissions consisted of a case study documenting a technical program for nuisance aquatic weed and algae control, a detailed treatment summary for the waterbody, project results, before and after photos, and client satisfaction reports. Over time, SOLitude team members have received more than 50 distractions from SePRO Corporation.

SOLitude Lake Management Announces Nine New Hires to its Team

SOLitude Lake Management announced nine of its newest hires to the company's growing team. These experienced professionals, spanning from Massachusetts to Texas to



(far left) SOLitude's award winners. (left) SOLitude's new hires.

Courtesy CAI-NJ

Colorado, bring diverse backgrounds, but all work towards the common mission of improving aquatic ecosystems throughout their local communities. Aquatic Biologists Erin Stewart and Buford Lessley, Fisheries Biologist Jason Emmel, Aquatic Scientist Todd Prater, Environmental Scientist John Maday, and Aquatic Specialists Clay Stabley and Elijah Pridgen all use their expertise to help implement sustainable solutions for our clients' lakes, ponds, stormwater BMPs and wetlands. Business Development Consultant Jennifer Bonzani focuses on establishing and maintaining professional relationships with clients and business partners and develops effective management plans to meet budgets and exceed expectations. Regional Administrator Carolyn Stabley plays an integral role in support of SOLitude's clients, staff and leadership. To read full bios and learn more about SOLitude Lake Management's team visit: www.solitudelakemanagement.com/team ■

STAFF SPOTLIGHT



Brooke Stoppiello

Brooke started with CAI this August, 2017 as the Administrative Assistant/Graphic Designer out of the Freehold office. Outside of CAI, she does freelance design work including t-shirt and other apparel designs for the Keyport Indians youth athletic teams. In addition to creating designs for them, she also coaches girl's advanced level, competition youth Cheerleading.

Before joining CAI, Brooke worked full-time in advertising and design for 6+ years with a few different companies including: Vivitar, Lithia Motors/DCH Auto Group, Edison Properties, and the Monmouth County Park System.

Brooke graduated from New Jersey City University in 2007 with a Bachelor of Arts in Graphic Design. Most of her childhood she grew up in Union Beach, New Jersey. She currently resides in Old Bridge with her husband, Matt and her cats. When Brooke is not working, she enjoys going to the beach, kayaking down Cedar Creek in the Pine Barrens, and riding crazy roller coasters at amusement parks. ■



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CA-PAC
*Community Association
 Political Action Committee*

CA-PAC REPORT ■ FALL 2017

A Letter from your PAC CHAIRMAN



The Community Associations – Political Action Committee (CA-PAC) is essential to ensuring Community Associations Institute's political involvement and our legislative successes in Trenton. The CA-PAC allows CAI-NJ and our members to have a direct impact on the issues and legislation that affect you. Giving to CA-PAC ensures that someone is looking out for the interests of New Jersey's common interest communities.

CA-PAC makes careful well informed decisions on whom to support based upon a legislator's voting record, legislative committee and overall support for our issues. We support legislators who are responsive to our concerns and your contribution is vital to our success.

With all 120 legislative seats up for election this November along with the race for Governor it is critical that we raise funds to spread our message to elected officials that lack a fundamental understanding of community association issues. Your contribution is an investment in the interests of community associations throughout New Jersey. Please send in your contribution today.

Thank you,

James Rademacher
 President, Community Associations Political Action Committee

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Purpose of CA-PAC

To promote and strive on the behalf of New Jersey community associations for the improvement of government by encouraging and stimulating New Jersey community associations, their owners, and those serving the New Jersey community association industry to take a more active and effective part in governmental affairs.

To donate to CA-PAC, send contributions to
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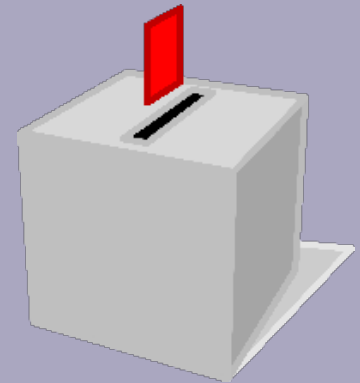




CAI-NJ IS HARD AT WORK ON OUR TOP PRIORITIES FOR THE 2016-2017 LEGISLATIVE SESSION INCLUDING:

- **Municipal Services:** CAI-NJ is advocating for advancements in the municipal services provided to your community including the maintenance of fire hydrants.
- **Delinquencies and Expedited Foreclosures (S 1832):** We are closer than ever to working with the banks and lenders to maintain vacant units and assume responsibility for maintenance fees. We are also pushing to include rent receiverships as an option.
- **Insurance Deductibles (A 3683):** This legislation deals with the Association's ability to transfer the deductible to homeowners in condominium associations.
- **Security Cameras in certain common interest community lobbies (A 3431):** Is your community considered in this legislation? If passed, certain communities in high crime areas of our state will be required to install security cameras in designated areas.
- **Snow Contractor Indemnification (S 181):** If passed as presently worded, snow contractors would be indemnified for any damage or injuries as a result of their snow removal/ ice control operations. CAI-NJ is involved in a coalition with several other organizations to meet with our elected officials and make sure our communities are protected.
- **Rain Sensor Installations (A 1484):** If you have a community controlled irrigation system, you may be required to install rain sensors to your system.

VICTORY FOR CA-PAC! New Election Law

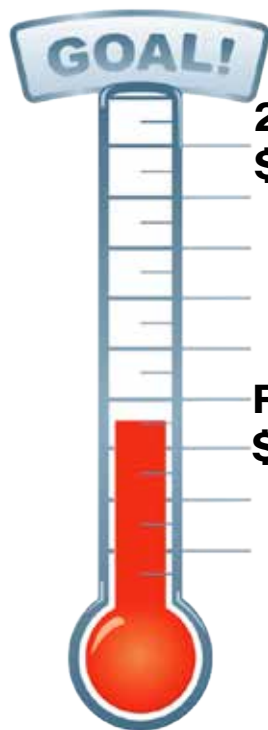


On Thursday, July 13, Governor Christie signed legislation to enhance owner participation in community association elections. The CAI Legislative Action Committee worked side-by-side with Senator Gordon, the primary sponsor of the bill, to ensure that the final version of the law would be balanced and not impose undue burdens on community associations while making the election process democratic where it currently isn't. Only through an eleven-month effort by the LAC members and the willingness of Senator Gordon to listen to, and accommodate, CAI's concerns was this able to occur.

CA-PAC in Action

In 2017 CA-PAC members have attended fundraisers for candidates that support NJ's community association industry including Assemblymen O'Scanlon, Holley, Benson, Lagana, Senators Brown, Van Drew, Gordon and Rice and Senate candidate Cryan.

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Thank You to Our Panel Including:

(Left to Right) Caroline Record, Esq., Hill Wallack LLP; Martin C. Cabalar, Esq., Becker & Poliakoff; Christine F. Li, Esq., Greenbaum, Rowe, Smith & Davis LLP; Damon M. Kress, Esq., McGovern Legal Services, LLC



CAI-NJ LEGAL FORUM WHAT WOULD YOU DO? LEGAL ISSUES IMPACTING COMMUNITY ASSOCIATIONS



On September 26th, Stonebridge Community Association hosted the CAI-NJ membership for a new program, an interactive panel discussion where property managers and community boards were able to pose questions to our esteemed panel of legal experts on topics such as elections, emotional support animals, and insufficient reserves as well as other questions related to legal issues that boards and management companies are currently facing.



**COMMUNITY
ASSOCIATIONS
MUST ADDRESS
HARASSMENT
WHICH CONSTITUTES
HOUSING
DISCRIMINATION**

By Mary Barret, Esq.,
Stark & Stark

The distress was clear in the unit owner's voice even though he had difficulty expressing himself. He told the board members that his neighbor was a big problem. He would not complain for himself but his children were afraid to use the pool because of this neighbor and they hesitated even going outside to their car. The man was not easy to understand, English was not his first language, but the board members were familiar with the neighbor he complained about. They all had heard the things he said to this family, even the young children, insulting their religion, the country they emigrated from, and even the way they dressed. After the meeting, the board members discussed the situation with their property manager. This man was right; the neighbor was horrible and his verbal assaults against this family were unrelenting. Still, didn't he have a right to express those repugnant views? And what could the board do anyway if they did intervene? The board members decided to tell the man they sympathized with him but there was nothing they could do for him.

Many community association property managers and board members may come to same conclusion as these did. After all, board members are volunteer homeowners and have a lot to juggle without trying to solve ethnic and religious intolerance in their communities. Yet the law requires involvement by a community association in situations of harassment that constitute housing discrimination.

New Housing Regulations:

In October 2016, new regulations related to the Fair Housing Act were implemented by the Department of Housing and Urban Development ("HUD"). The Fair Housing Act is part of the Civil Rights Act of 1968 and is a federal law that, among other things, makes it illegal to discriminate against a person in the provision, use, and enjoyment of housing on the basis of their protected class. Harassment has always been a form of discrimination under the Fair Housing Act. Before the recent regulations were implemented, however, the definitions and standards

CONTINUES ON PAGE 22



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DISCRIMINATION...

from page 20.

for quid pro quo and hostile environment harassment were based on law governing employment discrimination. The new regulations define harassment in the housing context, provide standards for evaluating claims of such harassment, and clarify when housing providers – such as community associations – may be held liable for illegal harassment. The law is clear that a community association and its board members can be liable for discriminatory housing practices for failing to take

"The law is clear that a community association and its board members can be liable for discriminatory housing practices for failing to take action..."

action relating to quid pro quo and hostile environment harassment against a protected class of individual. Defining a few key terms is helpful to understanding the new regulations.

- Protected Class: Protected classes under federal law are an individual's race, color, religion, sex, familial status, national origin, or disability.
- Quid Pro Quo Harassment: *Quid pro quo* harassment is an unwelcome request or demand in the provision of housing or housing services because of that person's protected class. An example of *quid pro quo* harassment could

CONTINUES ON PAGE 24



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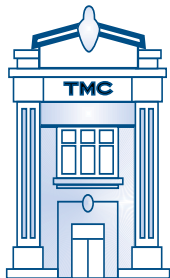
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DISCRIMINATION...

from page 22.

be a co-op's building super who provides prompt response times to women residents who put up with his sexual advances while ignoring those women who rebuff them. This building super's conduct could be unlawful harassment against all of these women, even those who put up with the conduct, as a victim's submission to harassment does not negate the unlawful conduct.

- Hostile Environment Harassment: Hostile environment harassment is unwelcome conduct because of that person's protected class that is sufficiently severe or pervasive as to interfere with the person's use or enjoyment of housing. An example of hostile environment harassment could be the situation described in the introduction: a resident who consistently taunts and makes derogatory statements to another resident based on his religion and national origin. Hostile environment harassment can come in many different forms: epithets, distributing fliers, displaying symbols, gestures, physical abuse, etc.

Prompt Corrective Action Required:

Community associations can be directly liable or vicariously liable for harassment that constitutes discriminatory housing practices. One might expect that an association can be liable for the harassment perpetrated by its board members, managers, maintenance workers, and other repre-

CONTINUES ON PAGE 26

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DISCRIMINATION...

from page 24.

sentatives or employees. One might not expect that an association can be liable for harassment caused by one resident against another. When an association board or manager knows, or should know, that harassment is occurring, even between unit owners, it must take prompt corrective action to address it or the association may be liable for discriminatory housing practices.

What constitutes sufficient corrective action in the community association context is not defined in the new HUD regulations. It most certainly will include offering alternative dispute resolution to any residents and unit owners involved, something that is already a statutory obligation for community associations in New Jersey. A board may need to cre-

ate written policies against harassment and, when possible, impose fines and suspend membership privileges for violations. For associations with employees, corrective action may require sensitivity training, disciplinary action, and even termination. Harassment may be rare in community associations and while not all associations will want to implement such policies proactively, all must watch for conduct that may trigger the obligation to do so.

Balancing Free Speech:

With this obligation to act comes an important caveat. When evaluating conduct to determine if it is unlawful harassment constituting housing discrimination under these regulations, board members and managers must also balance an individual's right to free speech. The difference between

unlawful speech constituting harassment against a protected class and lawful free speech is not an easy call. Conduct which is just offensive or causes hurt feelings or words which are spoken in the heat of the moment are likely protected as free speech even when directed at a protected class. Conduct which involves coercion, intimidation, or threats of bodily harm or which is severe and pervasive may not be protected as free speech and may be considered harassment when directed at a protected class. While it's important to understand that not every disagreement or harsh word directed at a protected class in a housing situation will be unlawful harassment, it's also important to understand that certain conduct may be unlawful and that the association has an obligation to take some action.

CONTINUES ON PAGE 68



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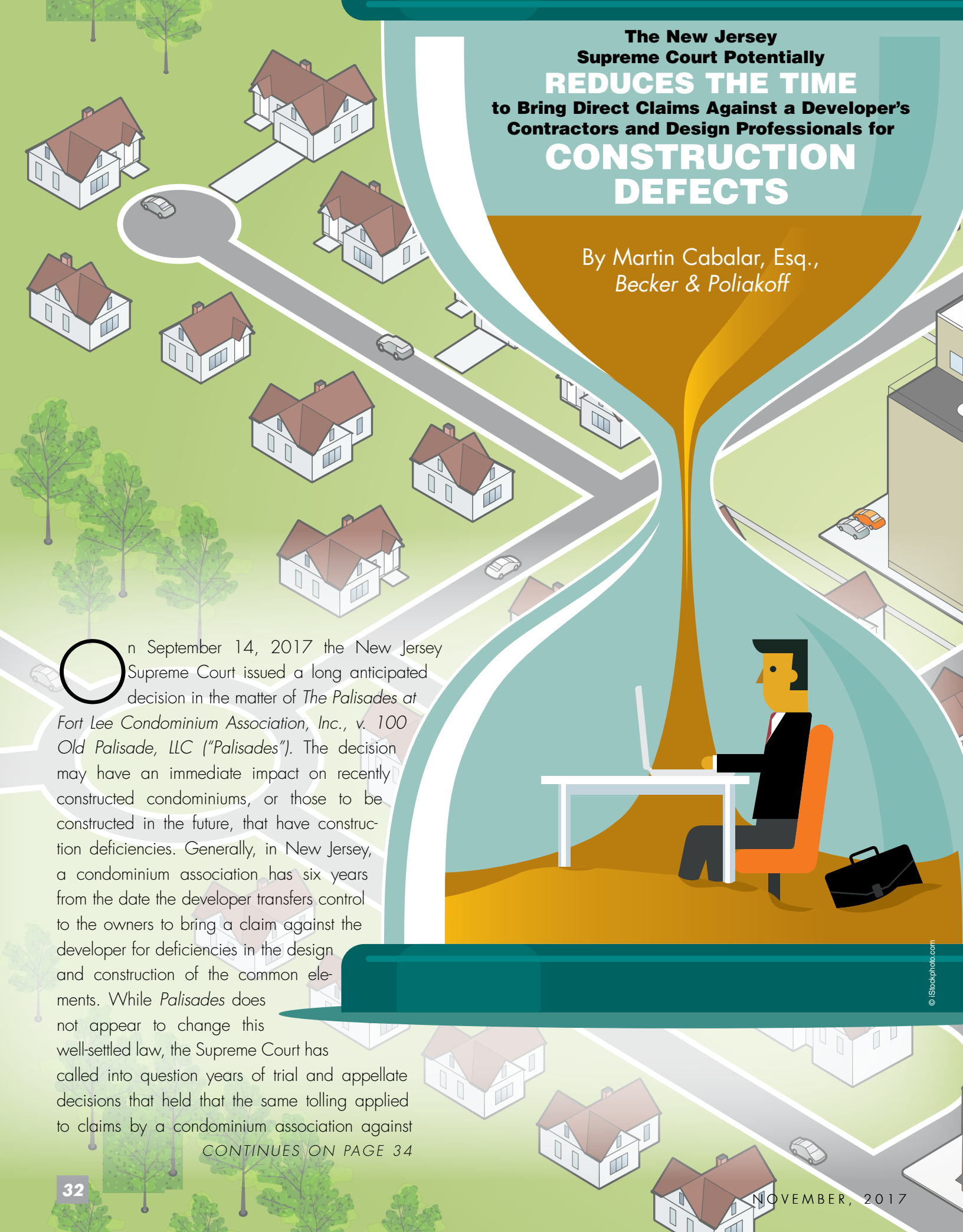


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By Martin Cabalar, Esq.,
Becker & Poliakoff

On September 14, 2017 the New Jersey Supreme Court issued a long anticipated decision in the matter of *The Palisades at Fort Lee Condominium Association, Inc., v. 100 Old Palisade, LLC* ("Palisades"). The decision may have an immediate impact on recently constructed condominiums, or those to be constructed in the future, that have construction deficiencies. Generally, in New Jersey, a condominium association has six years from the date the developer transfers control to the owners to bring a claim against the developer for deficiencies in the design and construction of the common elements. While *Palisades* does not appear to change this well-settled law, the Supreme Court has called into question years of trial and appellate decisions that held that the same tolling applied to claims by a condominium association against

CONTINUES ON PAGE 34



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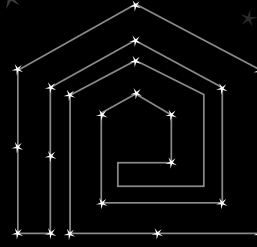
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CONSTRUCTION DEFECTS...

from page 32.

a developer's contractors and design professionals.

While innately fact-driven and evidence specific,¹ *Palisades* held that the six-year statute of limitations on a condominium association's direct claims against a developer's contractors and design professionals for construction defects begins to run upon the latter of six-years from: (a) substantial completion of the contractor's work, or (b) when the "owner" knows, or should have known through the exercise of reasonable diligence, of the existence of a claim. Remarkably, the *Palisades* use of the term "owner" was not exclusive to the condominium association, but included

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the original owner of the property – i.e. the developer. In other words, the Court posited that causes of action accrue when someone in the chain of ownership, including the developer, first knows or reasonably should know of a defect and the party responsible, even if transition to unit owner control had not yet occurred. Thus, although Palisades was decided on its peculiar facts, the decision opens the possibility that direct claims by a condominium association against a developer's contractors and design professionals could expire long before transition of control to the unit owners.

It is apparent from the opinion in *Palisades* that the Court likely failed to consider its own acknowledgement nearly 35-years earlier addressing the inherent conflict of interest between a

CONTINUES ON PAGE 36

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CONSTRUCTION DEFECTS...

from page 35.

developer and a unit owner controlled condominium association.² It is not realistic to suggest that a developer would initiate an action against itself, or its contractors and design professionals, prior to transitioning control to the unit owners. Though, in certain circumstances, this is precisely what *Palisades* requires to preserve the association's claims against the developer's contractors and design professionals. Oddly, *Palisades* also flies in the face of decisions by the

"...in such circumstances, the developer is likely a single purpose entity with little to no assets."

New Jersey Appellate Division, where the courts refused to let the determination of statutes of repose and limitation turn on fact-sensitive determinations and various analytic approaches to construction stages.³ Yet, *Palisades* does just that by charging the unit owner controlled association with the knowledge of the developer and the subsequent task of determining when, if at all, the developer knew of various construction defects to preserve its claims. Thus, *Palisades* ushers in uncertainty with respect to the accrual of the six-year statute of limitations.

Many reading this may say, "So what, the developer is responsible and will still have to pay for the construction defects." While it is true that the condominium association would

CONTINUES ON PAGE 39

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CONSTRUCTION DEFECTS...

from page 36.

likely still have various viable claims against its developer in such circumstances, the developer is likely a single purpose entity with little to no assets. It is also likely that the developer failed to reserve significant funds to address warranty and other related construction defect claims. Thus, if a condominium association has serious construction defects, a successful recovery may be difficult if the association's claims against the developer's contractors and design professionals happen to be barred by the six-year statute of limitations as applied by *Palisades*.

The truth is: the potential negative impact of the decision in *Palisades* will not just be felt by condominium associations, but by developers as well. In all likelihood, in circumstances where an association is facing potential statute of limitations issues with respect to direct claims against a developer's contractors and design professionals, every effort will be made to pierce the corporate veil of the developer to seek to hold its parent entities entirely responsible. While this is no easy task, it is certainly not impossible. Just earlier this year, a jury in Hudson County awarded a \$9 million-plus verdict against a subsidiary of Hovnanian Enterprises, Inc. The jury further found that Hovnanian Enterprises, Inc., used a single purpose developer entity over which it exercised domination and control to commit a fraud or injustice and therefore pierced the corporate veil which will ultimately hold Hovnanian Enterprises responsible for the actions

of its subsidiary developer. In addition to seeking to pierce the corporate veil, many condominium associations will be left with no choice but to file a lawsuit right after transition in hopes of stopping the clock on any statute of limitations defenses. In certain circum-

stances, there will be little to no time for negotiation with the developer and attempting to resolve the issues without litigation. In an already litigious society, this does not bode well for developers of condominiums.

In light of *Palisades*, if your associ-
CONTINUES ON PAGE 66

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INFRARED BUILDING INSPECTIONS *Old Science – New Tool*

By Ian Martin,
Level 1 Thermographer,
FWH Associates, P.A.

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Thermal radiation is emitted from every single object around you right now, you just can't see it. No, not the radiation that causes cancer or three-eyed fish but the thermal signature an object gives off. Every object in the universe has the ability to retain and emit heat. A thermal imaging camera allows visualization and capture of this heat signature data through photography and videography. The images created by these special cameras are as beautiful and intriguing as they are informative. However, against popular belief and the movie *Predator*, infrared cameras (or vision) do not grant the ability to see through walls ... or clothes for that matter!

What is Thermography?

Thermography is the ability to study heat or infrared radiation emitted from objects and structures. The science of observing thermal signatures has been around since the age of the pyramids. Doctors of the time realized that some illnesses and diseases directly correlate to the surface temperature of the human body. To determine if there was

a temperature difference, they would apply mud to the concerning area and establish the difference in drying rates. In the early 1900's, scientists used photography to capture the infrared spectrum which was considered the start of modern thermography as we know it. Throughout the next few decades, the quality of imaging improved drastically, particularly as a result of military research during World War II and the Korean Conflict. The science was crucial in various areas of the battlefield, including the observation of enemy troops in low light conditions (1). The use of this technology became declassified soon after these events and several industries immediately took advantage of its capabilities, such as the medical and utility industries.

In order to really understand what a thermal image is portraying, a basic understanding of Thermal Dynamics is required. While a PhD in Physics may be overkill for observing a building façade, the principles must be understood to interpret the images properly. Here is a good place to start your basic understanding of thermal dynamics: object inherently absorb, retain and emit heat. This universal prop-

CONTINUES ON PAGE 42

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INFRARED...

from page 40.

erty of an object is called Thermal Mass. Objects with a high thermal mass retain heat for longer periods of time in comparison to an object with a low thermal mass. For example, a piece of toast that comes out of a toaster and sits at room temperature for a few minutes loses heat rather quickly. The toast, therefore, has low thermal mass. Conversely, a cup of coffee retains its heat much longer as water has a high thermal mass. This relatively simple principle is the premise for the study of thermography.

Diagnostics and Inspections

The data collected through a thermal imaging camera inspection can exhibit issues that are simply not visible with a naked eye. This data can be used for diagnosing various building defects in both commercial and residential applications.

Defective commercial and residential structures experience fairly typical deficiencies; thermal loss, moisture / water intrusion, equipment failures. The use of a thermal camera allows the diagnosis to occur quickly and without the removal of materials in most situations. This benefits property owners and associations as less invasive procedures reduce investigation costs. When the diagnosis is established earlier, the focus can be shifted to repairing the issues sooner, thereby mitigating further damages and ultimately, higher repair costs.

Condominium Industry Use of Thermography

The use of thermal technology can be applied to condominium buildings

and clubhouses in several areas. Water infiltration is one of the more common deficiencies, typically at roofs. The thermal camera gives the engineer the ability to see temperature differences on a leaking roof cladding system (particularly on low slope roofs). The wet insulation and roof deck transmit a different heat signature than the surrounding, non-affected, areas. Once the problematic area is located and the cause diagnosed through the use of the thermal camera and a visual inspection, a concentrated repair can be made at the area of concern. Previously, the entire roof cladding assembly may have had to be addressed due to the inability to locate the exact location of the leak. This results in significant savings for the association.

Another benefit of inspecting building issues with a thermal imager is the ability to see patterns and risks from the thermal data that are unseen without this technology. For example, a thermal image of an electrical panel can show over-loaded circuits that would have gone unnoticed without the ability to see heat emittance. The thermographer can follow the loads to that circuit and determine if the excessive heat is a result of an overloaded condition or if it is simply a high load appliance.

Building Code Updates

The construction industry is in the midst of a major change over the past year. March of 2016 brought the introduction of the 2015 International Residential Code in New Jersey. The importance of well-insulated buildings has been recognized and will be enforced through this latest code adop-

tion. Building envelope inspections with the use of thermography can help determine where a building's insulation may be lacking or missing completely. Additionally, cold corners and air leaks / drafts can easily be found by taking note of significant temperature changes along a wall, floor or roof. These types of studies can help an association

establish more energy efficient clubhouses, common areas and residential units resulting in lower energy costs.

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Readers of *Community Trends* can ask the Editorial Committee of the magazine for their feedback about any issue facing the community association industry. The committee is made up of legal, insurance, engineering and property management professionals with a wealth of information and experience specific to community associations.

**Letters and e-mails
should be directed to:**

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INFRARED...

from page 43.

image camera manufacturers in the world, has even developed a thermal imaging camera that attaches to your iPhone! While the technology can be fun to play around with, when it comes to diagnosing building envelope deficiencies, a certified professional in thermal imaging should be sought. It takes experience and knowledge of the camera's parameters to properly collect and interpret the data. Without this experience and knowledge, misinterpretations of the data can occur and ultimately miss the cause or the issue altogether.

Recently, Flir® has developed a tiered certification process through thermal imaging educational courses. Just like in other areas of the construction industry, certifications and licenses are required to reach a certain level of expertise and knowledge that associations can rely on.

While infrared technology introduces an entirely different and beneficial form of visual observation by the inspector, it should be noted that the technology does not completely replace the need for invasive (destructive) inspections. Ultimately, the camera should be used as a preliminary

visual observation device which discovers areas of concern within the building cladding system before the removal of materials. Following the discovery of the problematic area through the lens of the camera, the conventional method of removing materials at the areas noted by the thermography should occur to document the damages, the original installation methods and conduct the proper repairs.

Remember, the infrared camera is another tool in the inspector's tool box just like a tape measure and level. Where this tool differs from the majority of others used during inspections is the training and experience that is required along with it. The inspector collecting and studying the data must be able to interpret exactly what is being portrayed. Associations should seek a firm that has certified thermographers on staff to perform the inspections and ultimately diagnose the building deficiencies. ■

"The data collected through a thermal imaging camera inspection can exhibit issues that are simply not visible with a naked eye."

SPOTLIGHT ON SERVICE

With great respect for those who serve our country, the Editorial Committee of CAI-NJ is seeking spotlights on service members. This may include active, or inactive members of the United States Armed Forces.

Please take this opportunity to spotlight someone you know and help the CAI-NJ community recognize and thank them for their service to our country.

Criteria

1. Must be a member of the United States Armed Forces, active, inactive or has served.
2. Must be either a:
 - a. Member of CAI-NJ (Manager, Board Member, Business Partner or Business Partner Employee)
 - b. A parent, spouse or child or a CAI-NJ member (classified above)
3. Must include 500 to 1,000 words about their service along with a photo

For questions or to submit a "Spotlight on Service" contact Jaclyn Olszewski at jaclyn@cainj.org.

★ Submissions may be self-authored by service members or written on their behalf.

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JANUARY 2018			APRIL 2018 (cont.)			SEPTEMBER 2018		
18-20	Seattle, WA	M-100	19-20	Austin, TX	M-204	6-7	Richmond, VA	M-350
18-19	Pikesville, MD	M-203	19-21	Ft. Myers, FL	M-100	6-7	Houston, TX	M-204
18-19	Lisle, IL	M-204	19-20	Amherst, NY	M-360	7-7	Birmingham, AL	M-202
18-19	Las Vegas, NV	M-206	20-20	Vail, CO	M-202	6-7	Sandestin, FL	M-205
18-19	Austin, TX	M-201	MAY 2018			27-28	Pikesville, MD	M-204
25-27	Charlotte, NC	M-100	7-8	Washington, DC	CASE	27-28	Schaumburg, IL	M-203
25-26	Phoenix, AZ	M-201	7-7	Washington, DC	M-400	27-28	Pleasanton, CA	CASE
24-26	Falls Church, VA	M-100	5/31-6/2	Windsor Township, NJ	M-100	27-28	Falls Church, VA	M-205
25-26	Richmond, VA	M-203	5/31-6/2	Charleston, SC	M-100	27-28	Sarasota, FL	M-370
25-26	Honolulu, HI	M-340	5/31-6/2	Arlington Heights, IL	M-100	27-28	Santa Ana, CA	M-203
25-26	Denver, CO	M-205	5/31-6/1	Cincinnati, OH	M-206	28-28	Phoenix, AZ	M-202
26-26	Santa Ana, CA	M-202	5/31-6/1	Sarasota, FL	M-203	OCTOBER 2018		
FEBRUARY 2018			JUNE 2018			17-19	Falls Church, VA	M-100
8-9	Seattle, WA	M-204	7-8	Houston, TX	M-350	18-19	Seattle, WA	M-206
8-9	Hilton Head, SC	CASE	7-8	Atlanta, GA	M-206	18-20	Windsor Township, NJ	M-100
9-9	Indianapolis, IN	M-202	7-8	Los Angeles, CA	M-205	18-19	Natick, MA	M-205
8-9	St. Louis, MO	M-201	7-9	Phoenix, AZ	M-100	18-19	Wilmington, NC	M-360
8-9	Oxnard, CA	M-203	7-8	Ft. Myers, FL	M-204	18-19	St. Louis, MO	M-204
8-9	Riverside, CA	M-350	8-8	Dallas, TX	M-202	18-19	New London, CT	M-204
8-10	Houston, TX	M-100	20-23	Steamboat Springs, CO	M-100	24-27	Ft. Collins, CO	M-100
21-24	Denver, CO	M-100	21-22	Natick, MA	M-203	25-26	Hilton Head, SC	M-206
22-23	Dallas, TX	M-205	21-22	Chicago, IL	CASE	25-26	Dallas, TX	CASE
22-24	Honolulu, HI	M-100	21-22	Santa Ana, CA	M-201	25-26	Chicago, IL	M-201
22-24	Orlando, FL	M-100	21-23	San Diego, CA	M-100	25-27	Sandestin, FL	M-100
23-23	Virginia Beach, VA	M-202	21-22	Orlando, FL	M-201	NOVEMBER 2018		
MARCH 2018			22-22	Falls Church, VA	M-202	1-2	Virginia Beach, VA	M-204
8-9	Pikesville, MD	M-380	JULY 2018			1-2	Danbury, CT	M-206
8-9	Raleigh, NC	M-203	12-13	Cranbury, NJ	M-203	1-2	Atlanta, GA	M-201
8-10	Richmond, VA	M-100	12-13	Sturbridge, MA	M-360	1-2	Atlanta, GA	M-201
8-10	Atlanta, GA	M-100	12-13	Palm Springs, CA	M-204	1-2	Las Vegas, NV	M-340
8-10	Los Angeles, CA	M-100	12-14	Pikesville, MD	M-100	1-3	Palm Springs, CA	M-100
15-17	Pikesville, MD	M-100	12-14	Santa Ana, CA	M-100	15-17	Valley Forge, PA	M-100
15-16	Salt Lake City, UT	M-206	13-13	Schaumburg, IL	M-202	15-16	Dallas, TX	M-206
15-16	Las Vegas, NV	M-204	19-20	Falls Church, VA	M-320	15-16	Austin, TX	M-205
16-16	Seattle, WA	M-202	19-20	Thornton, CO	M-203	15-17	Chicago, IL	M-100
22-23	Springfield, PA	M-205	19-21	Dallas, TX	M-100	15-16	Santa Ana, CA	M-204
22-24	Natick, MA	M-100	19-20	Atlanta, GA	M-204	15-16	Falls Church, VA	M-204
22-23	Houston, TX	M-203	19-20	St. Petersburg, FL	M-206	DECEMBER 2018		
23-23	Myrtle Beach, SC	M-202	20-20	Riverside, CA	M-202	6-7	Honolulu, HI	M-205
22-24	Chicago, IL	M-100	AUGUST 2018			6-7	Falls Church, VA	M-206
22-23	Sacramento, CA	M-204	2-4	Hartford, CT	M-100	6-8	Santa Ana, CA	M-100
29-30	Santa Ana, CA	M-205	2-3	Pleasanton, CA	M-201			
29-30	Colorado Springs, CO	CASE	2-3	Ft. Lauderdale, FL	M-201			
29-30	Falls Church, VA	M-203	2-4	Portland, OR	M-100			
29-30	St. Petersburg, FL	M-204	16-18	Lisle, IL	M-100			
29-30	Portland, ME	M-201	16-17	Palm Springs, CA	M-203			
APRIL 2018			16-17	Ft. Collins, CO	M-206			
11-14	Colorado Springs, CO	M-100	16-17	Ft. Myers, FL	M-340			
11-13	Falls Church, VA	M-100	16-17	Falls Church, VA	M-201			
12-13	Seattle, WA	M-310	23-25	Seattle, WA	M-100			
12-13	Charlotte, NC	M-206	23-25	Virginia Beach, VA	M-100			
12-13	Schaumburg, IL	M-206	23-24	Pikesville, MD	M-205			
12-13	Los Angeles, CA	M-204	23-24	Santa Ana, CA	M-206			
13-13	Fairfield, CT	M-202	23-25	Salt Lake City, UT	M-100			
19-20	Pleasanton, CA	M-206	23-24	Phoenix, AZ	M-330			
19-20	San Diego, CA	M-201	24-24	Sandestin, FL	M-202			
20-20	Kansas City, MO	M-202						



PRESIDENT...

from page 5.

Question – “What words of wisdom can you give next year’s President?” – Lisa V., Tinton Falls, NJ

DB – Hmmm, that is a tough one. I think it would be to listen to the membership, give them what they are in need of, whether it be more education or finding out more about what CAI has to offer. Oh, and find someone to edit your monthly columns for you.

Question – “Should I take a chance and put my nomination in for a CAI NJ Board seat?” – Curious in New Jersey

DB – Well Curious...all I can say is how are you ever gonna know unless you put it to the test! Everyone has something to offer our chapter that can be useful, this industry is full of members that should take the leap! I am glad I did.

And that, as they say, is a wrap for this month. One more column to go, friends...

Peace and Love,
Denise

ATTENTION ALL CAI-NJ SEMINAR ATTENDEES:



Please remember to keep your seminar completion certificates in a safe place.

These certificates are distributed at the end of each CAI-NJ seminar. This is proof that you attended and completed the seminar. You may need to reference the certificate in the future and CAI-NJ does not keep track of each member’s attendance record. Community managers will definitely need the certificates to obtain credit for continuing education towards their designations.



TECHNOCALITY

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- BURGLAR & FIRE ALARM SYSTEMS
- GATE/ENTRY SYSTEMS
- MEDICAL ALERT SYSTEMS
- DESIGN, INSTALLATION & MAINTENANCE

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866.951.3003



(December 1, 2016 to September 30, 2017)

One New Member

RJ Anderson

Crestwood Village 6 Community Association

Donna M. Belkot, CMCA, AMS

Taylor Management Company, AAMC, AMO

Kristie Bendick, CMCA

RMG, Regency Management Group, Inc., AAMC

Lysa Bergenfeld

Ansell Grimm & Aaron, PC

Patricia Clemente

Servpro of Freehold, Middletown, So. Jersey City / Bayonne

Meghan A Dirkes

Princeton Manor

Chip Hoever, CMCA, AMS, PCAM

Somerset Management Group, LLC

Lori A. Kenyon, CMCA, PCAM

Premier Management Associates, AAMC

Michelina Laforgia

Water's Edge at Point Pleasant

Christopher M. Nicosia, CMCA, AMS

Prime Management, Inc., AAMC

Mila McDonough

Diversified Property Management

Karen P. Sackstein, CPA

Karen P. Sackstein, CPA

Mohammed Salyani, CPA

Wilkin & Guttenplan, P.C.

Edward San George, PCAM

Integra Management Corporation, AAMC

Two New Members

Tracey Allen, CMCA, AMS

James Magid, CMCA, LSM, PCAM

FirstService Residential, AAMC

Craig Thompson, CMCA, AMS

Comet Management

Three New Members

Leonard Barber, CMCA, PCAM

Executive Property Management, AAMC

Marlene Costagliola

Executive House Condominium Association

Scott T. Dalley, CMCA, AMS, PCAM

Access Property Management, Inc., AAMC, AMO

Mila McDonough

Diversified Property Management

Tony Nardone, CMCA, AMS

Corner Property Management

Mary Faith Nugiel, AMS, PCAM

RCP Management Company, AAMC

Lawrence N. Sauer, CMCA, PCAM

Association Advisors

Five New Members

Jean Bestafka

Renaissance Homeowners Association

Nine New Members

Denise Becker, CMCA, AMS, PCAM

Homestead Management Services, Inc, AAMC

**RECRUIT YOUR WAY TO A FREE TRIP TO THE 2018
CAI-NATIONAL CONFERENCE IN WASHINGTON D.C.!**

See details about the **Recruiter Club Challenge** at www.cainj.org under the "Membership" tab.

CAI MEMBERSHIP APPLICATION

Community Associations Institute, New Jersey Chapter
 500 Harding Road
 Freehold, NJ 07728
 Phone: (609) 588-0030 Fax: (609) 588-0040
 Web: www.cainj.org
 Email: membership@cainj.org

MEMBERSHIP CONTACT (Where membership materials will be sent):

Name: _____

Title: _____

Association/
 Company: _____

Address: _____

City/State/Zip: _____

Phone: (W) _____ (H) _____

Fax: _____

E-Mail: _____

Select your Chapter: _____ **NEW JERSEY** _____

Recruiter Name/Co. Name: _____

CATEGORY OF MEMBERSHIP: (Select one)

- Homeowner Leader (HL) *Dues vary**
- Manager \$132
- Management Company \$425
- Business Partner \$580

PAYMENT METHOD:

- Check made payable to CAI VISA MasterCard AMEX

Card Number: _____ Exp. _____

Name on Card: _____

Signature: _____ Date: _____

Important Tax Information: Under the provisions of section 1070(a) of the Revenue Act passed by Congress in 12/87, please note the following. Contributions or gifts to CAI are not tax-deductible as charitable contributions for federal income tax purposes. However, they may be deductible as ordinary and necessary business expenses subject to restrictions imposed as a result of association lobbying activities. CAI estimates that the non-deductible portion of your dues is 2%. For specific guidelines concerning your particular tax situation, consult a tax professional. CAI's Federal ID number is 23-7392984. \$39 of annual membership dues is for your non-refundable subscription to *Common Ground*.

Complete only the portion of the remainder of the application that applies to your category of membership.

For CAI-NJ use only:	_____ BP
	_____ CAVL
	_____ MGMT
	_____ MGR

HOMEOWNER LEADER (HL):

Billing Contact: (if different than Association Address on left):

Name: _____

Home Address: _____

City/State/Zip: _____

Phone: (W) _____ (H) _____

Fax: _____ (Cell) _____

E-Mail: _____

***TOTAL MEMBERSHIP DUES (as of October 2, 2017)**

- Individual Homeowner \$125
- 2 Homeowners \$230
- 3 - 15 Homeowners \$295

For more than 3 homeowners, please indicate below who should receive membership renewal information. Please attach additional paper if needed. Please contact CAI National Customer Service (888) 224-4321 for memberships exceeding 15 individuals.

Name: _____

Home Address: _____

City/State/Zip: _____

Phone: (W) _____ (H) _____

Fax: _____ (Cell) _____

E-Mail: _____

Name: _____

Home Address: _____

City/State/Zip: _____

Phone: (W) _____ (H) _____

Fax: _____ (Cell) _____

E-Mail: _____

****Total Membership Dues above include Advocacy Support Fee.**

BUSINESS PARTNER:

- Accountant Attorney
- Builder/Developer Insurance Provider
- Lender Real Estate Agent
- Supplier (landscaping, power washing, snow removal, etc)
 Please specify: _____
- Technology Partner
 Please specify: _____
- Other
 Please specify: _____

BUSINESS PARTNER AFFILIATE:

Name of Primary Company Contact: _____

Welcome

NEW CAI-NJ MEMBERS

(September 1, 2017 to September 30, 2017)

Business Partners

Creighton Financial, LLC

John Daly

Keystone Contracting LLC.

Edward J. Kuncken

Community Association Volunteer Leaders

Beacon Pointe Condominium Association

Mark Garrish

Nicole Soper

Boatworks Condominium Association

David Alder

John Butters

Phil Magliore

Keith Marchese

Suzanne Roberts

Crescent Court Condominium

Lisa Hanna

Denise Laneve

Dover Oceanside Condo Association

Andrew Alt

Thmoas Bernard

Lois Persson

Heather Glen Condo Association

Michael Pagliaro

Rachel Stechman

Pond Ridge Association, Inc.

Justin Kijowski

Arthur Mirijanian

Upper Mountain Gardens Association

William McDonough

Liona Quaranto

Kristy Schiano

Scott Stewart

Josh Vereb

Waterways Condominium Association Inc.

Beth Jablow

Benjamin Klayman

Ms. Sarah Connell

Managers

Shekeira Alexander

RCP Management Company

Amaryllis Avelar

RCP Management Company

Theresa C. Beckett

Jennifer Beymer

Executive Property Management

Julie Ann Maldonado

Executive Property Management

Janine Manganella

RCP Management Company

David P. Papalia

Association Advisors

Ginger Pitaccio, PCAM

Towne & Country Management, Inc.

Eleonora Ryan

Midlantic Property Management

Laurie Savaro

RCP Management Company

Shea Stehle

Association Advisors

Eileen Szelewicki, CMCA

FirstService Residential

Susan Tel

Carlton Tower

LEGISLATIVE UPDATE...

from page 9.

SUE HOWE, AMS, PCAM

Member, LAC

I have been a member of the New Jersey LAC committee for three years. I wasn't sure what to expect at first. What I have learned is that many do not realize how legislation can either improve or negatively impact Associations and their owners. Also they have no idea the work that the LAC does to help protect their interests.

I have traveled to Washington DC with LAC committee members and met with our local representatives to familiarize them with the Legislative Action Committee and to have an open dialogue with them in advancing laws for community associations. As a member of CA-PAC, we raise funds through contributions from homeowners, Associations and Management companies so we can meet with sponsors of legislation. The need for ongoing support is essential to continue our work.

GEORGE GREATREX, ESQ.

Shivers, Gosnay & Greatrex, LLC

"Zombie" foreclosures continue to haunt community associations across New Jersey. These vacant and abandoned homes in foreclosure are unsightly, unsafe, unsanitary, and worst of all, a drain on the resources of the community associations in which they are located. New Jersey's CA-HAC has made it their highest priority to achieve a legislative solution to this nagging problem. Options include requiring the lender to expedite their foreclosure process on such properties, or requiring the foreclosing

lender to pay the Association assessments during the foreclosure. If this problem exists in your community, please contact your state legislators and encourage them to enact foreclosure reform (S-1832/A-3823).

JAMES P. MAGID, CMCA, PCAM, LSM

Vice President, First Service Residential

I have been on the Legislative Action Committee (LAC) for the past ten years and I believe it is one of the most beneficial committee representing community association members, and the professionals and business partners serving them. I enjoy digging in to "the why behind the what"; understanding why proposed legislation is initiated, and then working with the Legislative members to often make their legislation less detrimental for community associations through negotiation and meetings. It is educational to spend time with our NJ Chapter lobbyist, MBI- Gluck Shaw, and to have the opportunity meet and work with our State Legislators. And because the LAC is a national committee, I have also had the opportunity to attend Legislative Action Summits in Washington, DC, where we met with our NJ Congressman, as well as members of FEMA and FHA, to educate them about CAI, and the benefits to them in working with us in collaborative way to benefit our mutual interests, YOU.

Now you know! ■



Help CAI's Amicus Effort

The CAI Amicus Program is looking for your help. For years, CAI has participated in New Jersey court cases involving significant community association issues. We do this through our "Amicus" or "Friend of the Court" Program. With the court's permission, CAI files briefs in court cases advocating the interests of our members. CAI has successfully appeared in a number of important New Jersey cases, including *Twin Rivers*. It is important for our members to let CAI know when they are involved in, or become aware of, a lawsuit which may have an impact of general concern to the industry. We can only participate and have our views expressed when we know about these cases when they first arise. So, this is an important request on behalf of both the National and Chapter Legislative Action Committees to please advise the Chapter office of any litigation involving community association issues of potential importance to the entire industry. For any such notices, please contact Larry Thomas, PCAM at (609) 588-0030 or at larry@cainj.org. ■

NEW JERSEY CHAPTER
community
ASSOCIATIONS INSTITUTE

MANAGER REGISTRATION FORM



THE 21ST CENTURY HIGH-RISE JOINT MANAGER & BUSINESS PARTNER PANEL DISCUSSION AND NETWORKING RECEPTION

SPONSORED BY:
BUILDINGLINK.COM
STARK & STARK - ATTORNEYS AT LAW

Two networking sessions (6:30 p.m. - 7:15 p.m. and
8:45 p.m. - 9:30 p.m.)

All attendees are invited to join the Business Partners
for the networking sessions.

Date: Thursday November 16, 2017

Location: The Chart House
Lincoln Harbor Pier D-T
Weehawken, NJ 07086

Agenda: 6:30 p.m. - 7:15 p.m.: Cocktail Reception
and Networking with Business Partners
7:15 p.m. - 8:45 p.m.: Panel Discussion
8:45 p.m. - 9:30 p.m.: Dessert Reception
and Networking with Business Partners

Pre-registration is required.

If you register for this program and cannot attend, please
call the chapter office at (609) 588-0030 to cancel.

We require a cancellation notice at least 72 hours in advance. If a notice is not received,
a \$25 cancellation fee may be charged per registrant. Substitutions are permitted if you
cannot attend.

Questions? Email Angela Kavanaugh at Angela@cainj.org
or call (609) 588-0030.

Space is limited. Attendees are strongly encouraged to
register by Monday, November 6, 2017.

CAI-NJ advises that for training, marketing or other purposes, this event may be recorded, videotaped and/or
photographed. By attending this event, the registrant(s) consents to the use of his or her image by CAI-NJ and
agrees to waive any claim for the use of his or her image, including without limitation, the appropriation of his
or her image for commercial purposes or the invasion of his or her privacy.

Please note: CAI-NJ only reviews CAI designations, certifications, and accreditations for validity and current
status. Registrants are advised that each individual company is solely responsible for the content they provide
on registration forms including all designations, certifications, accreditations and licenses by the company or
the individual employee. Concerns about the validity of non-CAI designations, certifications, accreditations,
and licenses should be directed to the specific company or individual in question. Removal of designations,
certifications, accreditations, and licenses by CAI-NJ will only take place upon the submission of a letter writ-
ten by the official credentialing and/or licensing body to CAI-NJ.

CONTINUING EDUCATION NOTICE:

By successfully completing this program, the New Jersey Chapter of Community Associa-
tions Institute (CAI-NJ) will approve 3 hours credit for this program towards the Professional
Management Development Program (PMDP).

TOPICS:

- Refreshing and updating existing common areas of high-rise communities.
- Latest tips on managing, tracking and storing packages.
- How to best prepare for electronic voting, notice of meetings, and the impact of the Gordon bill.
- Managing expectations of managers and homeowners in the high-rise world.
- Changes in the high-rise marketplace – a discussion on the growing real estate market, how to prepare and adapt to the new market.

THE 21ST CENTURY HIGH-RISE JOINT MANAGER & BUSINESS PARTNER PANEL DISCUSSION AND NETWORKING RECEPTION

Name: _____

CAI Designation(s): _____

Company Name: _____

Address: _____

City, State, Zip: _____

Phone: _____

Fax: _____

Email: _____

REGISTRATION FEES:

CAI-NJ MGR/MGMT Co. Members: FREE
Non-Members: \$25.00

Payment Options:

TOTAL: \$ _____

Payment Methods:

1.) Pay by check, payable to CAI-NJ.

Mail completed form and payment to:

CAI-NJ

Attn: 2017 Panel Discussion

500 Harding Road

Freehold, NJ 07728

2.) Pay by credit card. Please fax to (609) 588-0040.
Or email to angela@cainj.org

Cardholder Name: _____

Card Number: _____

Exp. Date: _____ Security Code: _____

Cardholder Signature: _____

*Cardholder acknowledges receipt of goods and/or services in
the amount of the total shown hereon and agrees to perform the
obligations set forth in the cardholder's agreement with issuer

For CAI-NJ Office Use Only

Exp: _____

BUSINESS PARTNER REGISTRATION FORM



2017 PANEL DISCUSSION & NETWORKING RECEPTION

THE 21ST CENTURY HIGH-RISE JOINT MANAGER & BUSINESS PARTNER PANEL DISCUSSION AND NETWORKING RECEPTION

Two networking sessions (6:30 p.m. - 7:15 p.m. and
8:45 p.m. - 9:30 p.m.)

All attendees are invited to join the Managers
for the networking sessions.

Date: Thursday, November 16, 2017

Location: The Chart House
Lincoln Harbor Pier D-T
Weehawken, NJ 07086

Agenda: 6:30 p.m. - 7:15 p.m.: Cocktail Reception
and Networking with Managers
7:15 p.m. - 8:45 p.m.: Panel Discussion
8:45 p.m. - 9:30 p.m.: Dessert Reception
and Networking with Managers

Pre-registration is required.

*If you register for this program and cannot attend, please
call the chapter office at (609) 588-0030 to cancel.*

Questions? Email Angela Kavanaugh at
Angela@cainj.org or call (609) 588-0030.

Space is limited. Attendees are strongly encouraged to
register by Monday, November 6, 2017.

CAI-NJ advises that for training, marketing or other purposes, this event may be recorded, videotaped and/or photographed. By attending this event, the registrant(s) consents to the use of his or her image by CAI-NJ and agrees to waive any claim for the use of his or her image, including without limitation, the appropriation of his or her image for commercial purposes or the invasion of his or her privacy.

Please note: CAI-NJ only reviews CAI designations, certifications, and accreditations for validity and current status. Registrants are advised that each individual company is solely responsible for the content they provide on registration forms including all designations, certifications, accreditations and licenses by the company or the individual employee. Concerns about the validity of non-CAI designations, certifications, accreditations, and licenses should be directed to the specific company or individual in question. Removal of designations, certifications, accreditations, and licenses by CAI-NJ will only take place upon the submission of a letter written by the official credentialing and/or licensing body to CAI-NJ.

TOPICS:

- Refreshing and updating existing common areas of high-rise communities.
- Latest tips on managing, tracking and storing packages.
- How to best prepare for electronic voting, notice of meetings, and the impact of the Gordon bill.
- Managing expectations of managers and homeowners in the high-rise world.
- Changes in the high-rise marketplace – a discussion on the growing real estate market, how to prepare and adapt to the new market.

THE 21ST CENTURY HIGH-RISE JOINT MANAGER & BUSINESS PARTNER PANEL DISCUSSION AND NETWORKING RECEPTION

Name: _____

CAI Designation(s): _____

Company Name: _____

Address: _____

City, State, Zip: _____

Phone: _____

Fax: _____

Email: _____

REGISTRATION FEES:

CAI-NJ Business Partner Members: \$50.00
Non-Members: \$100.00

Payment Options:
TOTAL: \$ _____

Payment Methods:

1.) Pay by check, payable to CAI-NJ.

Mail completed form and payment to:

CAI-NJ
Attn: 2017 Panel Discussion
500 Harding Road
Freehold, NJ 07728

2.) Pay by credit card. Please fax to (609) 588-0040.
Or email to angela@cainj.org

Cardholder Name: _____

Card Number: _____

Exp. Date: _____ Security Code: _____

Cardholder Signature: _____

*Cardholder acknowledges receipt of goods and/or services in the amount of the total shown hereon and agrees to perform the obligations set forth in the cardholder's agreement with issuer.

For CAI-NJ Office Use Only

Exp: _____

ULTIMATE PARTNER Profile

Association Advisors of New Jersey

Questions answered by Christopher R. Antonaccci



Courtesy CAI-NJ

Association Advisors New Jersey is a dynamic, property management company specializing in building Healthy Communities through customized property management for each client. Our experienced managerial and financial staff apply a hands-on approach to each and every facet of our Community Management Services.

A mid-sized company, managing communities throughout New Jersey and New York, Association Advisors New Jersey is your resource for all types of homeowner and condominium associations; including upscale adult and luxury high-rises; many with substantial on-site amenities. Commercial properties and all types of real estate are managed in the same efficient and professional manner.

Driven by commitment to improve each individual community while keeping the community's best interest at heart, Association Advisors New Jersey is motivated by customer satisfaction. Successful management is a long term investment and at Association Advisors New Jersey, that client relationship is our top priority.

What is your role in the organization? What is your background?

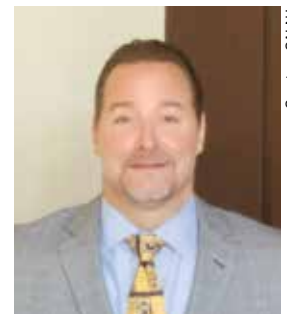
I, Christopher R. Antonaccci, am the Vice President at Association Advisors New Jersey. I oversee the day-to-day operations of the High Rise Division and supervise the management staff accountable to each of those communities. I oversee several of NJ's premier High-Rise buildings

and manage several NY communities myself. I ensure that all of my managers, Board Members and community members are kept apprised of current trends that affect community living. I am proud to work with a group of individuals who perform as a team whose common goal is to ensure that Association Advisors continues its trend of growth and industry knowledge.

I began my career in property management approximately 15 years ago, after several years in law enforcement and security services. After running security for a large high-rise in Secaucus, I was offered a position in management. The transition was seamless – as the main goal is to provide the best service and security to all clients.

Is there a specific program that you would like to highlight?

Our Healthy Community program is devoted to achieving well managed, financially secure communities. Sharing professional knowledge and providing guidance to our board members as well as communicating with the members of our communities helps ensure a healthy community. Analyzing the current status of a community, how it could be made better with efficient management, technology



Christopher R. Antonaccci

Courtesy CAI-NJ

implementation, community-wide improvements and fiscal recommendations are a few facets of a healthy community. We provide complimentary check-ups to help ensure that your community is a healthy community.

What might someone be surprised to learn about your company?

AANJ clients are surprised to learn how diverse our experience is and how hands-on and accessible our managers are. Our after-hours emergency number is answered by a person. Managers are notified immediately so they can address the emergency in real time.

Clients are often surprised at our "Team" management approach to meet the physical, fiscal and operational needs of each community. Attentive and diversified support is given to each client with specialized support in service, technical and advanced management needs.

Maintenance, accounting and help departments are assets our communities share, allowing managers to efficiently "take care of the community".

Sharing experience, knowledge and resources with one another as well as assisting with "out-of-the-ordinary" problems helps make our managers more efficient; resulting in smoother running communities.

What trends do you see for the Community Association Industry?

We see a few areas that will be important for our industry. POS, communication, remote or automated services are permeating our industry – with extremely positive results. Communities are engaging "Doorman24", "ConciergePlus" and "BuildingLink". Services are tailored to a specific community, streamlining processes while eliminating mistakes and effectively managing expenses.

Pressing the "Doorman24" button on the intercom call box sends an alert to Doorman24's 24/7 Central Station, creating a video and audio connection between the delivery person and the Doorman24 agent.

The ConciergePlus and BuildingLink solutions are cost-effective tools effectively handling amenity bookings, package deliveries, package/visitor tracking and visitor parking.

"Virtual security solutions" are for communities that want the presence of security, but cannot finance the expense. The virtual presence is operated via a video monitoring center.

Share one of your most memorable moments in the Community Association industry.

My most memorable moment was the response my team and I had in the wake of Superstorm Sandy. Many communities were severely affected – the 55+ communities required extensive attention. In preparation for the storm, I made it a point to secure as many supplies from local hardware stores, pharmacies and farmer's markets as possible. Wheelchairs, flashlights, generators and bushels of fruits and vegetables were donated. Neighbors caring for neighbors. While the preparation helped, nothing could have prepared this community for a projected two week loss of power. By day 5, supplies were thin and the generators could only get us so far. I decided it was time to take up our local and state representatives on years' worth of promises to assist with anything.

I called the Mayor, State Senator and Governor's office. I pleaded and persisted until I was able to get all three offices on a conference call, November 5th at 4pm. Our elected officials were willing to do whatever was necessary to ensure our neighbors were able to safely enjoy their homes. By 6pm, the downed tree was lifted, the powerline was repaired and power to the community was restored. When the Board President relayed this information I felt a sense of pride, for the work I had put in, the level of service my team had provided and for the elected officials who came to the rescue.

What sets your company apart from your competitors?

The true hands-on service and flexibility we provide all our clients sets us apart. AANJ has specialists servicing each entity of day-to-day property management, ensuring our clients receive the best level of complete management services. When a client calls our office for a specific purpose, they are directed to a specialist to answer to their inquiry. Our managers are cross-trained on all aspects of management including accounting, budgets, contract negotiations and solicitation of competitive bids. ■

See the complete list of Ultimate Sponsors on page 2 of this issue.



ULTIMATE PARTNER Profile

FWH Associates, P.A. Questions answered by Daniel Rush, P.E., P.P., RS, CGP



Courtesy CAI-NJ

FWH Associates, P.A. was founded in 1989. We started as a very small company providing consulting engineering and land surveying services for developers and homeowners throughout NJ. As the company grew and the communities we designed were under construction, we worked closely with the property managers on these sites. FWH began to provide engineering and architecture services to community associations in the early 90s based on those initial relationships. The property managers and other professionals we worked with told us about this organization called CAI. FWH subsequently joined CAI and has benefitted from our involvement ever since.

What is your role in the organization? What is your background? How long have you been in the industry?

I am a principal in the company and the director of our Community Association Department. I also oversee all of the construction inspection activities performed by FWH. My background includes growing up in a large family with a construction background. My father owned a commercial construction company and one of my six siblings is also a professional engineer. I started my career at the age of 14 making blueprints at my brother's engineering office. I graduated from Stevens Institute of Technology in Hoboken, NJ in 1988 as a structural engineer. I have been working with community associations since 1992 when I joined FWH.

Is there a specific project or program that you would like to highlight? Please describe.

The team at FWH takes pride in helping community associations through complex renovation projects. We are very proud of our recent projects at the Renaissance at Manchester Clubhouse Complex. On this project, FWH evolved an extensive renovation concept into a successful design, coordinated the bidding process, and provided the construction oversight through completion. FWH worked closely with the board, property management team, the various contractors, and the municipality to renovate and upgrade the exterior and certain interior spaces of the clubhouse and other community buildings.

FWH also provides drone services including building inspections, site inspections, aerial mapping and topography, thermal imaging, construction progress and realty marketing. FWH's drone operators are FAA licensed pilots who have received their Certified Small



Courtesy CAI-NJ



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Inspectors, Professional Land Surveyors, Licensed Site Remediation Professionals, and Reserve Specialists.

Have you or your company received any recent awards or certifications?

As a company, FWH has been awarded four FAME Awards by the Shore Builders Association of Central New Jersey (SBACNJ), and three SAM Awards by the New Jersey Builders Association (NJBA).

My employees continue to impress me every day with their dedication to the industry with their diverse certifications and honors. One of my fellow partners, Chris Rosati, and two of my department employees, Georgette Kyriacou and Jay Burak, each serve on a CAI-NJ committee, two of which have won awards for being committee of the year over the past two years. Individually, Ian Martin and I are Infrared Thermography Certified, Jon McAvoy is LEED Certified, and this year six more of our employees became 30-Hour OSHA Certified. More recently, Georgette Kyriacou has received her Educated Business Partner distinction, was awarded the position of Chair of the New Jersey Builders Association Young Professionals Council, and was also presented with the Shore Builders Association of Central New Jersey 2016 Rookie of the Year Award.

Georgette received the 2017 Woman of Year Award as a result of raising over \$62,000 for the Leukemia & Lymphoma Society. The Man and Woman of the Year Campaign is a competition among top fundraising individuals where every dollar raised counts as one vote, and the titles are awarded to the man and woman with the most votes at the end of 10 weeks.

What trends do you see for the Community Association industry?

The recent trend of new land development has been primarily multi-family housing including townhomes and condominiums. As technology and energy efficiency improve, and both existing community associations and newly-built communities continue to age, the amount of services required will continue to increase as these communities strive to emulate the culture of new construction. ■

Unmanned Aircraft Systems Rating from the Department of Transportation – Federal Aviation Administration. FWH conducts its drone operations in compliance with the Code of Federal Regulations Title 14 Aeronautics and Space, FAA Regulation 91-57 – Model Aircraft Operating Standards, and the FAA Modernization Act of 2012 – Integration of Civil Unmanned Aircraft into National Airspace System.

What might someone be surprised to learn about your company?

As our company continued to grow over the past 27 years, so has our diverse team of professionals and their areas of expertise. While we are known within CAI as industry leaders for Reserve Studies, Transition Studies, and Construction Specifications, FWH also offers services including site feasibility, planning, and design; architectural services including house-raising and custom home design, commercial fit-up, and community recreational area plans; landscape architecture services; environmental consulting; land surveying; and professional planning including zoning and land use studies. Our 70-person strong team is comprised of Professional Engineers, Registered Architects, Licensed Landscape Architects, Professional Planners, Certified Green Professionals, Certified Playground Safety



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Dinner**

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February 15, 2018**

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NEW JERSEY CHAPTER

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2018 Annual Awards Dinner CALL FOR NOMINATIONS NOW OPEN!

Each year, the New Jersey chapter of Community Associations Institute celebrates excellence in the industry during the Annual Awards Dinner. The event will be held at The Imperia in Somerset, NJ. This year the event will take place on Thursday, February 15, 2018.

Nominations are now open for the following categories including the Candice Bladt Community Manager of the Year, the Committee of the Year, and the Committee Chair of the Year.

CAI-NJ and the Awards Committee are once again honoring the Board of the Year to be presented to a CAI-NJ member community association board. Please note, a minimum of three (3) homeowner leaders must be members of CAI-NJ to be eligible.

In order to be considered, nomination packets must be filled out completely with all required information and submitted to CAI-NJ no later than Friday, January 5, 2018. Nominations can be emailed to jaclyn@cainj.org, faxed to 609-588-0040, or mailed to CAI-NJ, 500 Harding Road, Freehold, NJ 07728.

There is no limit to the number of nominations a person can submit, and self nominations are welcome. All award nominees must be members in good standing in CAI-NJ.

Enclosed are the official call for nominations entry forms, rules and instructions.

You can also download these forms on the website, www.cainj.org/awards.

For questions regarding this application, please contact Jaclyn Oskierko, Director of Events & Editorial at jaclyn@cainj.org or 609-588-0030.

Deadline to submit nominations is Friday, January 5, 2018

Nomination Contact Information

Name: _____ Company/ Community: _____

Phone: _____ Email: _____

Nomination Information

Please select the entry type from the four options below. Only one nomination per form will be accepted. Please use multiple forms when nominating for multiple categories.

Nomination Category

Select Only One From Below.

Candice Bladt Community Manager of the Year

CAI-NJ Committee Chair of the Year

CAI-NJ Committee of the Year

Community Board of the Year

Committee of the Year Options

If Nominating a Committee Please Check Off Only One From Below.

___ Awards Committee

___ Beach Party Committee

___ Business Partner Committee

___ CAVL Committee

___ Conference & Expo Committee

___ Editorial Committee

___ F.A.S.T. Committee

___ Golf Committee

___ Legislative Action Committee

___ Managers Committee

___ Membership Committee

___ CA- Political Action Committee

___ Spring Break Committee

Committee Chair of the Year Options

If Nominating a Committee Chair Please Check Off Only One From Below.

___ Stephanie Wiegand, Esq. (Awards)

___ Jessica Long (Beach Party)

___ Maria Elena Solis CMCA, AMS (Business Partner)

___ Steve Kroll (CAVL)

___ Patricia McGlone, Esq. (Conference & Expo)

___ Joe Chorba, CPA (Editorial)

___ Lauren Vadenais (F.A.S.T.)

___ Georgette Kyriacou (Golf)

___ Christine F. Li, Esq. (LAC)

___ Jeff Cirkus, CMCA, AMS, PCAM (Managers)

___ Erika Befumo (Membership)

___ James Rademacher (CA-PAC)

___ Courtney Knox (Spring Break)

Board of the Year & Candice Bladt Community Manager of the Year

If Nominating a Board or Manager Please Complete Information Below.

Nominated Manager or Board President Name

Company or Community Name

Nominee Email

Nominee Phone

Nomination Information

Please fill in all information below. Incomplete applications will not be accepted. You may attach additional pages and other supporting documents to this application.

What has this nominee done to earn this award?

Please provide examples of what this nominee has done to support the goals and objectives of CAI-NJ.

Please provide any additional information that supports your nomination.

Nominate a Young Professional below for the “2017 Outstanding Young Professional Award” to be awarded at the 2018 Annual Awards Dinner, which will be held on Thursday, February 15, 2018 at The Imperia in Somerset.



The F.A.S.T. committee is seeking to honor a young professional in our industry who gives without asking in return. We are asking for companies to nominate the young professionals on their team who they feel should be recognized for their efforts made in both their personal and professional life.

The nominated young professionals should meet the following criteria:

- Working in an aspect of the community association industry and member of CAI-NJ
- Under the age of 35
- Has gone above and beyond that which is expected of them personally and/or professionally

We are looking for someone who has made a difference in others' lives through volunteer work, self-sacrificing spirit, diligence, reliability, determination, follow through, etc. If you look at them and say “I’m Impressed” then nominate them for the “Young Professional of the Year” award.



Complete the information below and return it to jaclyn@cainj.org, along with supporting documents including the following:

- One letter of recommendation from a supervisor
- One letter of recommendation from a co-worker
- Any additional documents that support the nomination

All nominations must be submitted by Friday, January 5, 2018.

Nominee Name: _____

Nominee Company: _____

Nominee Email: _____ Nominee Phone: _____



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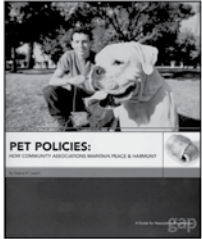
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CONSTRUCTION DEFECTS...

from page 39.

ation is currently experiencing problems due to potential construction or design defects it is suggested that you seek the advice of counsel immediately. Though the developer may ultimately still be responsible, to the extent that you may also have direct claims against the developer's contractors and design professionals, you may need to initiate litigation sooner rather than later. ■

End Notes

- 1 The full opinion can be downloaded at: <http://njlaw.rutgers.edu/collections/courts/supreme/a-101-15.opn.html>
- 2 See *Siller v. Hartz Mountain Assocs.*, 93 N.J. 370, 381 (1983).
- 3 *Welch v. Engineers, Inc.*, 202 N.J. Super. 387, 396, 495 (App. Div. 1985).



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- C. Referral to CAI National for review and possible further sanctions; and/or,
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from page 26.

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References:

24 C.F.R. §100.7 – Liability for discriminatory housing practices

24 C.F.R. §100.600 – Quid pro quo and hostile environment harassment

81 FR 63054 – Quid Pro Quo and Hostile Environment Harassment and Liability for Discriminatory Housing Practices Under the Fair Housing Act; A Rule by the Housing and Urban Development Department on 9/14/2016.

42 U.S. Code §3601, et seq. – Fair Housing Act

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 Alliance Association Bank.....38
 Associa® Community Management Corp.....27
 Associa® Mid-Atlantic, AAMC27
 ChuteMaster.....70
 Community Association Underwriters (CAU)21
 Diversified Property Management, Inc69
 DW Smith.....46
 Environmental Landscape Design, LLC.....68
 Executive Property Management, AAMC33
 FWH Associates, P.A.....23
 The Falcon Group - Engineering, Architecture
 & Energy Consultants34
 Felsen Insurance Services, Inc.....68
 Grand Sanitation.....67
 Griffin Alexander, PC.....15
 Growing Concern, Inc.70
 Gutter Master31
 High Tech Landscapes, Inc.....35
 Hillcrest Paving & Excavating, Inc.....24
 Homestead Management Services, Inc., AAMC.....31
 Hueston McNulty, Attorneys at Law43
 Integra Management Corp., AAMC.....39
 JGS Insurance.....22
 Kipcon, Inc. Back Cover
 mem property management.....13
 Mutual of Omaha - Community Association
 Banking & CondoCerts35
 NFP Property & Casualty38
 O & S Associates Consulting Engineers.....65
 Premier Management Associates, AAMC41
 Prime Management, Inc.....34
 Project Support Services69
 RA Landscaping & Design, LLC.....46
 RMG, Regency Management Group, LLC, AAMC ..36
 Rapid Pump and Meter Service Co., Inc.26
 Specialty Building Systems67
 Star Building Services.....33
 Taylor Management Company, AAMC, AMO.....24
 Technocality49
 Tri-County Construction Services / Total Plumbing,
 Heating & Air Conditioning.....25
 USI Insurance Services33
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