



**FEBRUARY 2020**

**Freakonomics Looks at  
THE PROBLEM OF RENT  
CONTROL**

**EEEE! GET RID OF MICE  
in Your Rentals**

**MERIS BERGQUIST,  
MASS FAIR HOUSING  
CENTER SUE DPH  
over Lead Paint  
Discrimination**



# Contents

- 3 **LETTER FROM THE EXECUTIVE DIRECTOR**
- 4 **MERIS BERGQUIST, MASS FAIR HOUSING CENTER SUE DPH over Lead Paint Discrimination**
- 10 **The State Sanitary Code ON BUILDING SIGNAGE**
- 14 **Freakonomics Looks at THE PROBLEM OF RENT CONTROL**
- 17 **EEK! GET RID OF MICE in Your Rentals**
- 21 **DISPLAYING SIGNS ON RENTAL PROPERTY: Who Decides?**
- 23 **REGIONAL**





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# Letter from the Executive Director

## IN THE LETTER FOR FEBRUARY 2020, WE LOOK BACK AT THE EVENT-PACKED MONTH OF JANUARY, THE RENT CONTROL HEARING, AND OUR CERTIFICATION TEST WORK.

January was a record month for us in terms of our networking and training events. We had ten events, more than in any previous month, including a webinar, a state-wide event, a crash course, and a hearing. We also had two staff-managed events going on at the same time: Waltham was rescheduled due to the New Year's Day holiday and took place the same night as Worcester, with six staff spread across the two locations.

The rent control hearing on January 14 was a serious disappointment. We were informed we'd be heard in the order of sign-in. We signed in 45 minutes before the hearing started, at which point the room had only 20 people already inside. None of our many volunteers were called to speak until six hours into the hearing, by which point the audience was greatly diminished, and half of our volunteers had already given up and gone home.

Some landlords and industry professionals feel certain the order of speakers was controlled to our disadvantage, either by the legislature or by renter advocates abusing a sign-in loophole. The reason given by the Joint Committee on Housing for the order of testimony is inconsistent with our observations day-of. We are working with the Joint Committee to obtain information and records that would elucidate for all what happened.

Suffice it to say, neither rent control nor right of first refusal had a fair debate in Massachusetts last month. For this reason, and for the sheer paucity of thought given to the text of the proposals, neither ought pass into law.

Regardless of what happens this session, nothing will stand in the way of our certification work, which proves us to be credible industry advocates and grows our organizational ability with each passing month. The Certified Massachusetts Landlord Level Two test of basic legal competence is running well enough that we can have volunteers take it. We started this process in the third full week of January.

We want to provide you all with a meaningful and achievable certification. We need more time for our volunteer test-takers to provide practice results, and for us to validate the statistical model behind the test. We are therefore delaying launch of Level Two into March. If you are interested in taking a practice test, email us at [hello@masslandlords.net](mailto:hello@masslandlords.net).

Please tell a friend about all the great work we're doing. Rental real estate is a meaningful and rewarding business. Together we can make Massachusetts the best place to own and to rent.

Sincerely,

**Douglas Quattrochi**

Executive Director

MassLandlords, Inc.



# MERIS BERGQUIST, MASS FAIR HOUSING CENTER SUE DPH over Lead Paint Discrimination

By Kimberly Rau, MassLandlords Writer

## The 2019 Meris Bergquist Mass Fair Housing Center lawsuit against DPH for lead paint flies in the face of civil procedure and good sense.

Meris Bergquist, Executive Director of the Mass Fair Housing Center (Housing Discrimination Project, Inc.) has directed her organization to sue the Massachusetts Department of Public Health (DPH) over the Massachusetts lead paint law, which they allege to be discriminatory against children “on its face,” meaning obviously and on purpose. They are asking a federal court to declare the law in violation of the Fair Housing Act. They have asked that all landlords be required to delead everything. We obtained and read the full text of their first amended complaint

for declaratory and injunctive relief. We disagree with all claims.

### MERIS BERGQUIST’S STATED MOTIVATIONS FOR THE LAWSUIT

The Mass Fair Housing Center is a legitimate organization with a legitimate purpose: to end “systemic housing discrimination through education, outreach, advocacy, housing counseling, and enforcement.” Bergquist and MFHC allege that Massachusetts deleading law is discriminatory against children unless it is applied to all rental units, regardless of whether a child occupies them. They want there to be no disincentive to rent to children.

The plaintiffs are two renters who currently have rental housing. They are worried that in the future they might not find housing because of their family status.

As reported by MassLive, Bergquist finds it “shocking that today in

Massachusetts qualified applicants for rental housing cannot find it simply and solely because they have a child under the age of six.”

The complaint relies principally on anecdotal evidence of unprepared landlords who make discriminatory statements against applicants with children. A commission report from 1986 (with its 34-year-old data and findings) also features prominently.

### A BRIEF HISTORY OF LEAD LAW IN MASSACHUSETTS

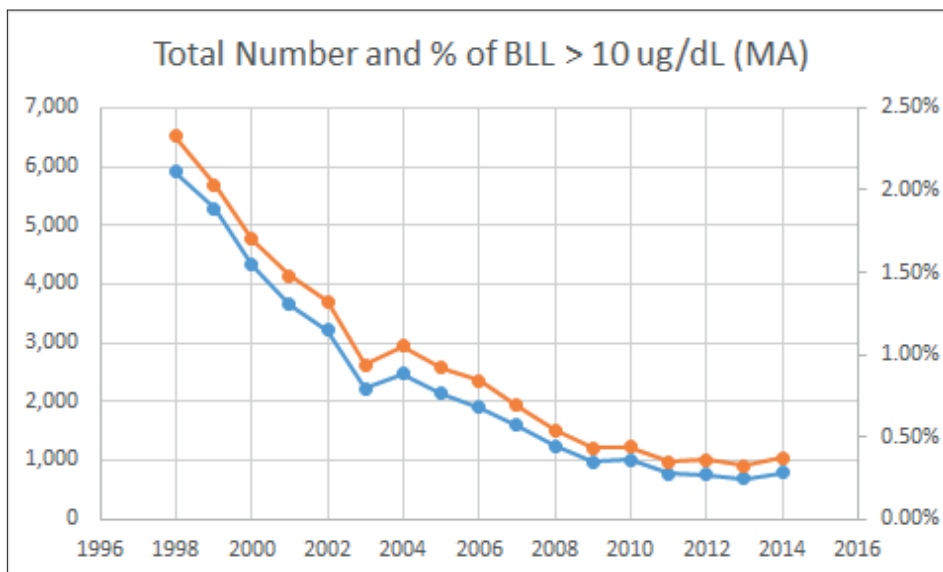
In the early 1970’s, the US Centers for Disease Control started to become officially concerned that elevated blood lead levels are hazardous to children, particularly under the age of six. At the time, they were worried about levels above 80 micrograms per deciliter.

No official actions were taken before Massachusetts blazed the trail. In 1971 we passed sweeping lead legislation, a first in the nation. We banned lead paint in housing and established blood tests by which children would be monitored and treated for poisoning. We set our level at 25 micrograms per deciliter. (The federal government followed suit more slowly, banning lead paint in housing in 1978.)

We also created deleading credits that would fund the removal of lead hazards. So-called “Schedule LP” reimburses owners who delead up to \$1,500 per unit.

### OBJECTION TO BERGQUIST 1: THE LEAD LAW IS A ROLE MODEL OF EFFICACY

Bergquist and the Mass Fair Housing Center write, “With over 1.8 million housing units in Massachusetts built







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before 1978 still not considered lead safe, children will likely continue to be exposed to high levels of lead in their homes. As a result, lead exposure continues to pose a significant health risk for children residing in Massachusetts.”

It’s true that the lead paint law has not eliminated lead poisoning, and that we must not stop until every child grows up healthy enough to reach their full potential. But Bergquist and the Mass Fair Housing Center largely ignore any discussion of poisoning. In the 30-page complaint, they only once mention blood lead levels, and then only in the context of an out-of-state study that shows New York has in one county reduced blood lead levels by 85%. What of Massachusetts?

If the law here were ineffective, failing to meet its public policy objectives, then one would expect to see families with children being forced to live in lead-dangerous apartments, and a continued high incidence of lead poisoning among renters. This is not what we see.

Since we passed our lead paint law in 1971, with its revisions over the decades, the number of children with blood lead levels considered to be poisoned has plummeted dramatically across all ages and among all blood lead levels. Even as we have lowered the level that constitutes poisoning, the number of poisoned children has fallen to fractions of what it was.

A graph of CDC data, for instance, shows that the cohort of children under age two with blood lead levels above 10 micrograms has decreased by 80% since 1998, the earliest year for which CDC data was visible online.

In 1971, when the Massachusetts lead law was passed, the United States surgeon general was only concerned with levels above 80 micrograms per deciliter. We have achieved so much that now we are focused on levels above only 10 micrograms per deciliter. We have made remarkable and important progress in eliminating lead at all levels, starting with the most serious cases. Bergquist

and the Mass Fair Housing Center do not acknowledge this in the slightest, or consider that possibly the reason the law has been effective is because it has been targeted.

### OBJECTION TO BERGQUIST 2: THE LEAD LAW IS A ROLE MODEL OF TARGETING

Bergquist and the Mass Fair Housing Center say only 10% of pre-1978 housing stock has been inspected. They write, “There are only two plausible explanations for this trivial rate of preventive deleading: landlords are engaged in rampant housing discrimination against families with children to avoid the costs of lead abatement, or landlords are otherwise violating the Lead Law by refusing to abate lead hazards when renting to these families. In either event, families with children under age six are harmed.”

This low percentage is neither an absurdity nor a crime, as simple demographic calculations will show.

In Massachusetts, only 5.2% of the population are under age 5. (Demographic statistics are only available at the age 5 cutoff, so we should in our heads add some additional percentage to include children between the ages of five and six.) To safely house every child who needs lead-free housing, roughly 5% of our housing stock would have to be deleading compliant. We have twice what is needed!

Since children do not rent apartments on their own, indeed often have siblings at an average rate of over one child per household, the needed number of units per capita would actually be less than this 5%.

Furthermore, since children with elevated blood lead levels are discovered through yearly monitoring, and this triggers an inspection, we can be confident we have already inspected and remediated the most dangerous units. Or if any child is disastrously poisoned today and yet undiscovered, they will be identified and treated within a year. Their apartment will be delead immediately as a result. Lead safety is a question of allocation, but not of total housing supply.

### OBJECTION TO BERGQUIST 3: THE COURTS CANNOT COMPEL SPENDING

The lifetime costs of a single lead poisoning are in the range of \$100,000. Compare this to the cost of deleading. Prior to the 2017 revisions, the average cost was \$10,000 per unit. Since 2017, the cost has fallen to \$6,000 per unit. There are obvious and tremendous advantages to be gained by society's funding the removal of all lead hazards permanently and forever.

If we had written the 1971 lead law to cover 100% of rental housing, without regard to whether children lived there, we would have needed to spend roughly \$10 billion more than we have already spent. From where would this funding have come? The legislature has shown no willingness to allocate additional funds, not even in the form of an inflation adjustment for the deleading credit (which in adjusted terms should now be \$5,000 instead of \$1,500). "Get The Lead Out" grants and other funding sources

are widely underutilized, under-scoped, and in any event inadequately funded. Businesses do not absorb costs, we pass them through to our customers in the form of prices. We ought not have charged \$10 billion more in rent these last decades.

Consider the unintended consequences of an unfunded requirement to delead all units:

First, such a policy would greatly increase the pressure to cut corners. If a landlord is truly discriminatory, with no intent to rent to children, it seems unlikely they would feel any moral compunction over a fraudulent deleading. Any corrupt inspector will do, since who's going to know anyway? No one in the unit will either be sickened or tested. Such a policy would exacerbate the moral hazard to falsify documents, while doing nothing to address a discriminatory root cause.

Second, such a policy would increase the pressure to leave units vacant. Many owners are already inadequately capitalized for their job. So they let their units slide vacantly toward condemnation. Adding more capital requirements just further constrains housing supply for all.

Focusing on child-occupied housing has made sense, and will continue to make sense given a world of finite resources. Our political system has not to date prioritized deleading funding, perhaps because most voters are not aware of the seriousness of lead hazards.



The imposing, tax-payer funded headquarters of Meris Bergquist's Mass Fair Housing Center, which is suing the taxpayer funded Department of Public Health.

### OBJECTION TO BERGQUIST 4: THE LEAD LAW ACTUALLY IS FLAWED, FOR SINGLE FAMILIES NOT RENTALS

Bergquist and the Mass Fair Housing Center are particularly concerned with landlords, "a discriminatory rental housing market for families with children under age six." In focusing on the minority of evil landlords, the lawsuit misses the lead paint law's real flaw: the Massachusetts lead law basically *does not apply* to the majority of owner-occupied housing.

The lead law might be intended to apply to all dwelling units, but the penalties for non-compliance are damages owed to the child. What does it mean for a parent to owe their minor child money? Who has standing on behalf of the child to sue the parent for this judgment? This penalty makes sense only in the context of a third-party owner, where the parents are suing the landlord. The lead paint law was always intended to apply to *rental* housing.

Note that home sellers (exchanging title) need not delead prior to selling to a family with minor children. Note also the harmful urban legend, that owner-occupied dwellings are somehow cleaner or better cared for by their occupants than rentals. Lead poisoning can happen anywhere. Checking the box at sale, "No knowledge of lead," is a likewise harmful and rampant evasion.

If we are serious about public health, then we need to find a way to enforce deleading compliance on *everyone* who houses a child, including parent-owners. By ignoring single family owner-occupied premises, which in Massachusetts represent the lion's share of all housing, the lawsuit ignores what is actually a legitimate deficiency. Instead of asking the federal courts to protect the minors whose parents are totally unaware of lead hazards, Bergquist and the Mass Fair Housing Center are asking the courts to bring greater enforcement on landlords who are already complying. Except for those of us who need training.





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## **LAWSUIT OBJECTION 5: LANDLORDS NEED TRAINING, THIS LAWSUIT DOESN'T ACCOMPLISH THAT**

There are probably some landlords who are lost causes, who laugh at the thought of telling a family with children, "Get out! I shall not rent to anyone who smiles or runs or spills milk on hardwood floors, ha ha ha!" But we have never met such a landlord. The landlords we know who have discriminated (and have been fined for it) were all half-trained. They were aware that lead is dangerous to children. They turned away children in an effort to be *protective* and *helpful*. We see it every crash course. We see it every time the Attorney General announces a new lawsuit against a discriminatory landlord.

A fully trained landlord knows that Massachusetts law places us in a Catch-22: we cannot have a child under the age of six living in an apartment with lead hazards, whether known or unknown. But under federal and state law, we cannot turn away families with

children, because this would be unlawful discrimination. The law is clear: we must delead. This point is a primary focus of MassLandlords' training both at our monthly networking and training events and in our crash course. The deleading procedure, the costs, and the manner of obtaining funds are all mysteries to many landlords. We help.

The Mass Fair Housing Center does not fully share our educational mission. According to their website, they litigate 300 cases per year and have obtained hundreds of thousands of dollars in judgments against landlords. One of the plaintiffs in this very litigation has already won a case against their discriminatory landlords. (It's a wonder the DPH lawsuit hasn't already been dismissed for lack of standing; they won, but they're suing again?) The landlords they previously sued are now wiser, at a cost far in excess of our crash course, and possibly driven out of business.

The Mass Fair Housing Center lawsuit provides anecdotal evidence of untrained

landlords. They attempt to provide statistics by cherry-picking 27 ads that contain discriminatory phrasing about lead, and then testing those landlords, finding that 93% percent of those landlords were tested and found to be discriminatory. First of all, note that two landlords passed the test. Secondly, note that every day between 7,000 and 20,000 apartments are available for rent. If 27 is the number of discriminatory ads that can be found, then the other 99.6% of ads are compliant as far as lead is concerned.

Any trained landlord knows that the first-time discrimination fine of \$10,000 will be more expensive than deleading a unit for \$6,000. The Schedule LP deleading credit reduces the cost to \$4,500. Optional federal grants and loans can bring the cash outlay down further, possibly to zero, with a string or two attached. And deleading certs have resale value. The Bergquist MFHC lawsuit against DPH will not educate a single owner, except to the extent we at MassLandlords write about it. Such

money would make a difference if spent on outreach and full training. But we are wasting money.

### LAWSUIT OBJECTION 6: THE LAWSUIT WASTES PUBLIC MONEY

Both the defendant and the plaintiff in this case are taxpayer funded.

The defendant, the Department of Public Health, promulgated the current lead paint regulation. To the extent that the regulations might be flawed beyond their authorizing statute, DPH would be to blame. But DPH is not to blame. Their regulations follow the law. They have not blocked any needed reform. On the contrary, they have reduced deleading costs while simultaneously tightening the standards by which children are protected. We should all be proud of DPH and the work they are doing with our taxes.

The plaintiff, the Massachusetts Fair Housing Center, had a 2018 operating budget of \$408,063 per year, of which \$308,461 was government grants. Bergquist and the Mass Fair Housing Center are asking the court to add to this operating budget, to make “An award of litigation expenses, attorneys’ fees, and costs.” It’s an exercise in nonprofit empire building.

The law being challenged was written by We the People of Massachusetts, who have the ability to change any law we please in consultation with our representatives in the legislature. Meris Bergquist admits that she did not once

talk to her Representative or Senator about reforming the law. And she knows that this is the correct process. In her lawsuit, she asks the court to compel DPH “to work with and advocate for the Massachusetts Legislature to enact a less discriminatory provision of the Lead Law.” Well, amen! She could do that herself, or she could enlist help from us, no need for a lawsuit!


Instead, Bergquist and the Mass Fair Housing Center have decided to direct her taxpayer funded organization to sue DPH and by proxy all taxpayers. If the Mass Fair Housing Center works a year on this case, we might as well have enacted a law to put \$308,461 cash into an empty paint can and set it on fire. It’s a patent absurdity. The best possible outcome of this lawsuit will be the legislative reform we ought to have started with for free.

### BERGQUIST MASS FAIR HOUSING CENTER LEAD LAWSUIT CONCLUSION

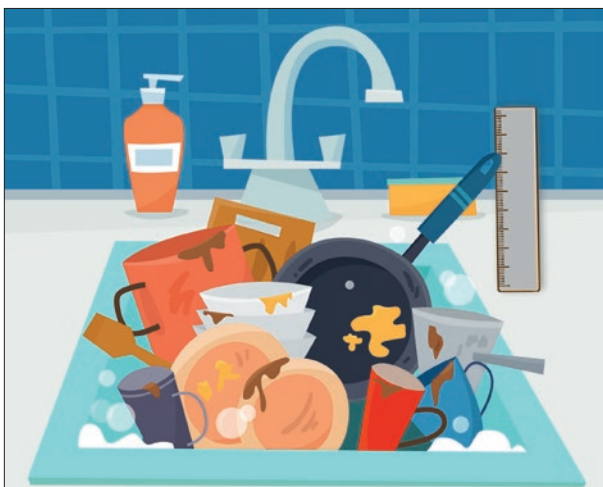
It is unlikely the federal court hearing the case will request amicus briefs, but if they did, we should surely write one against Bergquist and MFHC. This lawsuit has not been surveyed among our members, but we do know from a related policy priorities survey that at least two-thirds of the membership are in favor of increased deleading credits. Our members would likely be strongly opposed to wrecking an effective and targeted law. We know, especially in a housing crisis, how

precious is funding for lead abatement and housing in general.

Bergquist and the Mass Fair Housing Center are assuming malice where incompetence will suffice. Landlords who discriminate against children do so unaware of the policy framework that makes deleading both a required and a more remunerative option. We must not waste taxpayer funds suing ourselves when free legislative remedies exist or where basic training is a likelier solution.


The Governor has appointed a Lead Poisoning Advisory Committee under Chapter 111, Section 190. If ever it was needed, now is the time. The Committee ought to convene and issue a public statement against the use of public funds in this case. To the extent the lead law is the most pressing reform needed today, a consensus reform ought to be drafted and put to the legislature with DPH at our side as ally and faithful public servant instead of as defendant. 

Point your camera app here to read more online.



### ARTICLE YOU MAY HAVE MISSED

## New Proposed Sanitary Code Changes include Fridges, Mold Control

Landlords, take note: Changes are coming to 105 CMR 410 the Minimum Standards of Fitness for Human Habitation, e.g., the state sanitary code. These pending revisions follow a round of public commentary this September; and some could have a major impact on rental property owners in Massachusetts. From mold remediation to required kitchen appliances, the Massachusetts Department of Public Health (DPH) has proposed a number of additions to the existing sanitary code. 

The full article can be found at: [MassLandlords.net/blog](https://MassLandlords.net/blog)



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# The State Sanitary Code ON BUILDING SIGNAGE

By Kimberly Rau, MassLandlords Writer

## Massachusetts has specific signage requirements for the information you must make available to your tenants.

Every landlord needs to be familiar with the Massachusetts state sanitary code, formally known as 105 CMR 410. Simply put, if your rental property isn't in compliance, it's not going to be considered habitable, and you can't rent a unit that no one can (legally) live in. The code is very specific about making sure tenants know what's going on in their rental, whether that's finding the building, finding their way out in an emergency, or finding you (or your property manager). Read on to make sure your place is in compliance.

### BUILDING SIGNAGE

If you are a landlord who does not live in the same location as your rental unit, and you do not have live-in management onsite, you are required to let your tenants know who you are and how to get in contact with you. The state sanitary code is very specific about how you must do this.

The sign you post must be no less than 20 square inches in size and has to include your name, address, and telephone number. The sign must be posted either by the mailboxes in your rental building or somewhere inside that is visible to the residents. The state sanitary code further states the sign must be made of a "durable material" and maintained, either by you or someone you designate to maintain it.



The sanitary code is clear: If you or your rental property manager don't live on-site, you must have a sign telling renters and the public how to contact you. This building from Apartments.com is a bad example: no sign and no indication in this shot of any street numbers or unit numbers for first responders.

If the building is owned by a partnership or trust, your sign must include the contact information for the managing trustee or partner. If it is a corporation that owns the dwelling, the name, address and telephone number of the corporation's president must be on the sign. Furthermore, if you appoint a property manager who also does not live in the building, the sign must also include that person's name, address, and telephone number.

### NUMBERS

In order to allow emergency services to easily identify your building, you must put a number on the front of it that corresponds to your address. The sanitary code does not tell you what material your number must be made from, or specify a certain height, though it does say that it must be made of a "nature and size and be situated on the building so that... it is visible from the nearest street providing vehicular access."

### EMERGENCY LIGHTING AND SIGNAGE

If your rental property has 10 or more units, you also must provide emergency lighting and signage that is not part of your regular lighting system. These lighted signs must indicate both a primary and alternative exit to the building, and must include a diagram or signal so non-English speakers can still easily understand it. (Think of the common pictogram with a fire, a person walking, and an open door.)

Neglecting to follow these directives puts you in violation of the Massachusetts sanitary code, which can have negative consequences for landlords. It can be a minor inconvenience to the person looking to contact their landlord or property manager, or the delivery driver looking to find your building. But it can also pose a serious safety issue if your tenants cannot leave the building quickly in an emergency or be located by fire, ambulance, or police. Consult your attorney if you have concerns about being in compliance with this regulation.

The entire Massachusetts state sanitary code can be found [here](#). 

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# Freakonomics Looks at THE PROBLEM OF RENT CONTROL

By Kimberly Rau, MassLandlords Writer

## Rent control in major cities is a big problem with a complex solution

Rent control is a hot-button issue for many landlords and tenants, especially in big cities, where the cost of living can be very high. That won't be new information for Massachusetts landlords: Earlier this year, [boston.com](http://boston.com) reported that Boston ranks as the third-most expensive city for renters in the United States. Episode 353 of the Freakonomics podcast, entitled "Why Rent Control Doesn't Work," takes an economics-based look at rent control. And while economists have determined that rent control is bad for the long-term health of cities, simply getting rid of it in places that have it isn't so simple. The problem is bigger than the rising cost of rent.

### BACKGROUND

Rent control goes back farther than you might think. Essentially, rent control is setting a price cap on rent, or limiting the amount that rent can be raised, and it became popular after World War II. Harvard economics professor Ed Glaeser explained that it was a way to help people, who may have family off fighting in the war and therefore not earning an income back home, from being priced out of their homes. After the war, the idea became less popular, but some cities, famously, New York, kept it. Through the 1970s, Glaeser said, affordability wasn't the problem that it is today.

"[Now] people are desperate to see that these cities don't push out every poor resident...and rent control appears to be at least one avenue for doing it." However, he and other economists agree, it's a

solution that, somewhat arbitrarily, helps people immediately, but not long-term.

### THE BIGGEST ISSUES

"The effect of rent control is to create scarcity," said Milton Friedman, who co-wrote one of the first major papers criticizing rent control in 1946, "and to make it difficult for other people to get housing."

The podcast explained that when rents are capped, people do not have an incentive to create new rental properties. And the people rent control was designed to help, for instance, families, may never leave the apartment, even when the children grow up and move out.

"Would you ever move out?" Glaeser asked. "Your rent is a fraction of what the market rent is." This creates a scarcity for others who may need the space, which in turn drives up the rent on other properties.

Another issue is that while rents may stay frozen, property taxes do not. If a landlord cannot raise the rent to cover the cost of those increases, they must bear the cost themselves, another disincentive to staying in the rental market industry.

To see what happens when rent control is not handled, the podcast looked at Sweden, where the population numbers approximately 10 million. More than half a million people stood in line to have a chance at getting a rent-controlled apartment in Stockholm: five percent of the entire population.

"You have to wait 10 or 20 or even 30 years to get an apartment right now, if you would sign up today," said economist Tommy Andersson, a professor in Lund, Sweden. He added that the problem is made worse because builders don't want to create new housing if they can't get a return on the investment. People go so far as to buy a contract to rent on the black market, which can cost up to 20 percent of the cost of the apartment's market value. Andersson also said that large companies such as Spotify are considering moving operations out of the country, as they cannot find housing for their potential employees.

### WHAT HAPPENS WHEN RENT CONTROL IS REMOVED?

Rebecca Diamond, an economics professor at Stanford, noted that rent control can keep individuals from being



Freakonomics Radio discussed rent control this year, but there are no clear answers to this complex issue.



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priced out of their neighborhood, but also said that the idea was often used for political leverage in cities. She purchased data that looked at address histories for properties in hopes of seeing what exactly happened to rent-controlled units.

With this data, Diamond was able to look at San Francisco data from before and after rent control was implemented in the city. While rent control did help with displacement, she noted, it also created the rental housing shortage that economists worry about. Landlords, not wanting to be affected by rent control, stopped renting. Many turned their apartments into condos and sold them.

Locally, Cambridge was one area that got rid of rent control in 1994. Economists from MIT were able to examine the effects of that years later.

"[The data] showed that when units were brought out of rent control, their owners invested in them," Glaeser said.

"Landlords renovate a lot," Diamond said of the former rent-controlled units.

"That drives up the desirability of living in those apartments."

The two concluded that rent control was actually harming the neighborhood, as street crime also went down after rent control was abolished. However, in the comments section (available through the link at the start of the article, scroll to the bottom), people were less supportive.

"Cambridge looks like a disaster with its current rent pricing," argued commenter Michael Cole. "Removing rent control didn't end up leading to the creation of a significantly large enough rental stock to keep down price inflation vs. median incomes."

## **SOLUTIONS AREN'T THAT SIMPLE**

In his comment, Cole hit on a point that the economists touched on in the podcast: supply vs demand. Simply removing rent control in places that have it immediately displaces people who cannot afford the new rent and may not have someplace to go.

Vicki Been, a former housing official who studies rent control at NYU and backs something she calls "Not Your Grandmother's Rent Control" wants to find ways to make rent control palatable to landlords as well. She noted that the voucher system is much more targeted with who it helps, but that landlords still resist it.

The voucher system, sometimes called Section 8, helps those who cannot afford rent for various reasons such as low income or inability to work. Individuals on Section 8 pay a portion of the rent based on income and the voucher takes care of the rest. Landlords, Been said, are reluctant to embrace it for economic reasons: If the government shuts down, they don't get their voucher payment on time. If a city abolishes the voucher system, they have a tenant who can no longer afford the rent and must go through the court system, a costly and time-consuming process.

Even when builders are required to make a certain number of new units “affordable,” an expiring use clause usually limits how long they have to make those rents available at a lower price. Afterwards, they can charge market rent. This may encourage building, but it doesn’t solve the problem of affordability.

Everyone on the podcast seemed to agree that supply and demand was the big issue to overcoming the high cost of rent. Glaeser noted that Boston has the room, but not the zoning, to make it happen.

“There’s a lot of industrial space that could easily house tens of thousands of units,” he said. “[But] you need as-of-right zoning that enables fairly

high-density levels over a fair amount of space. Currently Boston’s zoning plan is highly antiquated.”

In other words, he said, if each major project in Boston is examined on an as-needed basis, each project needs special waivers that can cost time and money, which further holds up progress. Glaeser noted that other major cities, notably in the south, do not have the level of red-tape that Boston does with development, and the rent costs are more reasonable.

The overall argument ended up being that reducing the disparity between supply and demand was the only way to really fix the problem of high rents in big

cities. However, that will take changes to zoning laws and other ways of encouraging affordable housing. [ML](#)

Point your camera app here to read more online.



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# EEEEK! GET RID OF MICE in Your Rentals

By Eric Weld, MassLandlords, Inc.

**To get rid of mice in your rental units, you will need to wage a comprehensive, ongoing campaign inside and outside all year round.**

It's a rare property owner in Massachusetts who hasn't dealt with mice. But landlords who aim to get rid of mice in their rentals need to think long-term, and might consider hiring a mice exterminator on an annual basis.

Massachusetts properties are fertile ground for the common house mouse (*mus musculus* or *mus domesticus*), an historically successful species that has adapted over millennia to survive and thrive in a huge range of circumstances, largely aided and abetted by humans. Some property owners in outlying or rural areas might also have field mice in their homes.

Rats, the larger cousins of mice, may be found more commonly in urban areas, where easy food sources are plentiful and natural predators less prevalent. 95 in a home can be just as intractable as exterminating mice, and requires different strategies to account for rats' larger size, stronger teeth, and appetites and behaviors distinct from mice.

Mice and rats have been around at least as long as humans. The house mouse is found in every corner of the world and likely traveled to the United States hundreds of years ago from Central Asia, stowing away on ships and all forms of land transport. Mice are presumed to be the primary impetus for domesticating the pet house cat (perhaps still among the most effective anti-mouse weapons.)

The bad news is mice and rats are not going away. The good news is there is more information available than ever



**Mice are creative and adept at finding places to nest. Tip: store bread in the refrigerator during winter months.**

before about how to exclude mice from homes. More good news: rodent exterminators have also become savvier in their methods, and options for products and tools used to eradicate mice have increased and improved.

## KEEPING MICE OUT

"We are more educated now," said Michael Cutler, owner of MC Pest Control in Fiskdale, MA. "And the products are just a lot better."

Further, the focus for exterminators has shifted more to exclusion -- keeping mice out of the home rather than just treating those that get inside, said Cutler.

But while mice exterminators have refined their methods to get rid of mice in homes, it may be an ongoing process. Exterminating mice from many New England properties -- older homes in particular -- is often not a one-and-done treatment. The pesky rodents may be exterminated in December and steps taken to keep them out for the winter, but because they are so adaptable and prolific as breeders, and creative in finding ways to shelter, warmth and food, there is always the possibility

that they will find paths back into your properties the following fall or winter.

"You need to have a good, systematic, thorough experience to resolve a rodent problem," said Brian White, owner of Pro-Tech Pest Control in Worcester, MA, who addressed the Worcester Property Owners Association in March 2015 about mice extermination. "It's not just a mouse trap here and there. You can block some holes, but you've got to find all of them if you can, get as many as you can."

## COPPER WOOL AND PUR BLACK FOAM

The best material for blocking holes is copper mesh, or copper wool, says White. Though copper wool can be expensive, it doesn't rust, so it's the ideal material for stuffing gaps around and between pipes. Steel wool could be used as a less expensive substitute but it is vulnerable to rusting over time.

Fill every single hole the size of a dime or larger around the exterior of your rentals with copper and steel wool. Copper and steel wool are effective fillers because mice cannot chew through them. White recommends using a screwdriver to stuff and shape the mesh snugly and securely into holes.

Once holes are filled with copper or steel wool, cover the opening thoroughly with PUR Black, an expanding foam product made by Todol that creates an airtight seal that mice can't penetrate.

## REPOINT STONE AND BRICK FOUNDATIONS

Stone and brick foundations with mortar bonding the pieces together are vulnerable to rodents. Mice -- and rats in particular with their hard, sharp teeth -- can gnaw on the mortar and make any

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holes or crumbling edges large enough to climb through.

The best way to maintain the integrity of stone and brick foundations is to make sure all corners and edges are repointed with fresh mortar. This maintenance will not only protect your buildings from moisture seeping between the bricks and stones, which can cause irreparable structural damage. It will also keep out mice and rats (and snakes for that matter), and may help reduce seepage of dangerous gases like radon.

### SEAL SILLS

Rodents are masters at finding gaps and cracks in the foundations of buildings. The seam where the wall frame sill plate meets the foundation is a vulnerable place for deterioration, especially in older buildings, and mice can exploit crumbling gaps around the sill. Ideally, sills will be thoroughly sealed during frame construction. But even for existing structures built without modern sill-sealing, steps can be taken to seal sills and fortify aging seals.

There are many products available for sealing building sills. DAP's DynaFlex 230 silicone sealant, for example, or sealing tape like SIGATapes Wigluv are both effective for interior sealing. Around the outside use a sealant like QUAD by OSI (also usable for window and door sills) or strips of backer rod to create a tight seal.

When possible, apply sealant around sills on both the interior and exterior.

### KILLING MICE INSIDE

Once you've taken steps to disallow mice from entering your rentals, you can turn your attention to eradicating any who may already be inside.

Killing mice is gruesome work. But hopeful inaction is not a viable choice when mice are in the house. Mice can cost property owners thousands of dollars in damaged appliances, destroyed wiring and gnawed up personal belongings. They are a potential safety threat -- such as when they chew through insulation and expose high voltage wires, or start a fire, or when they carry diseases into the home, like Hantavirus (deer mice), leptospirosis, lymphocytic chorio-meningitis, salmonellosis,

and others. And mice can multiply quickly over time.

There are sonic sound deterrents that aim to drive mice from a property. These are effective only in the short-term as a way to change behavior. Long-term, the mice either go deaf and are unaffected by the noise, or become accustomed to the sound and resume their habits.



**The standard bar snap trap, still among the most effective mouse-killers, hasn't changed much.**

Professionals may apply poison bait stations, which landlords are not allowed to do without licensing. There are mice poisons and rodenticides with brand names like d-Con, Tomcat and Havoc. These can be highly effective, but there can be a downside. Some quick acting poisons may cause mice to die out of sight but still inside the house, behind walls and under floors, where landlords cannot easily remove dead bodies. The carcasses will rot and may smell, stain or create further health risks.

### A RANGE OF MOUSE TRAPS

Using traps with bait can be an effective step in exterminating mice. There are many traps available, each with its benefits and downsides, from the traditional bar snap trap to electric shock traps and glue traps. Live catch traps allow mice to live and potentially re-enter your house another day.

Fatal traps are usually called for, and with warning to squeamish readers, we now elucidate:

Snap traps aim to kill mice instantly by breaking their spines. These are highly effective but dangerous to landlords' fingers, and to children and pets if

placed within reach. They are also noisy in the middle of the night. Snap traps sometimes miss, resulting in noise and labor without any progress toward removal of mice.

Glue traps are commonly distributed as a quiet alternative to snap traps. Although effective, they are inhumane. Mice will self-mutilate in an attempt to get free. They may linger on traps for days before dying of dehydration or self-inflicted wounds. If you elect to use glue traps, you should examine them at least once a day.

When you find a mouse stuck to the trap or wounded but not dead, do not attempt to bludgeon it to death. You will further extend its suffering and create a biohazard. Rather, the most humane way to kill a wounded mouse is by donning latex or vinyl gloves, placing the thumb and forefinger of one hand behind the skull to hold it steady, and with the other hand grabbing the tail and drawing it sharply back. This will sever the brain stem instantly, the same as a well aimed snap trap. May you never have to experience this.

Those who work with mice in laboratories have found the most humane way to kill a mouse is to place it in a sealed container and flood it with carbon dioxide. It is unlikely you will be able to find the equipment needed for this, but if you can it will be far better than manual termination.

Setting traps and capturing or killing mice is only part of the long-term solution. Exterior exclusion is by far the most important thing. And the interiors of your rentals also need to be optimized to deter mice from making their homes there.

### HIDE NESTING MATERIALS

Mice are very creative when it comes to making nests in your homes and rentals. They will use any material available to craft a soft, comfortable haven for staying warm and building a family. String, paper, cardboard, mattress and pillow filling, plastic and foam, fiberglass insulation and much more can all be put to use by mice.

The best way to deter mice already inside the home from setting up residence and getting comfortable is to keep home



**Mice can breed very quickly if left undisturbed. A family of six can become 50-60 within 90 days.**

interiors tidy, clean and free of clutter, especially in the late fall and winter. Any spare scraps of packaging, filling and insulation should be discarded. Items that you want to keep for possible use later should be stored in a plastic bin with a tightly fitting lid.

### ELIMINATE HARBORAGES

Basements are ideal places for mice and rats to nest, especially utility cellars that are used and visited by humans infrequently. Basements are out of the way, usually quiet, and too often home to forgotten discards like linens, blankets, furniture, camping equipment and the like -- in other words, a haven for rodents.

Home exteriors near the house can also offer harborages for mice in the form of abandoned cars, old

furniture and appliances, tall weeds and filled garbage bags.

Eliminate rodent harborages by storing seasonal items in plastic containers with tight-fitting lids, sealing garbage bags in lidded bins, discarding all unwanted items, keeping grass trimmed and weeds cleared, and regularly checking around the inside and outside of your property to make sure they are clear of nests.

### TENANTS' ROLES IN FIGHTING MICE

Getting rid of mice is a battle necessarily waged inside and outside, on all floors of the building, basements and attics included, and in every room in every rental unit. And it's a year round endeavor.

Landlords need to work with their tenants to make sure their units remain mice-averse.

Tenants should regularly remove trash bags, recycled materials and compost from areas around the house where they may be kept temporarily to avoid inviting mice toward the building. Also, renters might get in the habit of storing all plastic-packaged food in the refrigerator. Mice don't see well, but they have a very good sense of smell and are attracted to any food left where they can access it.

Finally tenants must know to contact their landlords the minute they see signs of mice so that action can be taken.

### OUTSOURCING MICE EXTERMINATION

This never-ending game is one reason why business is booming for mice exterminators across the state, with annual spikes in the fall. Hiring a mice exterminator may be the most cost-effective solution for landlords with multi-unit properties or several rentals. Mice exterminators can address the problem comprehensively with the most efficacious products, and most provide a guarantee for at least a few months or through the winter season (i.e. they will come back and repeat their procedures if any mice are detected once they've treated your units). A single visit by a mice exterminator may cost between \$100-\$200 for rentals, and \$300 for a home.

If left unattended, one mouse can too quickly become 30. 

Point your camera app here to read more online.




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# DISPLAYING SIGNS ON RENTAL PROPERTY: Who Decides?

By Eric Weld, MassLandlords, Inc.

## Public display of political signs from rental yards and windows can become controversial when landlords and tenants disagree.

The freedom to publicly express opinions, support causes and convey dissent is a valued and fundamental right in America, staunchly protected by the First Amendment of the U.S. Constitution. The display of political signs on rental property, while sometimes controversial, is an important component of that right.

Many renters, just like homeowners and condominium occupants, want to support their causes and candidates

via displays like yard signs, political signs in windows, and perhaps flags and banners draped from poles by the doorway.

As we enter another presidential election year -- with opinions possibly more polarized than in past elections -- yard, window and door signs and other manner of political support will be on full display.

But this issue can become a point of contention when renters' publicly displayed opinions and supported candidates do not align with their landlords' interests. In such cases, who has the right to determine what can be posted within public view on the rented property, the landlord (property owner) or the tenant (property renter)?

## PUT IT IN THE LEASE

The simplest way to avoid complication is to add specific language to rental agreements stipulating public sign display restrictions. Landlords are granted the right to prohibit the public display on or from their property of opinions with which they disagree, whether the property is rented or not. Property owners, according to protections in the First Amendment, cannot be compelled to publicly utter any language that they do not want to utter.

Without language in the lease, however, disagreements become more complicated to adjudicate, and may be left to state, municipal and housing courts to decide.

The First Amendment was written to protect individuals' rights to speak freely in public, but also to prohibit citizens from being compelled to say something in public. But in many instances when free speech cases come before state and municipal courts, First Amendment rights are interpreted in various ways -- sometimes errantly -- and may shift depending on which state or community they are argued in.

In Massachusetts, the right of tenants to display signs -- of political nature or other content -- outside their rental units is not defined specifically by state law. Therefore, when legal disagreements arise, the issue is often addressed either through rental agreements or, in the case of litigation devoid of rental stipulations, through citation of precedent cases tried in state courts.

Rental stipulations may be subordinate to local bylaws regarding signs' size, number and location, established for the sake of safety and traffic visibility, for example. Many municipalities also have ordinances limiting how long



Campaign yard signs in Apex, North Carolina, July 2004, supporting multiple candidates (photo by Seth Ilys).



political campaign signs may remain on display, but such ordinances might be in violation of First Amendment protections and are legally challengeable. And of course, signs that contain profanity are prohibited by law.

Also, displaying signs from the yard or common areas of multi-unit buildings can be legally problematic because it may lead to tenant conflict. Multi-unit landlords may be within their rights to restrict such signs whether or not it's written into the lease.

Whether a rental agreement holds up in court may depend on several factors including state law and the exact language of the stipulation.

### SIGN DISPLAYS ON RENTAL PROPERTY—CASES

Several cases in Massachusetts establish legal precedent regarding renters' rights to publicly display signs.

The 1982 case Nyer v. Munoz-Mendoza, 385 Mass. 184, in Suffolk County, at first prohibited Viviana Munoz-Mendoza's right to post signs on the exterior door of her rental unit protesting new owner Leonard B. Nyer's plan to subdivide and sell the property as condominiums. The Supreme Judicial Court reversed an injunction upon appeal, and Munoz-Mendoza's right to post signs protesting her landlord's intentions was upheld. In other words, the court affirmed the renter's right to post an anti-landlord sign on her door.

Though yard and lawn signs are not specified, language in this case establishes a tenant's rights to display signs publicly on the exterior of rental property regardless of whether sign contents agree with landlords' interests.

In Nyer v. Munoz-Mendoza, language did not exist in the lease regarding the prohibition of exterior sign displays. However, the court cited two Massachusetts cases—Lowell v. Strahan, 145 Mass. 1, 8-11, (1887) and Leominster Fuel Co. v. Scanlon, 243 Mass. 126 (1922)—that both granted tenants rights to control the exterior walls and interior and exterior windows of their apartment units.

Importantly, the decisions in these cases were determined “absent special provisions in a lease or in the terms of the tenancy” (Lowell v. Strahan), and “in the absence of an agreement” (Leominster Fuel Co. v. Scanlon). These clauses imply that lease provisions—such as agreements not to display signs on rental property—are determinants in court officials' adjudications.

### SHOULD LANDLORDS CONSIDER POLITICS? BEWARE OF INVOKING DISCRIMINATION PROTECTIONS

MassLandlords wrote about a 2016 instance in which a landlord refused to rent to any

Donald Trump supporter. The matter was not brought before any court, but a United

States Department of Housing and Urban Development spokesperson told CBS4 in Denver that the landlord's policy was not a violation of the Fair Housing Act.

While this case, like the prohibition of political campaign signs on rental property, is not unlawfully discriminatory, such tactics may needlessly reduce your rental applicant pool and cost you money. Also, you potentially open yourself to claims of disparate impact. For instance,

if party affiliation in your area is sufficient to identify an applicant as belonging to a protected class, like one particular race or religion, your statement against the party might be essentially equal to a prohibited statement against that race or religion.

When in doubt, remember that you are running a business and your goal is not to have headaches. You may find it advisable to restrict all partisan displays and leave it at that.

### A QUESTION OF BALANCE

Massachusetts, like other states, aims to protect the First Amendment rights of property owners and renters alike.

But landlords who want to restrict the display of political signs, cause signs and other expressions from the exteriors of their rentals should be as specific as possible regarding placement, duration and size of signs when writing restrictions into the rental agreement. And importantly, discuss these stipulations with tenants during screening.

An agreement up front is more likely to avoid disagreements, potential legal action and court interpretations down the road. [ML](#)

Point your camera app here to read more online.



# REGIONAL



## 2020 FEBRUARY

Upcoming events  
See details under each region

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3 Southbridge 7:00pm-9:00pm	4	5 Waltham 6:00pm - 9:00pm	6 Fitchburg 6:45pm-9:00pm	7	8
9	10	11 Marlborough 6:30pm-9:00pm	12 Worcester 5:30pm - 8:30pm	13 Longmeadow 5:30pm - 8:30pm	14	15
16	17	18 Cambridge, Pittsfield 5:30pm-8:30pm	19	20	21	22 Crash Course 8:30am-2:30pm
23	24	25	26	27	28 Webinar 12:00pm-1:00pm	29



## 2020 MARCH

Upcoming events  
See details under each region

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2 Southbridge 7:00pm-9:00pm	3	4 Waltham 6:00pm - 9:00pm	5 Fitchburg 6:45pm-9:00pm	6	7
8	9	10 Marlborough 6:30pm-9:00pm	11 Worcester 5:30pm - 8:30pm	12 Springfield 5:30pm - 8:30pm	13	14
15	16	17 Cambridge 5:30pm-8:30pm	18	19	20	21 Crash Course 8:30am-2:30pm
22	23	24	25	26	27	28
29	30	31				

## STATEWIDE

## Webinar: Buying or Selling Occupied Property

FRI  
02/28

This presentation will go over the essentials of buying or selling occupied property, in other words, leased rentals. We will look at all aspects of the process:

- Offer stage – what to include
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- P&S – ensuring correct terms
- Closing ensuring transfer of last month's rent and security deposits
- Post closing – starting off relationships with new tenants on the right foot

These best practices ought to be known by all brokers and REALTOR's, but in practice some don't. And even if yours does, it's always a good idea as the incoming or outgoing owner to know enough to supervise. Security deposit liability, for instance, lies with us even if our agents do not comply.



Buying or Selling Occupied Property

### FRIDAY, FEBRUARY 28TH

12:00pm Webinar Begins

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### BERKSHIRE COUNTY

## Pittsfield: Brian Duval Building Inspector: Have you registered?

TUE  
02/18

Brian Duval, Building Inspector for the City of Pittsfield, will be talking about landlord obligations for rental properties, including physical maintenance as well as needed registration and paperwork.



Our Events are Held at Zucchini's Restaurant in Pittsfield

### TUESDAY, FEBRUARY 18TH

## BERKSHIRE COUNTY MEETING AGENDA

6:00pm Networking

Networking draws from Great Barrington, Lee, Lenox, Stockbridge, Pittsfield, Lanesborough, Cheshire, New Ashford, Adams, North Adams, Clarksburg, Williamstown, Florida, Savoy, Hancock, Dalton, Windsor, Hinsdale, Peru, Richmond, Washington, West Stockbridge, Becket, Tyringham, Alford, Otis, Monterey, Sandisfield, New Marlborough, Sheffield, Egremont, and Mount Washington.

6:30pm Dinner, reservation required

7:00pm Speaker

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This event is operated by volunteers.



## Pittsfield: No March Meeting

Our next event will be held Tuesday, April 21st from 6:00p to 9:00p at Zucchini's Restaurant in Pittsfield. Bookmark your calendar for this real estate networking event in Central Berkshire County. Check back later for speakers and topics.

## BOSTON, CAMBRIDGE, SOMERVILLE

## Cambridge: Rental Applications, Tenant Screening

TUE  
02/18

### Part I: Rental Applications

The critical step in a tenant screening process is the rental application. Is it complete? Is it true? And is it enough?

In this segment, we will review the general context in which tenant screening happens, covering **credit, criminal, and housing history**. Then we will review the MassLandlords application box-by-box, with examples completed. Can we verify their prior address? What do their pay stubs look like, or do they have proof of subsidy or other income? Why does it say "etc." under pets? Finally, we'll give guidance on how to communicate acceptance or rejection, and why **ghosting** an applicant may come back to haunt you.

Attendees will leave with a clear understanding of how to use the MassLandlords rental application, how to verify information presented, and how to rent knowing your new customers are likely to succeed.

### Part II: Tenant Screening Overview

Credit, criminal, eviction history. What can we check and what does it mean? This segment will review all of these factors, as well as give a comprehensive look at discrimination protections. We'll show you how to protect your assets while also giving equal housing opportunity to all.

We will cover age discrimination and emotional support animals so you know when you can take a photo ID and how to verify requests for reasonable accommodation.



Rental applications turn every landlord into a detective



Tenant screening includes looking at information renters provide as well as third party data sources

[Click here to purchase tickets for this event](#)

### Have you seen our Leave Stuff, Take Stuff Table?

Market your business, pick up handouts, give away an old doorknob. Everything goes on our first-come, first-served display table at all our events. *Please* bring business cards, brochures, coupons. And feel free to pick up your own uncollected marketing materials at the end. Everything not claimed end-of-night may be chucked.

### "No Sales Pitch" Guarantee

MassLandlords offers attendees of directly managed events a "No Sales Pitch" guarantee. If a guest speaker offers services, their presentation will not discuss pricing, promotions, or reasons why you should hire them. We do not permit speakers to pay for

or sponsor events. Guest speakers are chosen for their expertise and willingness to present helpful educational content. Your purchase of an event ticket sustains our nonprofit model.

## TUESDAY, FEBRUARY 18TH

### CAMBRIDGE MEETING AGENDA

5:30pm Sign-in and Networking

Networking draws from Cambridge, Boston, Somerville, Arlington, Belmont, Watertown, and Malden.

6:00pm Buffet Dinner

6:40pm Executive Director Doug Quattrochi with the MassLandlords Business Update

**Member Minutes** – Any member can have the mic for 60 seconds (introduce yourself, ask a question, share words of wisdom, etc.)

7:00pm Tenant Screening Overview

7:40pm Rental Applications

8:20pm Networking

9:00pm Doors close

### LOCATION

Cambridge Innovation Center  
1 Broadway (5th Floor)  
Cambridge, MA 02142

**Please note:** CIC has several buildings in Kendall Square, two of them being adjacent to each other. The correct location for this event is the building with light colored concrete, vertical windows and a Dunkin Donuts on the ground level. You will **NOT** see a CIC sign. Refer to the image below.



**ID required** Upon entering One Broadway, you will need to check in with the lobby security. You'll just need to

show your ID and let them know you're going to the MassLandlords event in the 5th floor Venture Cafe.

### ACCESSING FROM THE T

- Exit the Kendall T stop on Main St.
- Cross to the northeast side of Main St. with the Marriott and Chipotle and walk down the street away from Cambridge towards the Longfellow Bridge to Boston.
- Cross through the plaza with the five-foot high metal globe; One Broadway is the building undergoing construction across the next street.
- Cross over Broadway to arrive at One Broadway.

### PARKING

Just \$10 at Pilgrim Parking, enter after 4pm, a two-minute walk from One Broadway, [click here for details](#). Be careful, some garages are \$30. Accessible by T (red line Kendall Square) and highway. For additional parking options see [CIC Directions](#).



### FOOD

Buffet, incl. salad and rolls

Water, sodas  
Cookies

\*Dietary restrictions: purchase an early-bird ticket and email [hello@masslandlords.net](mailto:hello@masslandlords.net), we will accommodate you.

Leftover food is donated to members and/or homeless shelters.

### PRICING

Open to the public. Membership is not required!

#### • Door:

Public: \$24  
Members: \$19

- Early-bird, reserve seven days prior by 12pm:

Public: \$22  
Members: \$14

Nametags are printed for early-bird public, early-bird member, and premium members only.

### Extra Credit

- **First time attendees:** Join as a member before leaving the event, your public ticket will be credited toward membership.
- **Members:** Bring a first-time attendee who joins at the event, your membership will be extended by one month free. No limit.

[Click here to purchase tickets for this event](#)

This event is operated by MassLandlords staff. Check in with your MassLandlords ID card.

Want to speak at a MassLandlords meeting? [Submit a speaker request](#).

This is part of the [Boston/Cambridge rental real estate networking and training series](#).

## Cambridge: The MassLandlords Crash Course in Landlording

SAT  
02/22

Learn everything you need to succeed as an owner or manager of residential rental property in Massachusetts.



This fast-paced course is strictly limited to 16 participants to allow for detailed discussion and Q&A. Course tuition includes:

- Small group session with the Executive Director, a trained presenter and experienced landlord, and the attorney.
- A comprehensive agenda, see below.
- Your choice of two books:
  - *Every Landlord's Tax Deduction Guide* by NOLO,
  - *The Good Landlord* by Peter Shapiro,
  - *Getting to Yes* by Roger Fisher, and/or
  - *The Housing Manual* by H. John Fisher.
- A bound summary of all material presented.
- Breakfast pastries, coffee, tea.
- Lunch sandwiches, sodas, chips, cookies; all dietary requirements satisfied, please notify us when you purchase a ticket.
- A MassLandlords ballpoint pen.





- A coupon for 10% off any MassLandlords annual membership.
- A MassLandlords certificate of completion and permission to use "MassLandlords Crash Course graduate" on your marketing material.

[Click here to purchase tickets for this event](#)



**Instructor Douglas Quattrochi**



**Instructor Attorney Adam Sherwin**

## Featured Testimonial



"I simply wanted to reach out and express just how happy I am to have attended the landlording crash course. The presentation and

delivery of the information was flawless and I certainly have walked away with a greater understanding of the intricacies that govern being an above average landlord/manager." – **Michael Murray**

**SATURDAY, FEBRUARY 22ND, 2020**

## AGENDA

8:30am – Introduction of MassLandlords and course participants  
8:50am – Rental markets

- o Urban, suburban, rural
- o Luxury, college, professional, working, subsidized, rooming houses

9:05am – Property selection

- o Lead paint (Legal highlight)
- o Utilities
- o Bones vs surfaces
- o Amenities
- o Repairs and renovations
- o Durable vs beautiful
- o What if I'm stuck with what I've got?

9:20am – Sales and marketing 101 for rental property managers

- o Marketing rentals
- o Sales process
- o Staying organized
- o Branding a small business
- o Getting more or fewer calls
- o Tips and tricks

10:05am – Break

10:1am5 – Applications and screening

- o Criminal, credit, eviction
- o Discrimination (legal highlight)
- o Tenant Screening Workshop

11:20am – Rental Forms

- o Lease vs Tenancy at Will
- o iCORI
- o Eviction notices

11:55am – Legal Matters start

- o Late fees
- o Security deposits
- o Eviction process
- o Move-and-store
- o Water and electrical submetering
- o Housing Court vs District Court
- o Warranty of habitability
- o Inspections
- o Subsidies
- o Rent control

12:10pm – Break and Lunch, with free form Q&A

12:55pm – Legal Matters finish

1:30pm – Maintenance, hiring, and operations

- o Keeping the rent roll and expenses
- o Filing taxes
- o To manage or not to manage
- o Tenants as customers

- o Notifying tenants
- o Extermination
- o Monitoring contractors
- o Lease violations and conflict resolution
- o Record keeping

2:10pm – Overview of books and resources for further education

2:15pm – Review of unanswered questions

2:30pm – End

Please note that end time may vary based on questions.

## LOCATION

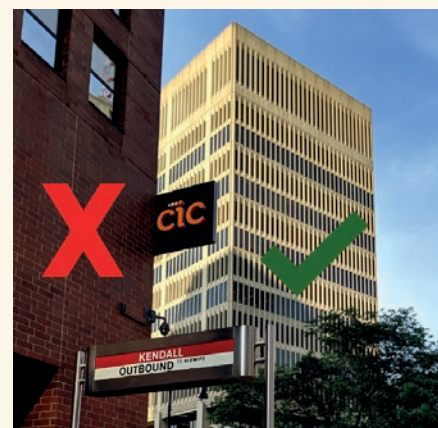
Cambridge Innovation Center

14th Floor

One Broadway

Cambridge, MA 02134

**Please note:** CIC has several buildings in Kendall Square, two of them being adjacent to each other. The correct location for this event is the building with light colored concrete, vertical windows and a Dunkin Donuts on the ground level. You will **NOT** see a CIC sign. Refer to the image below.



## ACCESSING FROM THE T

- Exit the Kendall T stop on Main St.
- Cross to the side of Main St. with the Chipotle and walk up the street towards Broadway, passing the Chipotle on your left.
- You will then round the corner to the left and One Broadway will be across the street diagonally.
- Cross over Third St. and Broadway to arrive at One Broadway.

**For all attendees** Upon entering One Broadway, you will need to check in with the lobby security. You'll just need



to show your ID and let them know you're going to the MassLandlords event and which floor.

### PARKING

Accessible by T and highway. Parking available in several garages for weekend rates. See [CIC Directions](#) for details. Pilgrim Parking has affordable rates and is a short walk from the venue, [click here for details](#)

### FOOD

Breakfast:

- o Fresh bagels, large muffins, cinnamon rolls, coffee cake slices and scones with cream cheese, butter, and jam
- o Fresh fruit platter
- o Assorted fruit juices and coffee

Lunch:

- o Assorted gourmet sandwiches
- o Garden salad
- o Fruit salad
- o Assorted pastries
- o Soda, juice, water

\*Please email [hello@masslandlords.net](mailto:hello@masslandlords.net) if you have any dietary restrictions and need a special meal.

### PRICING

• Online:

- o Non-members: \$205
- o Members: \$195 (log in before you register or you will see the non-member price)

• Online registration required. All ticket sales final.

[Click here to purchase tickets](#)

[Membership.](#)

Please note: this event is run by MassLandlords staff.

## Cambridge: Networking and Training Event

TUE  
03/17

Our March meeting will be held Tuesday, March 17th, at One Broadway, Kendall Square, from 5:30pm to 8:30pm. We are working with members to select a topic. Suggestions always welcome at [hello@masslandlords.net](mailto:hello@masslandlords.net). Check [MassLandlords.net/events](http://MassLandlords.net/events) for updates.

### CENTRAL WORCESTER COUNTY

## Wanted for Guarantee: Worcester Studios and One Bedrooms

The City of Worcester has signed an agreement to pilot a landlord-tenant guarantee fund, under which you may be eligible to receive \$10,000 of coverage for unpaid rent, property damage, and attorney's fees if you rent to one of our renters instead of a market renter.

The guarantees are being issued to Worcester landlords who choose to rent to residents currently experiencing homelessness in the city. All of our residents have been awarded permanent subsidies (MRVP, VASH, or Section 8) so they can pay the rent. All of our residents also receive supportive services, so they get help with whatever caused them to experience homelessness in the first place. These residents are all individuals, so we are looking for studios or one-bedrooms near bus routes.

You will still be able to screen your renter as normal. You will have to waive screening criteria that would adversely affect an applicant with non-violent criminal history, bad credit, and/or an eviction record. All other screens can be conducted as normal (ability to pay rent, move-in monies, smoking, pets, etc.).

You will get unlimited helpline access if you participate. We can issue these guarantees because we know in over 80% of cases, you won't lose a dime, and we won't have to pay the guarantee.

For no-obligation information, call the helpline at 774-314-1896 or email [hello@masslandlords.net](mailto:hello@masslandlords.net).

## Worcester: To Renovate or Not, Tax Escalation Clauses

WED  
02/12

### Part I: Tax Escalation Clauses

Leases have the advantage of providing **long-term stability** for you and your renter. But **sudden real estate tax increases** can destroy a carefully calculated rent and turn a lease upside-down, eliminating the net

income you were banking on. Is there anything you can do?

Come learn about **tax escalation clauses**, which when added prior to a tenancy can give you an emergency escape out of a losing lease.

We're review the section of the law that applies. Attendees will leave with the exact wording in our "Optional Clauses." Finally, we'll have a brief discussion on whether escalators should be invoked routinely or only in case of emergency.

### Part II: A Landlord Case Study: Does it Make Sense to Renovate Your Rental?

Renovations can be costly and stressful. Does the reward justify the investment? In this featured part of the presentation, we will review actual numbers from a renovation in Fitchburg and look at the return on investment. Pictures will be in plentiful supply as we examine what this one owner did, and how they did it. Cost containment will feature prominently, as will the change in renter dynamics before and after the renovation.

This part of the presentation will be given by Brian Lucier of Belaire Property Management. Member input and renovation tips are welcome.



Tax escalation clauses can help prevent a municipality from sending a lease into the red



To Renovate or Not? Presentation will be given by Belaire Property Management.

### Have you seen our Leave Stuff, Take Stuff Table?

Market your business, pick up handouts, give away an old doorknob. Everything goes on our first-come, first-served display table at all our events. Please bring business cards, brochures, coupons. And feel free to pick up your own uncollected marketing materials at the end. Everything not claimed end-of-event may be chucked.

### "No Sales Pitch" Guarantee

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## WEDNESDAY, FEBRUARY 12TH

### MEETING AGENDA

5:30pm Sign-in/Networking

Networking draws from Worcester, Shrewsbury, Millbury, Auburn, Leicester, Paxton, Holden, West Boylston, Boylston, Grafton, Upton, Northbridge, Sutton, Oxford, Charlton, Spencer, Oakham, Rutland, Princeton, Clinton, and Sterling.

6:15pm Buffet Dinner by The Vintage Grille

6:40pm MassLandlords Business Update and Member Minutes

**Member Minutes** – Any member can have the mic for 60 seconds (introduce yourself, ask a question, share words of wisdom, etc.)

7:00pm Rich Merlino Meeting Introduction

7:05pm Tax Escalator Clauses

7:20pm A Landlord Case Study: To Renovate or Not

8:30pm Networking and one-on-one follow-up

9:00pm Doors close

### LOCATION

Fiddler's Green  
19 Temple St  
Worcester, MA 01604

### GETTING THERE AND PARKING

Park in the lot along and behind the restaurant, on the street, or in the church lot across the street.

### FOOD

Cheese and crackers, sodas, water, coffee, decaf  
Hot buffet dinner, incl. salad, rolls  
Cookies, brownies, and/or blondies

\*Dietary restrictions: purchase an early-bird ticket and email [hello@masslandlords.net](mailto:hello@masslandlords.net), we will accommodate you.

### PRICING

Open to the public. Membership is not required!

#### • Door:

Public: \$24  
Members: \$19

#### • Early-bird, reserve seven days prior by 12pm:

Public: \$22  
Members: \$14

#### • Premium Members: No charge and no need to register

### Extra Credit

- **First time attendees:** Join as a member before leaving the event, your public ticket will be credited toward membership.
- **Members:** Bring a first-time attendee who joins at the event, your membership will be extended by one month free. No limit.

This event is operated by MassLandlords staff. Check in with your MassLandlords ID card.

Want to speak at a MassLandlords meeting? [Submit a speaker request.](#)

This is part of the [Worcester rental real estate networking and training series.](#)

[Suggest and vote for future meeting topics.](#)

## Worcester: Networking and Training Event

WED  
03/11

Our March event will be held Wednesday, March 11th from 5:30p to 8:30p at Worcester Technical High School. We are working with members to select a topic. Suggestions always welcome at [hello@masslandlords.net](mailto:hello@masslandlords.net). Check [MassLandlords.net/events](http://MassLandlords.net/events) for updates.

## CHARLES RIVER (GREATER WALTHAM)

## Waltham: How to Take a Security Deposit

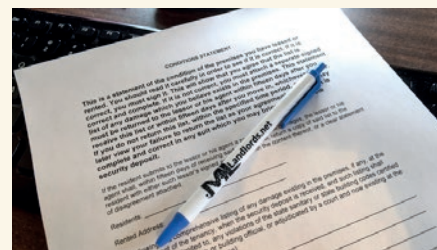
WED  
02/05

Security deposits are one of the primary liabilities for Massachusetts landlords. If you make a paperwork mistake, you might owe your renter **three times the amount of the deposit** plus attorney's fees. And what a lot of paperwork there is! First receipt, second receipt, annual receipt, conditions statement, withholding receipt, signed under the **pains and penalties of perjury**... Should you even bother?

Well yes, you can **successfully take a security deposit**. We'll show you how!

We'll be reviewing the law, the forms you need, and some concrete examples where landlords have made mistakes and paid for renter damage themselves.

This presentation will be given by MassLandlords staff.



**You'll be ready to take a fully compliant security deposit after this training**



This security deposit statement cost the landlord loads. We'll show you why.

Have you seen our Charles River volunteer website? Market data available on rent levels for Waltham and surrounding areas. We encourage you to also take the poll on your current views of the rental market. Use the "Contact Us" form to request a login at [crrha.org](http://crrha.org)

Purchase your ticket in just a few clicks!

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## WEDNESDAY, FEBRUARY 5TH

### CHARLES RIVER MEETING

#### AGENDA

6:00pm Sign-in/Networking

Networking draws from Waltham, Newton, Weston, Watertown, Wellesley, Wellesley Hills, Lincoln, Dover, Arlington, Belmont, and the western ends of Cambridge and Boston.

6:10pm Pizza and sodas provided

6:40pm Executive Director Doug Quattrochi with the MassLandlords Business Update

**Member Minutes** – Any member can have the mic for 60 seconds (introduce yourself, ask a question, share words of wisdom, etc.)

7:00pm How to Take a Security Deposit  
7:50pm Networking

### LOCATION

The La Cava Center at Bentley University, Third Floor  
175 Forest St  
Waltham, MA 02452

### GETTING THERE AND PARKING

Lots of parking available at this hour. For your ease of access, do **not** use the Beaver St entrance. Enter at the Main Entrance on Forest Street and park in Lot 1 or Lot 2. The Conference Center is signed on the north corner of the main quadrangle. Refer to the image below for lot locations and correct entrance into building.



### FOOD

Pizza, salad  
Soda, Water  
Cookies

Please feel free to bring a dinner that meets your dietary goals/restrictions

### PRICING

Open to the public. Membership is not required! This event is being subsidized by earmarked member donations.

#### • Door:

Public: \$24  
Members: \$19

#### • Early-bird, reserve seven days prior by 12pm:

Public: \$22  
Members: \$14

#### • Premium Members: No charge and no need to register

[Click here to purchase tickets for this event](#)

This event is operated by staff and volunteers together. Check in with your MassLandlords ID card.

This is part of the [Greater Waltham rental real estate networking and training series](#).

## Waltham: Networking and Training

WED  
03/04

Our March meeting will be held Wednesday, March 4th, at the La Cava Center of Bentley University from 5:30pm to 8:30pm. We're working with members to select a topic. Suggestions always welcome at [hello@masslandlords.net](mailto:hello@masslandlords.net). Check [MassLandlords.net/events](http://MassLandlords.net/events) for updates.

### GREATER SPRINGFIELD

## Longmeadow: Rental Applications, Dealing with the Unreasonable

THU  
02/13

### Part I: Rental Applications

The critical step in a tenant screening process is the rental application. Is it complete? Is it true? And is it enough?

In this segment, we will review the general context in which tenant screening happens, covering **credit, criminal, and housing history**. Then we will review the MassLandlords application box-by-box, with examples completed. Can we verify their prior address? What do their pay stubs look like, or do they have proof of subsidy or other income? Why does it say "etc." under pets? Finally, we'll give guidance on how to communicate acceptance or rejection, and why **ghosting** an applicant may come back to haunt you.

Attendees will leave with a clear understanding of how to use the MassLandlords rental application, how to verify information presented, and how to rent knowing your new customers are likely to succeed.

**Part II: Dealing with the Unreasonable**  
Attorney Larry Farber will share a "must see" case study in dealing with



unreasonable requests. This will be the marijuana case mentioned at last month's meeting.



Rental applications turn every landlord into a detective



Attorney Larry Farber on Dealing with the Unreasonable

Purchase your ticket in just a few clicks!

### "No Sales Pitch" Guarantee

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### THURSDAY, FEBRUARY 13TH

#### RHAGS MEETING AGENDA

5:30pm Sign-in and Networking

Cash bar  
Networking draws from  
Springfield, West Springfield,

Holyoke, Chicopee, Ludlow, Wilbraham, East Longmeadow, Longmeadow, Agawam, Southwick, Southampton, Easthampton, Northampton, Westhampton, Hadley, South Hadley, Granby, Amherst, Belchertown, Ware, Palmer, Warren, Monson, and Hampden.

6:00pm Buffet dinner  
6:40pm State-wide Business Update and Member Minutes  
7:00pm Local Updates  
7:05pm Legal Update  
7:10pm Rental Applications  
7:35pm Dealing with the Unreasonable  
8:30pm Networking  
9:00pm Doors Close

#### LOCATION

Twin Hills Country Club  
700 Wolf Swamp Rd  
Longmeadow, MA 01106

#### FOOD

Hot buffet dinner, incl. salad and rolls  
Cash bar  
Hot Coffee & Tea  
Dessert

\*Dietary restrictions: purchase an early-bird ticket and update the goals/restrictions field in your profile, we will accommodate you.

#### PRICING

Open to the public. Membership is not required!

- Door:
  - Public: \$40
  - Members: \$35
- Early bird, reserve seven days prior by 12pm:
  - Public: \$38
  - Members: \$30

Nametags are printed for all early-bird tickets and premium members.

#### Extra Credit

- **First time attendees:** Join as a member before leaving the event, your public ticket will be credited toward membership.
- **Members:** Bring a first-time attendee who joins at the event, your membership will be extended by one month free. No limit.

[Click here to purchase tickets for this event](#)

This event is operated by MassLandlords staff. Check in with your MassLandlords ID card.

Want to speak at a MassLandlords meeting? [Submit a speaker request](#).

This is part of the [Springfield rental real estate networking and training series](#).

## Greater Springfield: Networking and Training

THU  
03/12

Our monthly event will be held Thursday, March 12th from 5:30p to 8:30p. Although the topic may be TBD, you can still bookmark your calendar for this premier real estate networking and training event in Greater Springfield. Check [MassLandlords.net/events](https://MassLandlords.net/events) for speakers and topics.

#### METROWEST

## Marlborough: Lead Paint and Deleading with Mary Chabot

TUE  
02/11

Deleading is easier than ever, and more important than ever. **Changes in 2017** reduced the cost to landlords, but also changed the legal definition of lead poisoning, increasing our liability.

This segment will give the **basics of lead remediation**: why lead is hazardous, where we find lead, and how to eliminate the hazard. We will review deleading methods, letters of interim control, and certificates of deleading compliance.

This is **not a moderate risk deleader training**. Attendees will learn about the DIY deleading training that is available (typically, 12 hours), and will also learn about the costs and benefits of hiring professionals. Lastly, because this is a landlording event, we will talk about deleading with residents in the unit, how to navigate the arrival of children, and how to ensure both you and your renters stay happy and healthy.



Learn about Deleading

**TUESDAY, FEBRUARY 11TH****METROWEST PROPERTY OWNERS ASSOCIATION MEETING AGENDA**

6:30pm Registration, socializing and dinner

7:00pm MassLandlords Business Update

7:15pm Program starts

**LOCATION**

Marlborough Fish and Game  
1 Muddy Ln  
Marlborough, MA 01752

**FOOD**

Hot buffet  
Beverages  
Cookies

**PRICING & RSVP**

Open to the public! Membership is not required. **\*MWPOA Members\***  
**RSVP by emailing your full name to**  
**[Laurel.newlakeview@yahoo.com](mailto:Laurel.newlakeview@yahoo.com)**

- **MassLandlords.net/MWPOA Members** pay \$100 annual MWPOA dues and each meeting is free, just RSVP!

- MassLandlords.net Members and general public: \$5

[Click here to purchase tickets for this event](#)

This event is operated by volunteers.

## Marlborough: Networking and Speaker

TUE  
03/10

Our March event will be held Tuesday, March 10th from 6:30p to 8:30p at the Fish and Game Club in Marlborough. Although the topic may be TBD, you can still bookmark your calendar for this premier real estate networking event in MetroWest. Check back later for speakers and topics.

**NORTHERN WORCESTER COUNTY**

## Fitchburg: Electronic Filing

THU  
02/06

Join us for a presentation by Attorney Mark Burrell concerning Electronic Filing and the common mistakes made by landlords.

Mark Burrell is a seasoned Landlord/Tenant attorney and has the unique perspective to look at your situation from the eyes of the defendant's attorney.



# MEMBERSHIP BENEFITS

**RENTAL FORMS**

Download a complete set of up-to-date rental forms (applications, leases, notices to quit, and more).

**LEGAL STANDING**

Vote in MassLandlords elections, serve on boards, and be represented in policy discussions with local and state officials.

**EVENTS**

Monthly networking and education at events state-wide.

**NEWSLETTERS**

In-depth news, tips and tricks emailed monthly.

**HOME DEPOT SAVINGS**

20% off paint; purchases over \$1,000 eligible for price reductions; concierge services for larger jobs.

**COLLECT CHECKS ONLINE**

Never bounces, reports for credit, members get first tenant free for a year via RentHelper.

**SERVICE PROVIDER DIRECTORY**

Search for service providers or be listed as one (electricians, managers, realtors, attorneys, plumbers, snow removers, and much, much more).

**VIDEOS, ANALYSIS, & SPREADSHEETS**

Watch past events, learn about the laws, and access spreadsheets you can build on like our CFL vs LED ROI calculator.

**CREDIT SCREENING COUPONS**

Save on SmartScreen credit reports.

**MESSAGE BOARDS**

24/7 access to Massachusetts Landlords for advice and/or to contribute your professional expertise.

**HOME BASE**

Preferred pricing and name tag at dinner meetings.

**ENTITY FORMATION SAVINGS**

Create LLC's or Inc's for a low, members-only fixed price via New Leaf Legal.

SIGN UP AT

<https://masslandlords.net/join/>

Besides knowing the ins and outs of what to look for in possible glitches to your Security Deposit accounts that may trip us up as landlords; Attorney Burrell is a great storyteller and we are sure you will be entertained at this event.



#### THURSDAY, FEBRUARY 6TH

##### NWCLA MEETING AGENDA

Visit [nwcla.com](http://nwcla.com) for any last-minute updates or changes.

##### 6:45pm Dinner and Networking

Networking draws from 25 towns including Fitchburg, Gardner, Leominster, Athol, Holden, Ayer, Orange, Ashburnham, Spencer, Ashby, Lunenburg, Townsend, Westminster, Princeton, Sterling, Lancaster, Shirley, Groton, Pepperell, Winchedon, Templeton, and Hubbardston.

##### 7:00pm Presentations

##### LOCATION

Montachusett Regional Vocational Technical School (Monty Tech)  
1050 Westminster Street  
Fitchburg, MA 01420

##### PARKING

There is ample free parking beside the school. **Do not** park along the fence where the busses park. Do not park in any of the handicap spots unless you have the proper handicap parking sticker.

##### FOOD

Dinner by Happy Jack's Cantina Grille from N. Main St. in Leominster.

##### PRICING

Membership not required!  
Open to the public.

- Early-bird ends seven days prior @ 12pm:
  - o Public and Members other than NWCLA: \$15
  - o MassLandlords.net/NWCLA members: pay annual dues, then free
- After Early bird or at the door:
  - o Public and Members other than NWCLA: \$20
  - o MassLandlords.net/NWCLA members: pay annual dues, then free

This event is operated by volunteers.

### Fitchburg: Small Deals for BIG PROFITS: Leveraging small multi-family apartment buildings into a wealth building strategy

Join us for a presentation by NWCLA PLATINUM SPONSOR Brian Lucier, Manager of Belaire Property Management LLC.

Find out from Brian some of his different investment strategies. Learn how by buying small triplex residential rental properties, his team was able to leverage many small deals into a real estate investment empire worth millions of dollars.

Brian will walk you through the humble beginnings of his investment career up to present day acquisitions and business planning. Guaranteed to be an eye-opening experience for the novice and seasoned investors alike. You will not be disappointed.



THU  
03/05

#### THURSDAY, MARCH 5TH

##### NWCLA MEETING AGENDA

Visit [nwcla.com](http://nwcla.com) for any last-minute updates or changes.

##### 6:45pm Dinner and Networking

Networking draws from 25 towns including Fitchburg, Gardner, Leominster, Athol, Holden, Ayer, Orange, Ashburnham, Spencer, Ashby, Lunenburg, Townsend, Westminster, Princeton, Sterling, Lancaster, Shirley, Groton, Pepperell, Winchedon, Templeton, and Hubbardston.

##### 7:00pm Presentations

##### LOCATION

Montachusett Regional Vocational Technical School (Monty Tech)  
1050 Westminster Street  
Fitchburg, MA 01420

##### PARKING

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##### FOOD

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This event is operated by volunteers.



**SOUTHERN WORCESTER COUNTY****Southbridge:  
MassLandlords  
Benefits****MON  
02/03**

Our monthly training and networking event will be held on Monday, February 3rd and will cover MassLandlords Benefits and Governance. This presentation will be given by Doug Quattrochi, Executive Director of MassLandlords.



The SWCLA Meets at the Southbridge Community Center aka Casaubon Senior Center

**MONDAY, FEBRUARY 3RD****SWCLA MEETING AGENDA**

7:00p MassLandlords Business Update  
 7:10p Guest Speaker  
 7:45p Pizza break  
 8:00p Meeting wrap-up  
 8:30p Networking

**LOCATION**

Southbridge Community Center (aka Casaubon Senior Center)  
 153 Chestnut St.  
 Southbridge, MA 01550

**FOOD**

Pizza and Beverages

**PRICING**

Open to the public for your first time! Membership not required for your first time.

- Members are admitted for free
- General public free the first time, then pay \$50/yr for membership.

This event is operated by volunteers.

**Southbridge Mon  
Mar 2: Networking  
and Topic TBD****MON  
02/03**

Our monthly event will be held Monday, March 2nd from 7:00p to 9:00p at the Southbridge Community Center. Although the topic may be TBD, you can still bookmark your calendar for this real estate networking event in Southern Worcester County. Check back later for speakers and topics.





## **Office of the Sheriff Process and Warrants Division**

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- ▶ **Notice to Quits**
  - ▶ **Summary Process Writs**
  - ▶ **Evictions/Talk-Outs**
  - ▶ **Trespass Notices**
- 

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