



NEW!!

Educational YouTubes

[NEW LAW – Fair Tenant Screening Act of 2012](#)

[Our Services – Tenant and Employment Screening](#)

[Key Wording On Rental Application for Maximizing Fraud Detection](#)

[FREQUENTLY ASKED QUESTIONS](#)

[How Can I Get A FREE Copy of My Credit Report?](#)

[What is the best way to Verify My Applicants Income? – Best Practices](#)

[Can I share a copy of the background check on a prospective tenant with the owner of the property or any third party?](#)

[How Do You Read a Credit Report?](#)

Rave Reviews

"Thanks! Those videos are really well-done and useful. Thanks again"
- Heidi Everett, WA

Rave Reviews

"Thank you for Landlord Update, legislative impacts, etc.
We appreciate you and your company being there for us.
I'd like to talk with you sometime about this New Law effective in June."
P.H

Rave Reviews

"Getting involved with Orca Information is the BEST business decision we have ever made, When you're in the rental business you need services like these."
-E. Hassler 05/17/12



Federal Gridlock Puts Focus On State Legislation

Because of the gridlock in Congress, much of the activity in the employment area is now happening in state legislature, according to Jonathan Segal, an attorney with Duane Morris in Philadelphia. He spoke at the Society for Human Resource Management's Employment Law & Legislative Conference, held in Washington, D.C., in March. Both parties are pushing for laws at the state level that, if enacted, would affect the jobs of HR professionals, he said. During 2012, state legislation has been introduced in several areas, including the following:

Credit reports. Seven states have enacted laws restricting how and when an employer can use an employee's credit report in making hiring decisions. In the 2012 legislative sessions, credit check bills were proposed in at least 19 states and the District of Columbia. Many of these laws would prohibit employers from using consumer credit information against potential employees unless they're applying for a job that involves making financial decisions.

Criminal background checks. Currently, Massachusetts is the only state with the "ban the box" legislation. It does not prohibit criminal background checks per se, but instead regulates when such checks should be performed. Proposals in 2012 include bills in Connecticut and Minnesota that would permit screening only after a conditional offer or employment.

Sexual orientation and gender identity discrimination. Twenty-one states prohibit discrimination on the basis of sexual orientation, while 16 protect gender identity as well. In 2012, Hawaii and Kentucky weighed legislation to extend anti-discrimination laws on these bases.

Paid sick leave. Connecticut is the only state that currently requires employers to grant paid sick leave. North Carolina and Arizona considered similar proposals in 2012

-Joanne Deschenaux, HR Magazine May 2012

VANDALISM

Vandalism, including arson, graffiti, and other forms of property damage and defacement, are not only crimes but also crimes against the neighborhood.

Vandalism, that goes unrepaired, detracts from the appearance of the neighborhood, not just the building vandalized. It also sends a message that this kind of behavior, it tolerated.

Community efforts are often an effective way to deal with vandalism. Your local Chamber of Commerce or Merchants; Association are excellent focal points for developing an anti-vandalism strategy for the community. Send the message that vandalism and graffiti are not normal in your community and will not be tolerated.

Together we do make a difference!

Vandalism Preventive Measures – the premises

- Paint over or remove graffiti immediately. The more often graffiti appears in an area, the more will be written there.
- Repair vandalism damage immediately.
- Make sure that property owners of vacant buildings keep them in good repair and properly secured.
- Keep the neighborhood clean.
- Discourage loitering in service areas or on streets.
- Make sure every business has a visible sign on or in its location.
- Report vandalism activity to the police.
- Actively participate in your Local County Business Watch Program.

Do not ignore it when your business is not directly involved in crime or sooner or later it will be.

Water Damage To-do Tips...

After water damage to your home, your prompt action can minimize long-term damage. The safe, timely steps listed below can assist you in restoring your home to the condition before your crisis. Incorrect actions can be costly mistakes. These do's and don'ts are listed for your information and protection.

- Use refrigerant-type dehumidifiers if the inside temperature is above 60 degrees F.
- Use desiccant-type dehumidifiers if the inside temperature is below 60 degrees F.
- Use fans to circulate the air and assist drying.
- Remove as much water as possible by mopping and blotting.
- Wipe furniture dry. Place on blocks or tinfoil if the carpet is still wet (to prevent staining).
- Prop up furniture cushions for even drying.
- Lift drapes off carpets, loop through a plastic coat hanger and place on draper rod. Wire hangers may cause rust and staining.
- Remove wet area rugs or other loose floor coverings.
- Open furniture doors, closet doors and luggage to enhance drying.

- Move photos, painting and art objects to a safe, dry location.
- Remove wet fabrics and dry them as soon as possible. Hang furs and leather goods separately at room temperature.
- Spread out damp books from shelves to dry.
- If damage occurs during a cool season, leave heat on; if summer, use an air conditioner if available.
- Call a professional restoration company that will provide a free inspection.

Water Damage Do-Not Do tips...

- Do not use an ordinary household vacuum to remove water.
- Do not use electrical appliances while on wet carpet or floors.
- Do not go into rooms with standing water if the electricity is still on.
- Do not lift tacked down carpet without professional help. Lifting the carpet incorrectly could promote shrinkage or case damage.
- Do not wait to call for professional help. Damage from the water, bacteria, mold and mildew will begin within a few hours.