



LOEFFLER LAW GROUP, PLLC

Free-of-charge help to resolve landlord-tenant disputes. For consultation with a lawyer, call 206.443.8678

Websites & Information

- [Revised Code Of Washington \(RCW\)](#)
- [The Unlawful Detainer Statute \(RCW 59.12\)](#)
- [The Residential Landlord-Tenant Act \(RCW 59.18\)](#)
- [Washington Administrative Code \(WAC\)](#)
- [Washington City and County Codes](#)
- [Seattle Municipal Code](#)
- [DPD Information for Tenants \(PDF\)](#)
- [Attorney General Residential Landlord-Tenant Resources](#)
- [Washington State Department of Health Information on Mold](#)
- [EPA Guide To Mold in your Home \(PDF\)](#)
- [EPA: Protect Your Family From Lead in the Home \(PDF\)](#)
- [Seattle Office for Civil Rights \(SOCR\)](#)
- [WA State Human Rights Commission \(HRC\)](#)
- [Fair Housing Policy Poster \(PDF\)](#)
- [Fair Housing Workshops](#)
- [Fair Housing Partners of Washington State handbook \(PDF\)](#)

Articles and Publications

- [Surprise Tenants and Squatters - E. Loeffler](#)
- [Emerging Issues in Rental Housing Discrimination - J. Poloni](#)
- [Medical Marijuana and Reasonable Accommodations - C. Cutting](#)
- [Post-Foreclosure Evictions: What You Need to Know - E. Loeffler](#)

[Security Deposits Made Easy - J. Poloni](#)

VIDEOS FOR PROPERTY MANAGERS & LANDLORDS

Please Click on links for videos

[Seattle Rental & Inspection Ordinance](#)

[Deceased Tenants: The Landlord's Duties](#)

[Security Deposits: The Landlord's Duties](#)

[Notices to Pay Rent or Vacate](#)



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[Handling Security Deposits](#)

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Train Your Staff!
[Educational YouTube's Available](#)

What client's are saying about Orca...

Thank you so much Rebekah!
I really appreciate your taking time for me and all the good that you and your Orca team do for all of us!
Your extraordinary diligence makes our communities safer, happier and healthier!
Best wishes to you and your family.

Greg (Moses Lake)

Orca Wisdom

Holding on to anger is like drinking poison and expecting the other person to die
Buddha ~

Notice

Orca will be closed Saturday, January 16, 2016 for staff training.
Thank You!

The Orca Pod



Warn Bosses: E-mail is Smoking-Gun Evidence

The risk isn't new—e-mail has been around for a while. But managers and supervisors still continue to play fast and loose with their e-comments. E-mail messages are increasingly finding their way into employment-law court battles. "E-mail is a plaintiff's best source of smoking-gun evidence," says employment law attorney Joseph Beachboard of Ogletree Deakins. Remember, employers aren't allowed to simply wipe away their incriminating e-mail tracks. Whenever you believe litigation is "reasonably anticipated," federal law requires you to place a "litigation hold" on any electronic communications that relate to any potential key players.

One solution: Remind managers in the hiring process that it's typically better to pick up the phone or walk down the hall to discuss a candidate than it is to send an e-mail.

Recent case: Suzanne Salisbury, a black woman, applied to become a Pittsburgh city emergency medical technician. Her application showed the appropriate education and certifications. It also asked if she'd ever sued an employer. She answered "yes" because she'd been involved in a lawsuit related to union organizing. Things went south when two of the hiring managers began exchanging e-mails about the candidate. "Don't interview her. She is bad news," one wrote. "She sued a former employer and has all kinds of financial problems," the other wrote. Salisbury wasn't hired and sued for race and sex discrimination. She was able to access the managers' e-mails as part of her e-discovery request before the case went to trial.

She argued that her earlier lawsuit was protected activity and should not have been used against her in hiring. And while Salisbury acknowledged filing for bankruptcy, she noted that Pittsburgh had hired white men with bankruptcy records.

The court sent her case to a jury trial. There, Salisbury will be able to argue that the e-mails show prejudice against her because she was involved in past protected activity and that the managers had a racially biased view of financial problems. (*Salisbury v. City of Pittsburgh*, No. 08-CV-0125, WD PA, 2010)

by [The HR Specialist: Employment Law](#)

Hire the Best: 5 Questions to Spot

Strong Soft Skills

by [Business Management Daily](#)

Few leaders can accurately answer this fundamental question: *"What kinds of people am I looking for?"*

Too many leaders base hiring decisions on education and credentials alone. They fail to consider "softer" questions, such as: Is the candidate a visionary? Does the applicant think in a conceptual way? Can the person communicate well? Does he or she have a proven track record of getting things done?

Paul Falcon, VP of HR at Time Warner Cable, presents his proven list of interview questions that help you zero in on the "must hires"

Determining an applicant's soft skills—such as personal accountability and a strong work ethic—is an inexact science.

To help sharpen your focus, here are five questions to ask during job interviews:

1. "A supervisor assigns you three tasks that you view as equally important. How do you decide which to do first?"
2. "A supervisor assigns a task that you've never done before and provides no instructions. What do you do?"
3. "You will receive evaluations on a regular basis. What are the three things for which you want to receive the highest ratings?"
4. "Describe the worst disagreement you ever had. How did you resolve it?"
5. "How will this job impact your home life?"



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