



PRESIDENT'S CORNER

Steven Mlenak, Esq.
2025 CAI-NJ PRESIDENT

GREENBAUM, ROWE, SMITH & DAVIS, LLP

Community Associations Institute New Jersey Chapter (CAI-NJ) by-laws provide that the elected Vice President of the Board automatically ascends in lockstep to the positions of President-Elect, and then President, over a three-year period. For the last three years, therefore, I have been dreadfully counting down the minutes to when I had to begin writing these articles each month. Well, as Bruce Buffer would say, "IT'S TIME!"¹

These articles notwithstanding, I could not be more grateful for the trust that the members of CAI-NJ and its Board of Directors have placed in me. As I mentioned to our over 200 volunteers (more on this later) at CAI's recent Annual Retreat, CAI-NJ has given me so much more than I could possibly ever give to it. It is an organization that reminds us that you can have business competition without business ruthlessness. Our members are encouraged to share ideas and thoughts without fear of ridicule or ostracization. CAI-NJ has proven the hypothesis that "a rising tide lifts all ships."

While I will try to tailor my future articles to a specific theme addressing the common interest community (CIC) industry, I must ask for your indulgence in allowing the theme of this article to simply be *gratitude*.

I must start with a thank you and congratulations to my friend Chris Nicosia, CMCA, AMS, PCAM for his tireless efforts as CAI-NJ's 2024 President. During Chris's leadership, CAI-NJ made significant advances in terms of its legislative initiatives; membership, retention and sponsorship growth; increased attendance at its marquee educational and networking events; and the modernization of its annual awards voting. I want to draw significant attention, however, to the great work that both Chris and incoming President-Elect Ryan Fleming, CIRMS, EBP undertook over the course of many months to procure and partner with a well-known and respected marketing company. This initiative is intended to help make CAI-NJ a household name in our industry and to expand our geographical reach to all parts of New Jersey, beginning with Northern New Jersey. In doing so, the goal is not simply for the marketing company to assist in search engine optimization or advertising campaigns, but to work directly with the board and our amazing staff to develop long-term marketing strategies. I look forward to working with Ryan and the board to begin implementation of these strategies in 2025.

"...I must ask for your indulgence in allowing the theme of this article to simply be gratitude."

CONTINUES ON PAGE 55



NEW JERSEY CHAPTER
community
ASSOCIATIONS INSTITUTE

CAI-NJ TEAM

ANGELA KAVANAUGH
CHAPTER EXECUTIVE DIRECTOR
ANGELA@CAINJ.ORG

JACLYN OLSZEWSKI
DIRECTOR, CONFERENCE & EVENTS
JACLYN@CAINJ.ORG

ROBIN SURGENT
DIRECTOR, MEMBERSHIP DEVELOPMENT
ROBIN@CAINJ.ORG

BROOKE STOPPIELLO-NEVINS
EDITORIAL & WEBSITE MANAGER
BROOKE@CAINJ.ORG

JOCELYN GARLOCK
PROGRAMS & EVENTS COORDINATOR
JOCELYN@CAINJ.ORG

HELEN KIECHLIN
MARKETING & MEMBER RELATIONS
COORDINATOR
HELEN@CAINJ.ORG

Contact CAI-NJ

ADDRESS
CAI-NJ
500 HARDING ROAD
FREEHOLD, NJ 07728

PHONE
609-588-0030

FAX
609-588-0040

WEB
WWW.CAINJ.ORG

EMAIL
INFO@CAINJ.ORG

CAI-NJ on Social Media



www.facebook.com/CAINJCHAPTER



Community Associations Institute - New Jersey Chapter



@cainewjersey



CAI-NJ

PRESIDENT'S CORNER...

from page 5.

Second, to our amazing team led by the incomparable Angela Kavanaugh, thank you! Angela, Robin, Jackie, Brooke, Helen, and Jocelyn, are all committed to CAI-NJ in more ways than most of us know. Our staff members are truly the reason for our nationally recognized success. While the most dangerous phrase in business may be, "we've always done it this way," I propose that the safest phrase in business may be, "don't fix what isn't broken." With Angela and her team at the helm, my biggest challenge this year will be to not get in their way!

Finally, a thank you must go out to our over 200 committee volunteers! At CAI's National Conference that is held each spring, entire seminars are dedicated to brainstorming ideas for how Chapters can get its members to volunteer on committees. They look at us as if we are crazy when we tell them that not only do we have over 200 committed members volunteering each year, but we actually have to enforce strict limitations on how many members of an organization can volunteer! So, we thank each and every one of you that step up to the plate for our industry.

At the CAI Retreat, I was also excited to announce that the Board of Directors' task force to develop the New Jersey Online HOA Board Essentials is in the homestretch of developing the content to what will become a first-of-its-kind educational resource among CAI Chapters. What began as an initiative aimed at responding to proposed legislation that would require all elected and appointed board members to undertake at least three hours of board leadership development training, quickly evolved into something that the board recognized would be a meaningful value-add to our existing members regardless of whether such legislation was adopted. The board has committed the resources necessary and has identified the right online educational platform provider to partner with to provide the program by mid-2025. Stay tuned for more information.

So, in closing, over the course of the next year, please do not be shy. Come up to me at events and say hello. Let me know what you believe are issues that CAI-NJ should be addressing. Share your ideas and goals. Let's work together to "rise the tide." I greatly look forward to this year and all it has to bring. Just not these articles. ■

END NOTE:

1 Outgoing CAI-NJ President Chris Nicosia would prefer I use a Disney® quotation instead whenever possible, so we can instead quote Rafiki: "It is time!"



www.regencymanagementgroup.biz
info@regencymanagementgroup.biz

MANAGING. TO MAKE YOUR COMMUNITY BETTER.

MAILING ADDRESS
P.O. Box 132
Keyport, NJ 07735

PHYSICAL ADDRESS
310 BROAD STREET
Keyport, NJ 07735

Call us at:
(732) 364-5900

IMPORTANT:

Community Trends® Author/Article Submission Policies

Community Trends® is a monthly publication of the New Jersey Chapter of the Community Associations Institute (CAI-NJ). The purpose of this magazine is for the dissemination of informative and noteworthy information that is relevant to the lives of every person living in or working with community associations throughout New Jersey. *Community Trends®* should not be used to provide the kind of authoritative and comprehensive information that must be tailored to serve individual needs when legal, accounting or other professional advice is required.

CAI-NJ encourages interested persons to submit articles for consideration by the Editorial Committee. Publication in *Community Trends®* is a wonderful opportunity to write about an issue relevant to community associations, and the Editorial Committee will carefully review all submissions. When an article is published, the opinion of the author and accuracy of the facts presented in the article are not specifically endorsed by either CAI-NJ or the Editorial Committee. Neither CAI-NJ nor *Community Trends®* guarantees a placement of any submitted article, and any article can be rejected for any reason at any time by the Editorial Committee or CAI-NJ. All articles should be written in the third person.

The submission of an article by an author implies that the article is the original work of the submitting author, and the submitted article has also not been published in any other publication or on-line previously. Authors found to be in violation of these policies can be subject to discipline by the CAI-NJ Board of Directors, which may levy penalties including the following:

- A. Temporary or permanent ineligibility from authoring articles for *Community Trends®*;
- B. Temporary or permanent ineligibility for membership on CAI-NJ Committees and Work Groups;
- C. Referral to CAI National for review and possible further sanctions; and/or,
- D. Suspension of any and all chapter privileges as determined by the Board.

Authors may submit a photograph with their article. Please note that CAI-NJ has the exclusive right to refuse to publish any photograph for any reason. Permission to reprint any article first published in *Community Trends®* is subject to the single condition that all reprints must include the following ownership acknowledgment, "Reprinted from the (month) 20__ issue of the CAI-NJ's *Community Trends®*."

Community Trends®,

Casey Noon,
Editorial Chair

For past editions from 2017-2024
visit www.cainj.org.



PRESIDENT'S CORNER

Steven Mlenak, Esq.
2025 CAI-NJ PRESIDENT

GREENBAUM, ROWE, SMITH & DAVIS, LLP

This month, we look at high-rise communities and the unique issues that a-“rise” in those communities. Yeah...sorry about that.

While the laws and regulations are no different in high-rise communities than in any other condominium association, with a few exceptions, there are a host of issues that are either unique to high-rise communities or at least more prevalent within them. This month's issue will examine many of these issues including Casey Sky Noon's article on *Embracing Central Plant CO2 Heat Pumps: A Sustainable Solution for Community Association Buildings*, Marian Miawad, Esq. & Glenford W. Warmington, Esq.'s article on *High-Rise, High-Delinquencies? – Collection Strategies for New Jersey High-Rise Condominiums*, Michael Mezzo, CPA, MBA's article on *Don't Miss Out! Hidden Savings on Energy Efficiency Upgrades*, Damon Kress, Esq. & Andrew Newman, CMCA, AMS, PCAM's article on *Maintenance Resolutions in Aging Communities*, and Vincent Rapolla, AMS, PCAM's article on the upcoming *High-Rise Site Tour*.

As a common-interest-community (CIC) attorney, I come across situations that while applicable to all communities, are usually implicated more often in high-rise communities. Take for example the Service Worker Retention Law (“SWRL”). The SWRL applies to a “multi-family residential building with more than 50 units”, which is likely only applicable to high-rise communities as non-high-rise communities with more than 50 units are typically spread out among multiple buildings.

The purpose of SWRL is to grant protections to certain service employees when there is (1) a change in the contract service provider; or (2) a change in

ownership at an enumerated covered location. The service employees covered under SWRL include any individual who (1) is employed for at least 60 days; (2) works at least 16 hours a week at the covered location, whether it is on a part-time or full-time basis; (3) is not a managerial or professional employee; and (4) performs work such as care or maintenance of a building or property, among other things. This kind of work can include landscaping, security services or snow removal services among other work that can be performed at the community.

Because of SWRL, high-rise communities have an extra layer of compliance when deciding to terminate a vendor or service contractor that falls under SWRL

CONTINUES ON PAGE 50



NEW JERSEY CHAPTER
community
ASSOCIATIONS INSTITUTE

CAI-NJ TEAM

ANGELA KAVANAUGH

CHAPTER EXECUTIVE DIRECTOR
ANGELA@CAINJ.ORG

JACLYN OLSZEWSKI

DIRECTOR, CONFERENCE & EVENTS
JACLYN@CAINJ.ORG

ROBIN SURGENT

DIRECTOR, MEMBERSHIP DEVELOPMENT
ROBIN@CAINJ.ORG

BROOKE STOPPIELLO-NEVINS

EDITORIAL & WEBSITE MANAGER
BROOKE@CAINJ.ORG

JOCELYN GARLOCK

PROGRAMS & EVENTS COORDINATOR
JOCELYN@CAINJ.ORG

HELEN KIECHLIN

MARKETING & MEMBER RELATIONS
COORDINATOR
HELEN@CAINJ.ORG

Contact CAI-NJ

ADDRESS

CAI-NJ
500 HARDING ROAD
FREEHOLD, NJ 07728

PHONE

609-588-0030

FAX

609-588-0040

WEB

WWW.CAINJ.ORG

EMAIL

INFO@CAINJ.ORG

“As a common-interest-community (CIC) attorney, I come across situations that... are usually implicated more often in high-rise communities.”

CAI-NJ on Social Media



www.facebook.com/CAINJCHAPTER



Community Associations Institute - New Jersey Chapter



@cainewjersey



CAI-NJ

COMMUNITY TRENDS®

ADVERTISING DISCLAIMER:

The management of the New Jersey chapter of Community Associations Institute, Inc. (CAI-NJ) and Brainerd Communications, Inc. reserve the right to reject any advertisement for any reason at any time. Further, CAI-NJ and Brainerd Communications also reserve the right to place the word "Advertisement" with advertising copy that could or may be mistaken for editorial or news copy. In addition, CAI-NJ reserves the right to add a disclaimer to any advertisement in cases where a disclaimer may be necessary to protect the rights of CAI-NJ and *Community Trends®*. The advertiser will be informed by Brainerd Communications before such action occurs. Member advertising rates are based upon the advertiser being a member in good standing of the New Jersey chapter of the Community Associations Institute. Each member or entity is solely responsible for maintaining its status as a member in good standing. In addition, advertisements contained within this magazine reflect the opinions of the respective advertiser, and not necessarily those of CAI-NJ, *Community Trends®* or Community Associations Institute. Information contained in *Community Trends®* advertisements should not be construed as a recommendation for any course of action regarding financial, legal, accounting, or other professional services. Advertisers are solely responsible for the content of their advertisements, including the validity of any certifications, designations, and/or licenses. CAI-NJ assumes no liability for false, malicious or misleading advertisers. Neither CAI-NJ nor *Community Trends®* guarantees the position of placement of submitted ads. Be advised that CAI-NJ will not accept advertisements that are in direct conflict with the mission, products or services offered by CAI-NJ. CAI-NJ is not responsible for determining the validity of designations, certifications and accreditations listed directed by advertisers. Please send, in writing, any concerns about the content of advertising in *Community Trends®* to the address below (Attn: Editor).

Community Associations Institute,
New Jersey Chapter, Inc. (CAI-NJ), 500
Harding Road, Freehold, NJ 07728

PRESIDENT'S CORNER...

from page 5.

protections. Under the law, at least 15 days prior to the termination date of the contract, an association must (1) request a list of the names, dates of hire and job classification for each employee from the terminated contractor; (2) provide this list to the new vendor; and (3) post a written notice for all of the effected employees alerting them of the termination of the current contract, contact information of the new vendor and their rights under SWRL. If there is a union involved with the terminated contractor, boards must also ensure that the union is sent notice in writing of the termination and provided with the contact information for the new vendor.

In this edition, you'll learn about similar type issues and situations most likely to be associated with high-rise communities.

In closing, I hope to see everyone at this year's CAI-NJ Awards Celebration on Wednesday, February 19th at the Hyatt Regency New Brunswick. This year's theme is "Tides of Celebration – An Underwater Oasis." Last year, the CAI-NJ Board of Directors instituted new voting procedures for the Awards with the goal of increasing the prestige of the Awards and establishing a fair, competitive process providing each member having an opportunity to participate in the winner selection. I greatly look forward to the event this year and hope to see you there. ■

DIRECTORY OF ADVERTISERS

Accurate Reconstruction	34	INTEGRA Management Corp., AAMC	28
Acrisure	31	Kipcon, Inc.....	23 & Back Cover
Arthur Edwards, Inc.	25	mem property management co., inc.....	27
Aquaguard	38	Preferred Community Management Services, AAMC.....	22
Executive Property Management, AAMC	33	Rainbow G&J Painting.....	24
The Falcon Group	31	RCP Management Company, AAMC, AMO.	39
Felsen Insurance Services, Inc.....	37	Specialty Building Systems	33
First Citizens Bank.....	32	USI Insurance Services.....	39
Gutter Master	45		



Thank you for supporting the official magazine of CAI-NJ!

To Advertise
email info@brainerdcommunications.com