



Kay Four Quarterly

A Quarterly Newsletter Published by Kay Four Properties Inc.

Summer 2015

%&*@# You—And Similar Expletives

We apologize to the vast majority of our tenants who may have been offended by the implication of the title. Unfortunately that phrase and others like it are too often being directed at our staff. Kay Four Properties has a zero tolerance policy regarding verbal, physical or other abuse and harassment.

You may have seen signs everywhere from stores to government offices which indicate that abusive behaviour will not be tolerated. That is also true with our staff. Our policy is in force at our office, apartment buildings and commercial properties.



In summary, our policy is as follows:

Kay Four Properties Inc. supports the principle that all persons employed or contracted by our company, as well as residents of and visitors to our properties are entitled to an environment that is free from any form of disrespectful or harassing behaviour.

As confirmed in Kay Four Properties' Harassment Policy, conduct that contravenes these principles will not be tolerated and appropriate action will be taken as means of enforcement.

There is no excuse to abuse anyone, no matter the circumstance. We have advised all of our staff to terminate interactions with tenants who are abusive and to report it to senior management. We do so because it is the right thing to do. We will follow up on abuse and may terminate tenancies if it is egregious or happens repeatedly.

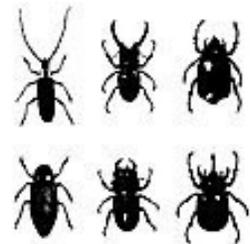
We have a duty and right to enforce this policy under Manitoba's Workplace Health and Safety Act and under Sections 73 and 74 of the Residential Tenancies Act. Under those sections of the Act a landlord (any of our staff) is not to be disturbed/abused by tenants and abuse by tenants is grounds for termination of tenancy.

We once again apologize to the vast majority of you who are respectful and to whom this article does not apply. It is very unfortunate that this article is being written because of the actions of a few individuals but we must protect our staff and tenants.

Ugh— Bugs

There are many pests and bugs which can be found in nature, and sometimes in buildings. In general, the control of pests is the responsibility of the landlord. However, tenants must take appropriate action when bugs are just minor pests or have been caused by the (in)action of tenants.

What does this mean? Our pest control experts tell us that ants are at epidemic levels this year. An infestation of a bug like that at a property would be something the landlord would treat for. If, however, you find a few ants, or you have a pest such as flour beetles, you should spray them with a store bought pesticide such as Raid and remove attractants, for example open containers or plates of food left on counters, tables and cupboards. That will take care of the pest.



When in doubt please let your caretaker or our office know. It is better for us to investigate and find no problem than to ignore a problem and allow it to get worse.

If you would like to see a fairly comprehensive listing of pests, including photos of them, you can visit: www.orkin.com/pestcontrol.

Please visit our website at www.kayfour.ca for tenant information, our blog, maintenance requests or to pay your rent on-line using Rentmoola

More Lucky Winners

In our spirit of community support Kay Four Properties purchases tickets to Goldeyes games which we distribute to tenants. We congratulate the lucky winners of Goldeyes tickets.

Q & C Artates	P Sinclair-Karney	W Goertzen	E & R Aldea	D & S Panchal
K Dedios & K Dunglao	M Guled & F Aden	C Kelln	F & S Hayes	J Sawchuk
F Collum	M Sagun & R Edmand	N Magatt	M & C McFayden	N Turcotte
J Fox	J SanPedro & S Moreno	R & F Reyes	K Vikayakumari & N Krishnamohan	

Watch this fall and winter for other winners of draws.