

2025

RE Magazine

Fall Digital Edition



WASHINGTON REALTOR® Profile **BROOKS GLENN** ⁶

IN THIS ISSUE

- 3** **PRESIDENT'S MESSAGE**
from President John Blom
- 4** **MARKET RE/SEARCH**
Fall 2025 Market Statistics
- 6** **WASHINGTON
REALTOR® PROFILE**
Brooks Glenn
- 14** **LEGAL HOTLINE**
WUCIOA: What Is It
& Why Do I Care?
- 19** **PROPERTY
MANAGEMENT Q&A**
Lease Renewal Notice
- 20** **REALTOR® SAFETY**
Selling Safely:
Agent Self-Defense in 3D!
- 22** **WASHINGTON REALTORS®**
We Give a &#%
About Your Success!
- 24** **WR CALENDAR**
2025 Education & Events
- 26** **DESIGNATION SPOTLIGHT**
Military Relocation Professional
Rich Jacobson



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BUILDING THE FUTURE TOGETHER

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MESSAGE FROM THE PRESIDENT

JOHN BLOM, 2025 PRESIDENT, WASHINGTON REALTORS®

Fellow REALTORS®,

It was wonderful seeing so many of you at the Fall Conference from September 24-26! As we welcome the crisp air and vibrant colors of fall, I am reminded that this season is one of transition—a perfect time for reflection and planning forward in preparation for the new year.

In this edition, we join NAR in promoting REALTOR® Safety, as well as Innovations in Technology. You'll find articles to help you plan for the effective use of new technologies and tips promoting safety and well-being. Throughout REALTOR® Safety Month, we remembered those whose stories sparked necessary changes in safety practices in the real estate industry—stories of people like Beverly Carter. Beverly's legacy is a powerful reminder of the importance of REALTOR® safety. Take a look at the safety tips in this issue, and always remember: have a plan, stay aware, and look out for each other. Your safety is a priority.

I am also looking forward to attending Ryan's Leadership Conference this October. This is a time for local association presidents, association executives, and the 2026 Washington REALTORS® Executive Committee to come together, build on their leadership skills, and get a jump on planning for next year.

Looking ahead, please mark your calendars for Hill Day 2026—the next time we'll all gather. After our largest-ever Hill Day in 2025, I am eager to see what we can accomplish together in 2026.

Wishing you a productive, safe, and inspiring fall season! ◇

In partnership and with gratitude,

John Blom

2025 WR President





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FALL 2025 MARKET STATISTICS

By Steven C. Bourassa, Director of the Washington Center for Real Estate Research

CONSTRUCTION COSTS AND THE HOUSING MARKET

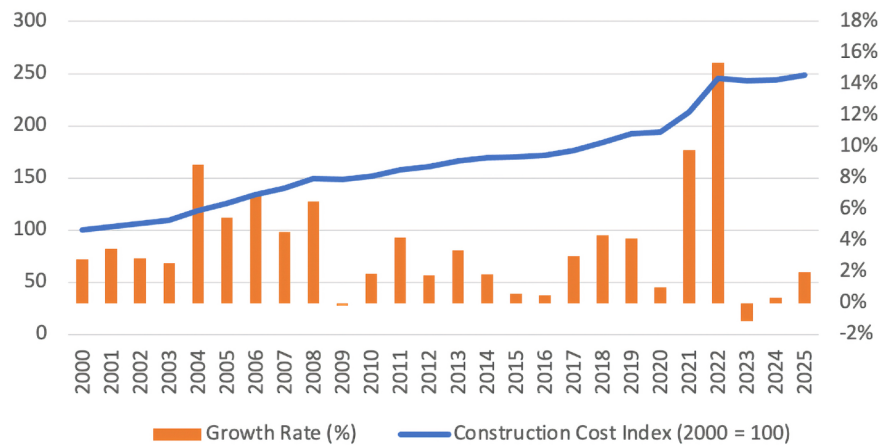
Construction costs increased sharply in 2021 and 2022 due in part to supply chain problems caused by the COVID-19 pandemic. A spike in household formation and housing development also played a role by increasing the demand for construction labor and materials. As shown in the chart, construction costs grew at rates in 2021 and 2022 that far exceeded their recent averages (the cost index is from RS Means). Since then, they have grown slowly, even declining by over 1% in 2023. In fact, construction costs today are just about where they would have been had they increased in a linear manner over the 2000-2025 period shown.

Earlier this year, proposals for new tariffs affecting the cost of construction materials combined with more rigorous controls on immigration led to dire predictions about further increases. One study, published in April in *The New York Times*, estimated that a particular high-end home in Phoenix would cost 18% more to build because of proposed tariffs and immigration constraints. Yet we have not seen any evidence of this to date.

Construction costs are important because they affect the cost and viability of new development, as well as the affordability of existing homes and apartments. Higher construction costs may cause proposed new developments to fail to pencil out, and they may make new homes too expensive for prospective buyers. But they also affect the values of existing buildings, which are determined by depreciated replacement costs. Replacement costs are themselves a function of current construction costs.

Part of the reason we have not seen higher construction costs is reduced construction activity, driven largely

US Construction Cost Index, 2000-2025



by high interest rates and lack of effective demand. Concern about potential construction costs may also be deterring some development. Residential construction in Washington state reached a peak of nearly 57,000 units in 2021, rising from less than 34,000 as recently as 2014. This declined to about 37,500 units last year and is on track to be even lower this year. Significantly reduced demand for construction labor and materials is helping to temper increases in costs that might otherwise occur. If development activity picks up again, perhaps in response to reduced interest rates, we may well see some of the savings from lower financing costs eaten up by higher construction costs. ◇

**Steven C. Bourassa, Ph.D.**

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WASHINGTON
REALTOR® *Profile*

BROOKS GLENN

By Bridget McCrea



THE POWER OF ADVOCACY

From guiding first-time buyers to helping to shape housing policy, Brooks Glenn turns real estate into advocacy, helping clients and communities build stability and opportunity.

For Brooks Glenn, real estate isn't about square footage, lot size, or the perfect white picket fence. From his initial foray into the business in Chicago to his current role as director of inclusion and community engagement at Windermere Real Estate Co. in Seattle, Glenn's career has been driven by one conviction: advocacy changes lives. Whether he's guiding a first-time buyer through contracts, helping a family navigate a tough transition, or pushing for more equitable housing policies, he sees real estate as a way to champion people and their stories.

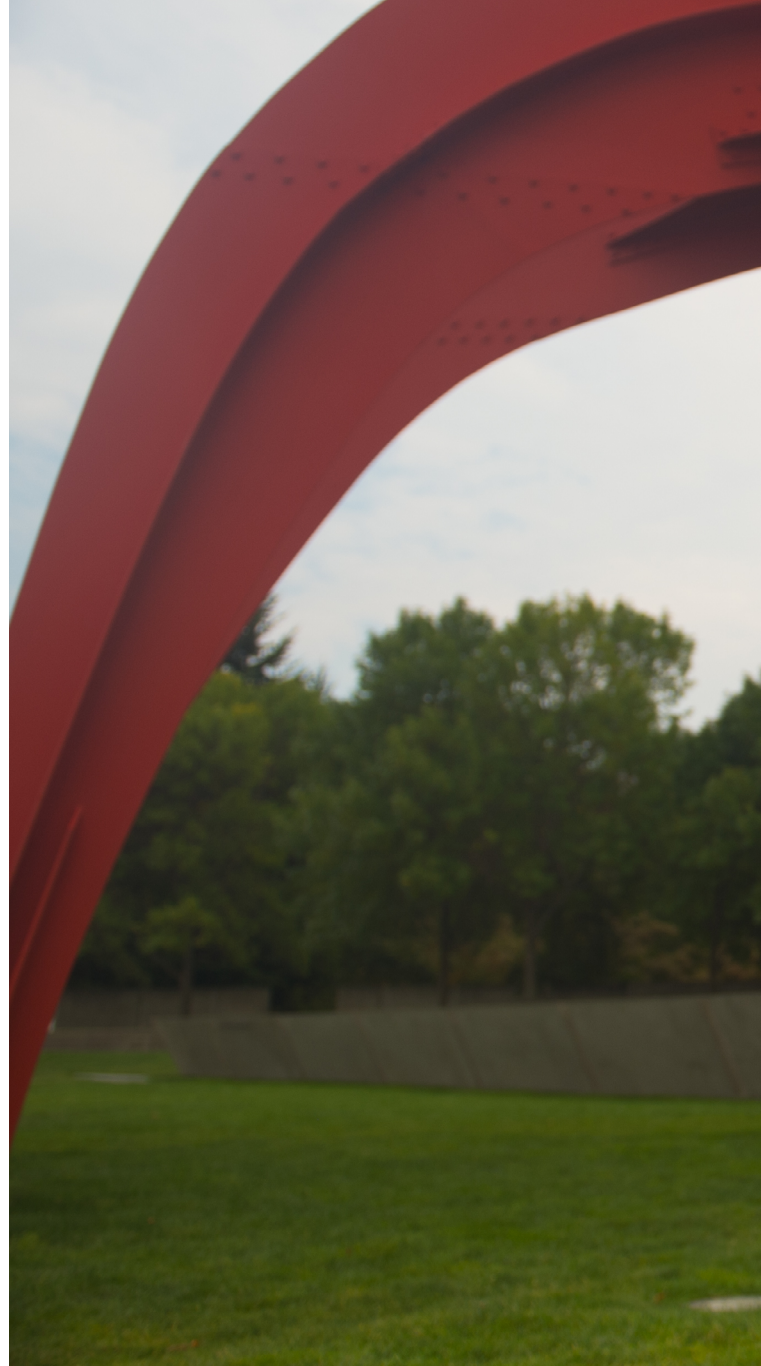
"I've had the privilege of walking alongside clients on their real estate journeys for more than 20 years, and I've always seen it as an act of advocacy," Glenn says.

"Buying or selling a home is rarely just about the house itself. It's about the life changes behind it—a new job, a transition, or even a loss—and being there for people through those moments is what drew me to this work."

FROM LAW TO REAL ESTATE

Glenn found his way into real estate through his early interest in law and desire to put advocacy into practice. After college, he considered law school, drawn to the idea of advocacy as a career. While exploring options, he began visiting open houses around Chicago and quickly recognized that real estate offered the same opportunity to stand beside people during pivotal moments in their lives. "Real estate is really a lot more than just 'four walls,'" he said. "As brokers, we become so involved in people's lives that it felt like a natural extension of advocacy."

This realization prompted Glenn to get licensed and step into the real estate field full time. His experience as a U.S. Marine Corps veteran added another layer to his journey. The Corps reached out with a program to further his education, and while Glenn thought it might finally be time to attend law school, the opportunity was to train



as a paralegal. He took it, working for both a real estate law firm and a large legal aid organization in Chicago.

Those years spent drafting contracts, negotiating deals, and supporting clients gave Glenn a legal foundation that continues to shape his work today. “My direct experience as a real estate paralegal was instrumental in understanding contracts, how to negotiate, and how to advocate correctly for my clients,” he says. That blend of law, education, and housing would subsequently be the groundwork for a career that now spans more than two decades.

IS THIS REALLY IT?

Glenn recalls reaching a turning point in 2018, at which point he began asking himself hard

questions about his future like, “Is this it?” and “Is there more I’m supposed to be doing?”

Ready for a new chapter, he sensed it was time to expand his reach and challenge himself in a new market.

Encouraged by family and friends who praised both the opportunity and quality of life in the Pacific Northwest, Glenn packed up and headed for Washington. What he thought would be a move to Tacoma instead landed him in Shoreline, just north of Seattle. Glenn quickly connected with Windermere Real Estate, drawn to its family-owned structure and strong community focus, which mirrored the values he had embraced at his previous brokerage in Chicago.

“When I moved here, I saw Windermere right in my neighborhood and immediately felt at home,” said Glenn,



who continues to represent buyers and sellers, while also serving as the company's director of inclusion and community engagement. He says the two responsibilities dovetail nicely, allowing him to advocate for individual clients while also building stronger connections across entire communities. "Windermere's culture of service and community engagement aligned perfectly with the way I've always practiced real estate," he adds.

CHAMPIONING INCLUSION & ACCESS

When Glenn first arrived in Seattle, what stood out was not the booming housing market, the thriving tech industry or the beautiful scenery. It was how difficult it was to find community. "I remember moving here and asking a simple question: where do I go to connect?" he recalls. "That question was never answered easily."

Living in Shoreline, for example, Glenn quickly noticed how spread-out different groups were and how rare it was to feel a sense of shared community. That experience pushed him to seek out new networks and eventually led him to Western Washington Realtist, the largest group of diverse real estate professionals in the country. The organization's



focus on democracy in housing gave Glenn a new platform to advocate for equity in homeownership. His involvement with the organization deepened over time. Glenn rose to leadership roles in Western Washington Realist and joined the Black Home Initiative, broadening his reach and sharpening his focus on expanding access to homeownership for underrepresented buyers. Those experiences positioned him to take on Windermere's director of inclusion and community engagement role earlier this year, at a time when many organizations are retreating from DEI efforts.

"When I stepped into this position the DEI fanfare was waning, but the commitment from our agents and owners was powerful," says Glenn. "They told me they were committed to democracy in housing and to righting the wrongs of our history. That's the work I'm now honored to be able to carry forward."

For Glenn, this role is about more than titles or programs; it's about ensuring every client has a fair chance at homeownership. It's also about making sure communities that have historically been left out of the

process are given a seat at the table. Glenn's advocacy work allows him to connect policy and practice, "ensuring that change happens both in individual transactions and across the larger housing landscape."

Rather than creating new programs in isolation, for example, Glenn focuses on partnering with organizations already driving change, including Western Washington Realist, the Asian American Real Estate Association of America (AREAA), the National Association of Hispanic Real Estate Professionals (NAHREP), the LGBTQ+ Alliance in Seattle, and the Women's Council of Realtors (WCR).

By aligning Windermere with these groups, Glenn helps extend the company's reach, strengthen community connections, and advance shared goals around equity and access to homeownership. "From my perspective, the way forward is not to reinvent the wheel but to connect with the people who are already moving the wheel," Glenn said. "These partnerships let us build on the work that's already happening in the community and collectively make a bigger impact."

HOMEOWNERSHIP THAT TRANSFORMS LIVES

Glenn has a lot of amazing homeownership stories to tell, but this one really stands out. Through his work with the Covenant Homeownership Program, he recently helped a woman unlock an opportunity she never thought possible: owning a home of her own. The initiative was created to support first-time buyers from communities historically impacted by redlining and housing discrimination. For many, the barrier is not income or credit, but the absence of generational wealth to cover the steep down payments and closing costs that today's market requires.

"The data shows that buyers in these communities often have everything they need to qualify for a mortgage except the down payment," Glenn explains. "This program removes that barrier and gives families access to homeownership and the chance to build generational wealth themselves." It's a program built on years of advocacy and one that Glenn has seen change lives in profound ways.

One recent closing brought that impact into sharp focus. Glenn handed the keys to a client who had worked tirelessly but could not bridge the gap to a down payment. The moment was unforgettable. "Seeing the



tears roll from her eyes as she said, 'This is my home, this is mine,' was powerful," he recalls. "I am honored every time I get to help someone through this program."

Glenn has guided buyers of all ages through the Covenant Homeownership Program this year. One was a woman nearing 60 who had the income and credit but not the upfront cash to secure a loan. Another was just 25 years old, a college graduate with a good job but no way to save six figures for a down payment. Both became homeowners thanks to the program's assistance, which opens the door to a new level of stability and opportunity.

For Glenn, these moments capture what his career is all about: Homeownership is more than a transaction; it is a foundation for health, education, and long-term security. "In my 20 years in the field, I've never seen a program directed to help a group of people that has been more successful than this," he says. At the same time, he acknowledges that the work is far from finished.

“ This program removes that barrier and gives families access to homeownership and the chance to build generational wealth themselves



“Yes, I can point to where things have gotten better,” Glenn says, “but I’m also looking at situations arising where we may have to begin the work over and stay at it.” Programs like the Covenant Homeownership Program represent meaningful progress, but Glenn believes continued advocacy is essential to ensure that every buyer has a fair chance.

FOCUSING ON THE CLIENT’S JOURNEY

Glenn knows he’s working in a competitive field, but the truth is that he doesn’t see other brokers as “competition.” He believes there’s enough business for everyone and that success comes from showing up as the best version of yourself. For him, that means focusing entirely on the client’s journey.

“I see myself as a storyteller,” says Glenn. “I’m telling your story and your journey in real estate. You didn’t start late or too early and the house isn’t too big or too small. It’s exactly what you believe you need at this time.” That mindset shapes how he guides clients, grounding every transaction in care and advocacy. Clients appreciate this mindset and many of them tell Glenn that he feels like family—a compliment he considers the highest

measure of trust. By connecting at that deeper level, he can readily advocate for each client’s unique needs.

Glenn is also deeply involved in REALTOR organizations at both the local and state level. He fondly recalls his first Washington Association of REALTORS’ “Hill Day” in 2018, when he joined colleagues to meet with state representatives. “That experience showed me the power of advocacy and representation in shaping housing policy,” he says. The event left a lasting impression and reinforced Glenn’s commitment to connecting legislative decisions with the realities facing buyers and sellers in a challenging market.

Today, Glenn serves as VP of Western Washington Realtist and plays an active role in the Black Home Initiative. He credits these associations with strengthening the profession’s collective voice and creating tangible change, such as the Covenant Home Loan program, which grew out of advocacy partnerships with state leaders. “Being part of these organizations means we can take the stories we see every day in real estate and turn them into policy that changes lives,” says Glenn, whose involvement has also led to frequent speaking invitations and deeper connections across the industry.



Over the years, Glenn has earned recognition for both his professional success and his service. Early in his career, he was honored as one of real estate's "40 Under 40," and more recently he was named Broker Member of the Year by Western Washington Realist. He sees his current role as the most meaningful recognition of all. "It allows me to connect with community bigger than just 'Brooks the real estate broker,'" he explains, "and to continue advancing the advocacy that's defined my career."

A BRIGHT FUTURE LIES AHEAD

Looking back, Glenn remembers a time when career success was measured based on the number of transactions closed. That outlook evolved over time as he began to focus less on volume and more on the impact he could have on the lives of his clients, versus how many deals he could close within a certain period of time.

Today, Glenn's philosophy also shapes his own decisions as he considers his next move, whether to buy his forever home or invest in a fourplex. He takes comfort in knowing there is no wrong choice. "I remind myself there is no wrong decision," he says. "You turn the page and begin to write the next chapter." He offers

similar encouragement to clients who are stepping into homeownership, often for the first time.

Looking ahead, Glenn is hopeful about what's coming next. While Washington's affordability challenges remain, he sees an industry that is leaning into collaboration, innovation, and advocacy. As those partnerships grow, so does the opportunity to make homeownership more inclusive and sustainable. "Our industry's future seems strongest when we're connected, advocating, and walking alongside people," he says. "That gives me hope, and I see a bright future ahead." ♦

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Not all entries will be contacted.



WASHINGTON UNIFORM COMMON INTEREST OWNERSHIP ACT

WUCIOA

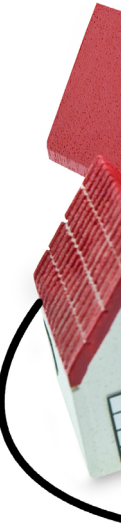
WHAT IS IT & WHY DO I CARE?

By Annie Fitzsimmons, WR's Legal Hotline Lawyer

The **Washington Uniform Common Interest Ownership Act**, chap. 64.90 RCW, is a relatively new state law that already regulates some residential communities where homeowners are obligated to financially contribute to the maintenance of common area. On January 1, 2028, WUCIOA will replace other state laws (RCW 64.32, 64.34 and 64.38) currently governing owner associations.

On that day, WUCIOA will be the controlling authority for all owner associations where homeowners are obligated to financially contribute to the maintenance of common area. Homeowner associations will have to change the way they handle some day-to-day operations and many that have never had professional management will likely need to hire professional managers. Many will also need to hire legal counsel to redraft their Covenants, Conditions and Restrictions (CCRs) to be consistent with WUCIOA. So why does a residential real estate broker care about WUCIOA? Because sellers in communities subject to WUCIOA must deliver a resale certificate to their buyer (with a narrow exception explained below) and buyers have a statutory right of rescission for five days following receipt of the resale certificate, even in single family, plat communities.

There is a statutory reference created by WUCIOA and the reader must be familiar with the term before attempting to understand WUCIOA's resale requirements. The term "Common Interest Communities" is defined by WUCIOA to include every community where homeowners are obligated to financially contribute to the maintenance of common area. The contribution may be used to pay for taxes, insurance or physical upkeep. While the term "Common Interest Communities" is generically descriptive of every community that includes common area, the reference to "Common Interest Communities" or "CICs" is reserved for use as a reference to only those communities that are subject to WUCIOA. Thus, in Washington, between now and 2028, some communities that include common area are CICs while others are not.





If the community is a CIC, WUCIOA requires delivery of a specific resale certificate. If the community is not a CIC, then a different resale certificate is required or no resale certificate is required. Residential real estate brokers should be able to determine if seller's property is in a "Common Interest Community" and then, determine if the resale certificate provided by the owner association is the correct resale certificate. In this regard, 2028 simplifies the broker's job. In 2028, all communities that include common area, financially supported by the members, will be "CICs" and will require delivery of the same resale certificate. Until then, brokers must do the work, in each transaction, to determine if a property is or is not in a "Common Interest Community".

So what must a broker do to determine if a property is or is not in a "Common Interest Community"? The answer to the question is different depending upon whether the home is a condominium unit or a single-family residence. Both analyses, however, begin with the knowledge that WUCIOA took effect on July 1, 2018. All communities with member-supported common area that were originally created after July 1, 2018, as evidenced by the recording date of the CCRs, are "CICs" (with one exception explained below). However, some condominiums that were created prior to July 1, 2018 are also CICs and some plat communities created after July 1, 2018 are not.

HOW TO DETERMINE IF A CONDO IS A CIC BETWEEN NOW AND JANUARY 1, 2028

The analysis always begins with a preliminary commitment for title. If a listing broker has not pulled a preliminary commitment for title, it will be impossible for broker to conduct this analysis.

Broker should examine the list of "exceptions" in the title report and locate reference to the first recording of the association's "Covenants, Conditions and Restrictions". If the first CCRs were recorded after July 1, 2018, the condo is a CIC.

If the first CCRs were recorded before July 1, 2018, the condo may or may not be a CIC. Further examination of the preliminary commitment is required. It is possible that the condominium association opted into WUCIOA even if it pre-existed July 1, 2018. To make that determination, brokers must look further in the list of exceptions on the title commitment to determine if the CCRs were amended after July 1, 2018. If so, broker must click the link, open the amendment and read the amendment to determine if the association opted into WUCIOA. It is possible that a post July 1, 2018 amendment to the CCRs was recorded solely for the purpose of opting the



What will be more common is that a plat community has CCRs that were first recorded after July 1, 2018, meaning that the community is a CIC, except that the association qualifies for the “small plat community exemption”. If a plat community meets the criteria for a “small plat community” the community is not a CIC even if the CCRs were recorded after July 1, 2028.

association into WUCIOA. It is also possible that the CCRs were amended to make some other change to the CCRs that had nothing to do with WUCIOA. It is also possible that the amendment opted the association into WUCIOA and also accomplished other changes. Thus, broker must read the amendment to determine if the association opted into WUCIOA. If the association opted into WUCIOA, the association is a CIC.

HOW TO DETERMINE IF A SINGLE-FAMILY RESIDENCE IS IN A CIC BETWEEN NOW AND JANUARY 1, 2028

This analysis also begins with a preliminary commitment for title. If the CCRs for the plat community were first recorded prior to July 1, 2018, the association is almost certainly not a CIC. It is possible that a plat community opted into WUCIOA so that possibility cannot be completely ignored but it would be extremely unusual for a plat community to have opted into WUCIOA. To make that determination, a review of any CCR amendments recorded after July 1, 2018 would have to be conducted as described in the “condo” section above.

What will be more common is that a plat community has CCRs that were first recorded after July 1, 2018, meaning that the community is a CIC, except that the association qualifies for the “small plat community exemption”. If a plat community meets the criteria for a “small plat community” the community is not a CIC even if the CCRs were recorded after July 1, 2028. A single-family residential plat community meets the criteria for the small plat community exemption if all of the following are true: 1) the community contains no more than 50 units; 2) the annual HOA assessment does not exceed \$1,000; and 3) the developer did not retain the right to add additional lots to the community. (RCW 64.90.360.) [It should be noted that after January 1, 2028, the sale of a single family residence in a “small plat community” will trigger the requirements for delivery of a resale certificate.]

Title companies will not identify, on a preliminary commitment for title, whether the property is or is not a CIC. Brokers will have to conduct their own examination.

WHY DOES IT MATTER IF THE COMMUNITY IS A CIC?

If the property that is the subject of sale is part of a CIC, the seller must deliver a resale certificate to the buyer and the buyer retains a five-day right of rescission following receipt of the resale certificate or until closing, whichever comes first. Moreover, the topics that must be addressed in the resale certificate are dictated by WUCIOA. If a resale certificate that fails to address all of the required topics is delivered, the buyer's right of rescission will not begin to run. Buyer's five-day right of rescission will not begin to run until the correct form of resale certificate is delivered. The difficulty with this basic statement lies in the fact that there are currently two different forms of resale certificates required by two different statutes.

Condos that are not CICs but that require delivery of a resale certificate are subject to the Condominium Act. The Condominium Act requires delivery of a resale certificate consistent with statewide Form 27. Single family residences and condos that are in a CIC require delivery of a resale certificate consistent with statewide Form 27CIC. The two forms are different. Delivery of the wrong form of resale certificate means that buyer's rescission rights do not run.

Complicating this scenario is the fact that neither brokers nor sellers complete the resale certificate but rather, the resale certificate is completed by the owners association. While most owner associations know the correct form of resale certificate to use, not all do. Moreover, there are some plat communities that are CICs and the owner association seems to have no knowledge that a resale certificate is required. This means that brokers should play an active role in determining if a resale certificate is required and if so, which form of resale certificate is required. In other words, brokers should not rely solely on a seller's owner association to provide accurate information regarding the requirement for a resale certificate or the form of required resale certificate.

Brokers should conduct the analysis described in a prior section of this article to determine if the property is in a CIC. If the property is in a CIC, broker should confirm that any delivered resale certificate is consistent with statewide Form

27CIC. If the property is a condo that is not a CIC, then the resale certificate should be consistent with statewide Form 27.

WHAT IF A CIC IS UNAVAILABLE?

If seller's property is in a CIC and the resale certificate is "unavailable", as that term is statutorily defined, then buyer can waive the right to receive the resale certificate. The definition of "unavailable" means that at least one of the following is true:

1. The seller attests that the association failed to provide the resale certificate within 10 days of request and delivery of payment;
2. The seller indicates in the seller disclosure statement (Form 17) that there is no homeowners' association and no regular periodic assessments;
3. The seller attests that they have owned the property for at least 365 days and, to the best of the seller's knowledge, the association has not sent notice of an annual meeting, budget ratification, or assessments, or attempted to enforce the covenants in the last five years or since the seller purchased the property, whichever is less; or
4. The seller attests that they have made three good-faith attempts to request the resale

certificate and remit payment to the association or its authorized agent and has not received a response within three business days.

If the resale certificate is statutorily "unavailable", then buyer may choose, but is not obligated, to waive the right to receive the resale certificate. To be clear, seller cannot waive buyer's right to receive the resale certificate. Only buyer can make that waiver and buyer can make that waiver only if the resale certificate is "unavailable". There is language on the bottom of Form 27CIC allowing seller to make one of the attestations of "unavailability" and for buyer to waive the right to receive the resale certificate.

This will be a challenging issue for brokers, sellers and owner associations until January 1, 2028. Brokers must become familiar with the details discussed in this article in order to properly protect buyers and sellers between now and January 1, 2028 ♦



Annie Fitzsimmons

Annie is the Washington REALTORS® Legal Hotline Lawyer. To ask Annie a Legal Hotline question or to access the Hotline Q&A database please visit warealtor.org/legal-hotline.

WATCH LEGAL HOTLINE ON YOUTUBE

Understanding WUCIOA: Washington Uniform Common Interest Ownership Act, Part 1

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WITH ANNIE FITZSIMMONS, WR LEGAL HOTLINE LAWYER

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By Christopher T. Benis

LEASE RENEWAL NOTICE

QUESTION:

If a property manager makes an offer for renewal with the proper amount of notice, what do you do when the tenant and the owner start negotiating on price and terms? Since this is in Seattle, do I have to serve another notice with 6 months' notice, and do I have to post the agreed upon terms on their door? The owner and tenant have been negotiating for 6 months, and we made 2 written counter offers, and two others via email. The tenant has decided to accept the very first offer that was posted on their door and sent to them. but now the owners don't want to honor that offer. Does a subsequent offer rescind the previous offers?

ANSWER:

Without seeing the notices you issued, what I can say is that the tenant needs to accept the offer of extension within 30 days of receipt. The initial extension offer must be issued between 60 and 90 days prior to lease expiration. Because I am not sure you issued the original notice correctly, let's run through that.

Notices of lease extension offers need to be issued in the same form as required for pay or vacate notices. See RCW 59.12.040. Also, please note that this statute was amended in 2025, requiring any mailed component of such a notice to be certified mail and requiring an additional five days in the timeline for delivery of the mail. Because the subject property is in Seattle, any notice of rent increase would have had to be issued at least 180 days before the lease expired and that notice must also have been issued in the manner provided in RCW 59.12.040.

I would say that the law presumes that the landlord and tenant may engage in some sort of negotiation after the notice(s) were issued. The tenant has the absolute right to evaluate the landlord's renewal offer. Unlike the normal rules of offer/counteroffer/acceptance, in this context, negotiation or counteroffer does not terminate the original offer of a lease extension. Therefore, based on your facts, assuming all the notices were correctly issued, the tenant has 30 days to consider that offer and can compel the landlord to grant the extension agreement.

Again, since this is in Seattle, we need to consider the impact of local ordinances as well, Seattle has a "right of

first refusal" to extend a lease. This can be found in SMC 7.24.030(a)(1) which provides in relevant part as follows:

Except as provided in subsection 7.24.030(J)(2), the landlord must offer the tenant for whom the tenancy for a specified time is expiring a new tenancy on reasonable terms for the same rental unit, with the new tenancy starting on the day after the expiration of the tenancy for a specified time. The landlord must make that offer between 60 and 90 days before the expiration of the tenancy for a specified time and before the landlord offers tenancy to any third party. The landlord must deliver a proposed rental agreement to the tenant in accordance with RCW 59.12.040 and give the tenant 30 days to accept or decline the proposed rental agreement. (emphasis added).

The "right of first refusal" notice need not be issued if the landlord and tenant have already signed a lease extension more than 90 days before the lease expiration date. I am informed by many property managers that they are starting lease renewal negotiations 90 or 120 days before the lease expires, to try and avoid the need to issue that particular notice. ♦



Christopher T. Benis

Chris is an attorney with First Avenue Law Group, PLLC in Seattle. The information contained herein is not legal advice. You are encouraged to consult with your attorney before relying on anything contained herein.



SELLING
SAFELY

AGENT SELF-DEFENSE IN 3D!

By Dennis Giannetti, MS

The Real Estate business is a great business. We get to be our own boss, choose how and when we want to build our business (most times), etc.

Still... on the other side of lead generation, relationship building, and working with buyers and sellers, there is that ONE factor we don't always consider—our safety. Statistics from the National Association of REALTORS® indicate that real estate agents face risk and often significant safety risks. In their study, a notable portion of agents reported fear for their safety while on the job, with a smaller percentage being victims of crime.

The presumption when it comes to agent safety is that meeting strangers alone in unfamiliar locations can create vulnerabilities that can open some risks to our safety.

That said, before we get into steps we can take and how to approach situations where we may not feel comfortable or safe, let's focus on some ways we can proactively minimize some of the risks. For example:

1. DON'T JUST MEET PEOPLE YOU DON'T KNOW. WHETHER THEY CALLED US, EMAILED, TEXTED ETC. IT IS PRUDENT TO ASK QUESTIONS, NOT ONLY ABOUT REAL ESTATE, BUT ABOUT THEM.

For example...

- a. Where do they live now?
- b. Why are they thinking about selling and/or buying? (Listen to the story)
- c. How did they hear about you?

- d. Would they be willing to meet you at the office? (better than a vacant house, etc.)
- e. How can you connect with them (Phone/Email, etc.)

2. OPEN HOUSES:

- a. Know all the entrances and exits
- b. Always have your phone on you (don't we anyway? 🙄)
- c. Minimize the time on an open house (2 hours max)
- d. Co-host with a co-worker or personal assistant

3. WATCH THE PERSON AND LOOK FOR THESE BEHAVIORS:

- a. They are aggressive in language, body language, or movement (including intruding personal space)
- b. They tend to walk behind you when showing the property—possibly standing in front of a door in a room.

“Detecting danger doesn’t mean we have to worry, but simply means starting with being aware. It’s harder to be surprised when you remain apprised of your environment.”

**INFO & RESOURCES RELATED TO
COACH BLAUER’S SELF DEFENSE MATERIAL:**

<https://blauertactical.com/shtf>
<https://blauertactical.com/byob-learn-more>

SAFETY TIPS

The most common recommendation is to take a self-defense class and learn how to defend yourself. Now, as a Black Belt in Karate, Former Amateur Boxer, and Blue Belt in Jujitsu... I am all for learning these skills. BUT they take time to learn. So, YES, take courses if you feel you would like to learn hands-on. If’s not on the agenda right now—Consider what I call Self Defense in 3D. (The 3D information was created and originated by one of my own instructors, Tony Blauer, who is not only a pioneer in Real Life Self Defense, but has been acknowledged internationally as one of the best in the world.) So, what are these 3D’s?

4. **Detect Danger.** Another way to put this is “Situational Awareness”. Know your surroundings. Entrances and exits. Lighting. Suspicious activity (as noted earlier). But wait, there’s more! Is this person showing up towards the end of the open house? When you arrive at the open house—or even when you are there—is there someone or some people parked on the street waiting in their car? For how long? Detecting danger doesn’t mean we have to worry, but simply means starting with being aware. It’s harder to be surprised when you remain apprised of your environment.
5. **Diffuse:** Diffuse relates to what is called “Choice Speech” when we are in a situation where their proximity is too close, or their language is aggressive, etc. Odd as it sounds, changing the subject can sometimes create a gap or a pause in the other person’s thinking. Sure. More effective, though, is asking a question. Why? (which is a question). Because people tend to pause their current thought process when asked questions—and that can

temporarily change their emotional state, perhaps diffuse it. Their reactions are clues to their potential actions when we ask questions. Are they quiet? Do they seem anxious or nervous—or impatient?

6. **Defend:** Notice, this is the last resort. Yet, at the same time, the strategic beauty of the 3Ds is that once you have detected danger and attempted to diffuse danger verbally, things may have calmed down. BUT, if not, the detection and diffusion attempt likely prepared you mentally and emotionally. It may even make you feel empowered, which alone can be a deterrent. Attackers go after people they see as victims in waiting. They don’t like victors (those who have confident body language, show calmness and control, etc).

You may still have that lingering question at this point... “All this is useful, but what if I am attacked!? I am not a black belt... what can I do”? Fair questions. And the truth is, you don’t need a black belt or a blue belt, etc. You only need to know (from a defense perspective) how to create space, possibly strike if needed, and move to safety. ◇

Dennis Giannetti

The Author of this article is Dennis Giannetti, who has been in the real estate business since 2000—as an agent, manager, VP of Training, Chief Training Officer, and a National Consultant with Ninja Selling, Go-Givers International, as well as a Certified Life and Business Strategies Coach with (Tony) Robbins-Madanes Coach Training Program. He is a Life, Business, and Sales Coach specializing in creating results for agents and partnering with them to “Create A Life They Don’t Need A Vacation From”. He is also a 2nd Degree Black Belt in Kenpo Karate, Former Recreational Boxer, and Blue Belt in Jujitsu. He is also a Certified SPEAR (Self Defense) Instructor Through Tony Blauer—Founder of The SPEAR System and Blauer Tactical Systems You can reach Dennis at dennis@progresspartners.pro.





WASHINGTON
REALTORS®

We give a About your success.

Success in real estate isn't just about working hard—it's about having the right support system in place. Washington REALTORS® provides the tools and resources you need to thrive, no matter where you are in your career.

As a REALTOR®, you uphold the highest standards of professionalism, ethics, and integrity in every real estate transaction. We're here to support you with exclusive market tools, continuing education, and a trusted network that empowers you to better serve your clients.

LEGAL HOTLINE

Real estate is complex, but you don't have to navigate it alone. Our Legal Hotline connects you with expert advice to help you tackle challenges and stay compliant.

- Browse Online Q&As
- Weekly Q&A and Video
- Ask your question directly – answer within 48 hrs.!

EDUCATION & TRAINING

From continuing education to advanced certifications and leadership development, we help you stay ahead of industry trends and compliance changes.

- Draft Like a Lawyer (and 2.0)
- Ignite Leadership Event
- Online Course Library
- Track your CEUs and more!

BUSINESS TOOLS

From market reports to transaction management templates, we provide the resources you need to streamline your workflow and keep your business running smoothly.

- Tech Helpline
- **New!** State and Regional Economic Forecasts with Shannon Affholter, co-chair of the Runstad Department of Real Estate at the University of Washington

It's our goal to provide the best and most relevant member services possible, to help you succeed. To that end, at our fall conference, we announced the formation of a Member Value Presidential Advisory Group to explore our current membership offerings and assess the feasibility of additional benefits.

We're here to help you work smarter, close stronger, and build a thriving business.

For more about the “We give a &!#% campaign”, visit warealtor.org. And stay tuned – more

about how we give a &!#% about your voice will be featured in the Winter 2026 edition.

A CALL TO ACTION

Washington REALTORS® is more than a membership; it's a movement. One that protects, supports, and elevates every REALTOR® in the state of Washington. One that calls on its members to show up—for your industry, for your colleagues, and for your own success.

So here's our challenge to you:



ENGAGE IN ADVOCACY

Attend our legislative events, stay informed, make your voice heard, and encourage your colleagues to do the same.



TAKE ADVANTAGE OF YOUR MEMBER BENEFITS

Use the Legal Hotline, take a new course, leverage the tools at your fingertips.



LEAD WITH INTEGRITY

Uphold the REALTOR® Code of Ethics and set an example in the industry.



**WE'RE FIGHTING FOR YOU EVERY DAY—
BECAUSE WE GIVE A &!#%.**

NOW, WE'RE ASKING YOU TO DO THE SAME.



WASHINGTON REALTORS'®

EDUCATION & EVENT CALENDAR

OCTOBER 15

CREDIT MASTER CLASS

Wednesday, October 15, 2025

10:00am – 1:00pm

3.0 Education Credits

Tacoma Pierce County Association of
REALTORS®, Tacoma, Washington

OCTOBER 15

NAVIGATING THE HISPANIC/LATINO/A MARKET AND CULTURE FOR SUCCESS

Wednesday, October 15, 2025

1:00pm to 4:00pm

3.0 Education Credits

Virtual Via Zoom

OCTOBER 16

EDUCATION DAY WITH ANNIE FITZSIMMONS & LEWIS COUNTY CHAPTER

Thursday, October 16, 2025

Busting Industry Myths

9:00am – 12:30pm

Wow, What Just Happened

1:00pm – 4:30pm

7.0 Education Credits

Centralia College, Centralia, Washington

OCTOBER 24

CURRENT ISSUES IN WA RESIDENTIAL REAL ESTATE

Friday, October 24, 2025

9:00am – 12:00pm

3.0 Education Credits

Live Webinar, NOTE: Online attendance is monitored
and you must have your camera on.

OCTOBER 28

CURRENT ISSUES IN WA RESIDENTIAL REAL ESTATE

Tuesday, October 28, 2025

9:00am – 12:00pm

3.0 Education Credits

Live Webinar, NOTE: Online attendance is monitored
and you must have your camera on.

OCTOBER 29

WASHINGTON REAL ESTATE FAIR HOUSING

Wednesday, October 29, 2025

9:00am – 12:00pm

3.0 Education Credits

Live Webinar, NOTE: Online attendance is monitored
and you must have your camera on.

OCTOBER 30

MILITARY RELOCATION PROFESSIONAL

Thursday, October 30, 2025

8.0 Education Credits

Spokane Association of REALTORS,
Spokane, Washington

OCTOBER 30

IGNITE LEADERSHIP EVENT

Thursday, October 30, 2025

The Museum of Flight, Seattle, Washington
Events
Lunch, parking and cocktail hour
included in registration.



NOVEMBER 4

TRAIN THE TRAINER INSTRUCTOR DEVELOPMENT WORKSHOP**Tuesday, November 4, 2025
to Wednesday, November 5, 2025**15.0 Education Credits
Washington REALTORS® Conference
Room, Olympia, Washington
Lunch Included

NOVEMBER 4

DEMYSTIFYING THE APPRAISAL FOR REAL ESTATE BROKERS**Tuesday, November 4, 2025****10:00am – 1:00pm**
3.0 Education Credits
Tacoma Pierce County Association of
REALTORS®, Tacoma, Washington

NOVEMBER 5

WATER RIGHTS & WATER SUPPLY ISSUES FOR REALTORS®**Wednesday, November 5, 2025****9:00am – 12:30pm**
3.5 Education Credits
Mount Vernon Library Commons, Community
Room, Mount Vernon, Washington

NOVEMBER 5

REIMAGINING RISK: HOMEOWNERSHIP SERVICES WITH A RACIAL JUSTICE LENS**Wednesday, November 5, 2025
to Thursday, November 6, 2025**

8.0 Education Credits

*Live Webinar, NOTE: Online attendance is monitored
and you must have your camera on.*

NOVEMBER 13

GOVERNMENT FINANCING MASTER CLASS FOR REAL ESTATE BROKERS**Thursday, November 13, 2025****9:00am – 12:00pm**
3.0 Education Credits
Kitsap County Association of REALTORS,
Silverdale, Washington

NOVEMBER 20

PLANNING & ZONING RESOURCE: ADVOCATING FOR YOUR COMMUNITY'S FUTURE**Thursday, November 20, 2025**7.5 Education Credits
Oxford Inn, Bellingham, Washington

DECEMBER 9

REIMAGINING RISK: HOMEOWNERSHIP SERVICES WITH A RACIAL JUSTICE LENS**Tuesday, December 9, 2025
to Wednesday, December 10, 2025**

8.0 Education Credits

*Live Webinar, NOTE: Online attendance is monitored
and you must have your camera on.*warealtor.org/education-events


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NOVEMBER 14-16




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MRP

MILITARY RELOCATION PROFESSIONAL

**Q&A WITH MRP DESIGNEE:
RICH JACOBSON**



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YEARS AS AN MRP DESIGNEE

This is my first year as an MRP Designee

WHAT MOTIVATED YOU TO PURSUE THE MILITARY RELOCATION PROFESSIONAL DESIGNATION?

As a REALTOR® I am committed to better serving my clients by constantly building my knowledge and professional competence. We never 'arrive' but realize that our journey of learning never ends.

HOW HAS THE MRP DESIGNATION IMPACTED YOUR BUSINESS?

Going through the MRP designation class has reminded me of how specialized and unique the PCS process is for our active-duty service members. Just getting a greater understanding of the entire process has helped me to better serve the needs of my clients.

HOW MANY MILITARY RELOCATIONS HAVE YOU FACILITATED DURING YOUR CAREER, AND WHAT HAVE YOU LEARNED FROM THOSE EXPERIENCES?

I have had the privilege of serving hundreds of military members over the past 25+ years. Transferring

to a new duty station can be a very difficult and challenging process. As a Navy Submarine Vet, I am honored to assist my fellow military members and their families through the process.

HOW DOES EARNING THE MRP DESIGNATION ENHANCE YOUR VISIBILITY TO MILITARY CLIENTS?

Having the MRP designation is simply one more way to effectively promote your skillset to the active-duty military communities we serve. What is the best advice you have for those thinking about getting their MRP designation? For anyone who serves a local military community, the MRP designation is a valued addition to your REALTOR® toolbelt and will equip you to better serve your clients!

DO YOU HAVE ANY OTHER CERTIFICATIONS/DESIGNATIONS?

ABR, ePro, and GRI

WHAT DOES BEING A REALTOR® MEAN TO YOU?

As a REALTOR®, I am a full-time advocate, not just for my clients during the course of a transaction, but a constant advocate for the rights of property ownership in the communities I serve. As an RPAC Major Investor, I am committed to contributing financial resources to help influence legislation and elect candidates that favor REALTOR® issues and the rights of property owners everywhere! ♦

Learn more about the MRP Designation online at <https://mrp.realtor/>

IN 2024, WASHINGTON REALTORS® PROTECTED HOMEBUYERS & SELLERS...

We stopped a real estate sales/transfer tax, saving homebuyers and sellers money in real estate transaction and defeated a new B&O tax on rental income so “mom & pop” landlords don’t face extra costs.

SOME OF OUR MORE RECENT LEGISLATIVE SUCCESSES...

SAVED YOU MONEY!

- Stopped proposed increases in the Washington State Real Estate Excise Tax (REET). **WHAT THIS MEANS FOR YOU:** This helps ensure housing costs remain as low as possible for homeowners and potential buyers.
- Based on REALTORS® work with key legislators on Legislation in 2019, we were able to achieve a complete exemption from the new 7% state capital gains tax for all gains from the real estate, including primary residences, investment properties, and 1031 exchanges. **WHAT THIS MEANS FOR YOU:** For a home purchased for \$500,000 and sold for \$1 million, that state capital gains exemption results in a savings of \$35,000.
- Stopped legislation that would have required any in house transactions to involve attorneys for both the seller and the buyer. **WHAT THIS MEANS FOR YOU:** This gives the choice to hire an attorney for your transaction back to you and saves you money!



GIVING YOU CHOICES

- Passed legislation ensuring that all cities allow homeowners to build up to two accessory dwelling units (ADUs) on their property.



PROTECTING YOU FROM LIABILITY

- Preserved the legal standard requiring seller disclosure of defects to be based on a standard of actual knowledge.



PROMOTING INVENTORY

- Passed legislation to help pave the way for expanding housing inventory, especially ‘Missing Middle’ housing.
- Stopped three separate pieces of legislation that would have hindered the permitting process, thereby giving homeowners more access to housing.



PROTECTED HOMEBUYERS & SELLERS DURING COVID

- Advocated for homebuyers and sellers during COVID so that their transactions could close.



DOWNLOAD
& SHARE
THIS FLYER

PROMOTING AFFORDABILITY

- Worked to create more affordable housing for home buyers. This includes reforming condo liability laws so that more affordable condominiums can be built and passing a bill that allows accessory dwelling units, duplexes and triplexes in many single family zones.



DIVERSITY, EQUITY & INCLUSION EFFORTS

- REALTORS® initiated legislation to establish a new process allowing homeowners to more easily identify and eliminate historic racial covenants recorded against their property.
- In 2023, REALTORS® were the leading business community in support of a new state homeownership program created to remedy past discrimination in the housing market.



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