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[epilepsycalgary.com](http://epilepsycalgary.com)

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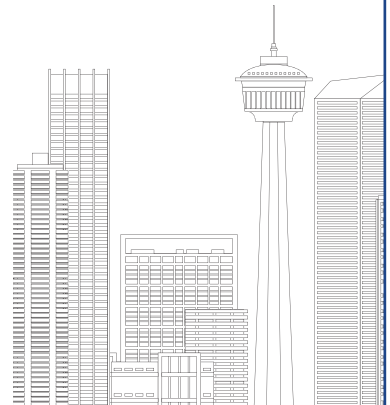
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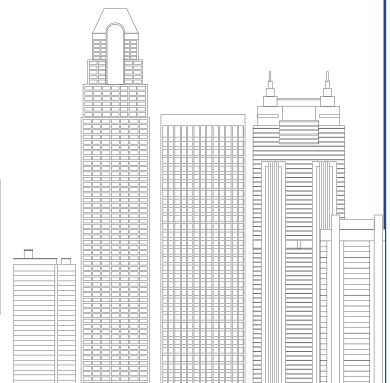
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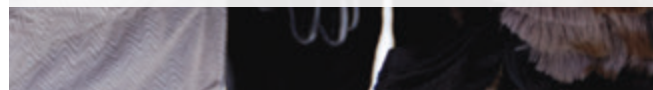


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# Landlord and Tenant Law in Condominiums

by Charmaine Coutinho, Volunteer Lawyer

This article will only discuss leases covered by Alberta's Residential Tenancies Act (RTA), and only when the rental unit is a condo unit. I will highlight some of the differences between the RTA and the Condominium Property Act that may surprise both landlords and tenants.

### Renting a Condominium Unit

Though rental of a whole condo unit is generally covered by the Residential Tenancies Act (RTA), the Condominium Property Act trumps the RTA in some circumstances. Importantly, condo bylaws take precedence over the terms of a lease, so a tenant in a condo unit should always ask for the condo bylaws. If, for example, you sign a lease for a condo unit that permits pets, but the condo bylaws permit only dogs under 20 lbs, you may be evicted by the condo board for keeping a cat or a large dog in your unit. This scenario also demonstrates that a condo board has authority to sanction and/or evict a tenant even when a landlord may not. Even if a landlord is prohibited from taking action under the RTA (for example, from evicting a non-harmful, rent-paying tenant in the midst of a fixed-term lease), the condo board may have authority to do so under condo legislation or the condo bylaws.

If a tenant breaches the bylaws or damages common property, the condo board is entitled to sanction or evict the tenant without the landlord's (the condo unit owner) consent. If the condo board evicts a tenant, the tenancy terminates on the last day of the month immediately following the month during which the notice was delivered. So, for example, regardless of whether the condo board issues an eviction notice on August 1 or August 25, the tenancy will terminate on September 31. This notice period is much shorter than needed from a landlord for a periodic tenancy and even trumps a fixed-term lease.

The condo board also has the authority to require a tenant to redirect their rent payment to the condo board. In these circumstances, condo legislation deems

the rent to have been paid to the landlord such that the tenant is not considered in breach of their obligations under the lease.

The condo board can also require an owner to pay a deposit for renting out the unit. All deposits requested by the landlord are aggregated and considered a 'security deposit' under the RTA, and a security deposit cannot exceed the amount of the first month's rent. Any deposit requested by the condo board is payable by the landlord; if a landlord asks the tenant for this amount, it too is lumped in with any other deposit and considered a component of the 'security deposit'. Regardless of any requirement by the condo board on the owner, the security deposit payable by a tenant cannot exceed the amount of the first month's rent.

I hope that this brief helps community members to understand their rights and obligations in the context of a condo lease covered by the Residential Tenancies Act. I wish my neighbours amicable tenancies and peaceful enjoyment of their rental premises!



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## Burns and Scalds

by Alberta Health Services

Each year Emergency Medical Services respond to emergencies involving young children who have sustained severe burns or scalds. These incidents often occur inside the child's own home. Common causes include a child accidentally tipping hot liquids onto themselves, touching hot surfaces such as stoves, or making contact with electrical outlets. Fortunately, incidents such as these can be avoided by taking preventative measures.

### Degrees of Burn

- 1°: Affects only the top layers of the skin; appears red like a sun burn; discomfort is generally tolerable.
- 2°: Deeper and much more painful than 1° burns; broken skin or blisters commonly develop.
- 3°: Severe. The deepest layers of skin and tissue are injured; may appear charred or leathery.

### First Aid for Burns

- Skin may continue to burn if not cooled. Immediately douse burns with large amounts of cold water.
- Cover the burn with a sterile dressing, or at least clean material to protect infection.
- Over-the-counter medications may be used for pain. Adhere to directions given on the label.
- Seek further medical attention, as required.

### Prevention of Burns

- Check the temperature of your hot water tank. Temperatures as high as 60°C / 140°F will scald a child in just seconds.



- Use placemats instead of tablecloths. Tablecloths can be yanked downward causing hot drinks or food to spill on a child.
- Turn pot handles to the back of the stove and ensure cords from kettles, slow cookers, and other electrical appliances cannot be reached.
- Avoid picking up a child while holding any hot liquids.
- Ensure electrical outlets are made secure by installing commercially available safety devices which prohibit access.
- Keep children away from areas where appliances are in use (kettles, irons, hot stoves).

If you require immediate medical attention, call 911.

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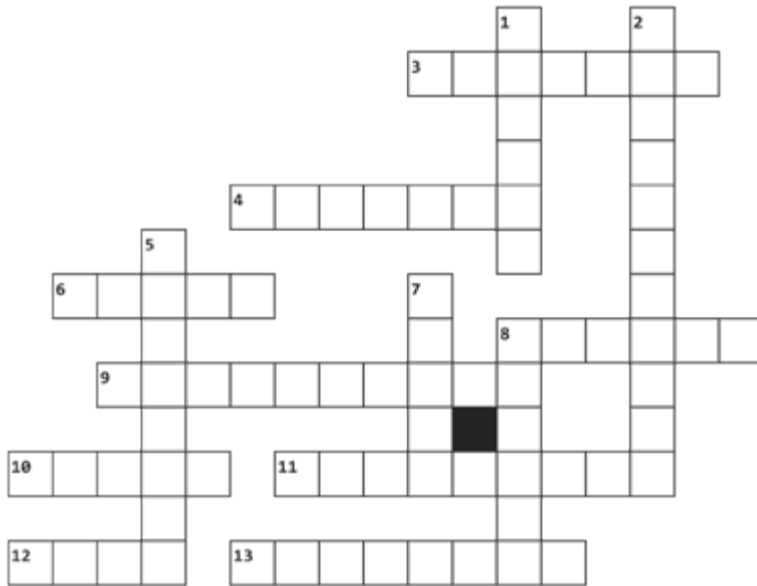
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# March Crossword



## Across

3. Known as the “Fight of the Century”, on March 8, 1971, Muhammad Ali’s 31-fight winning streak was ended by Joe \_\_\_\_\_ in Madison Square Garden.

4. Nathan \_\_\_\_\_ was born on March 27, 1971, in Edmonton, Alberta, and is best known for his role as Captain Malcolm on *Firefly*.

6. Pink \_\_\_\_\_’s album *The Dark Side of the Moon* was released on March 1, 1973, and stayed on the Billboard Top 200 album charts for 741 weeks!

8. A \_\_\_\_\_ *Life*, an emotional novel following the lives of four friends and written by Hanya Yanagihara, was first published on March 10, 2015.

9. This pale-blue gemstone is one of March’s birthstones.

10. On March 26, 1953, Dr. Jonas Salk successfully tested a vaccine for this disease that has affected notable individuals such as Frida Kahlo, Franklin D. Roosevelt, Joni Mitchell, and Neil Young in the past.

11. Known for her roles in *Schitt’s Creek*, *Home Alone*, and *Beetlejuice*, \_\_\_\_\_ O’Hara was born on March 4, 1954, in Toronto, Ontario.

12. The month of March is named after this Roman god of war.

13. This iconic film about a giant ape causing chaos in New York City first premiered on March 2, 1933, at Radio City Music Hall.

## Down

1. Daylight \_\_\_\_\_ Time will start on Sunday, March 9 this year.

2. This national park with geothermal features spanning across Wyoming, Montana, and Idaho became the first national park in the world on March 1, 1872.

5. Daffodils and \_\_\_\_\_ are the official birth flowers of March.

7. March is officially \_\_\_\_\_ Heritage Month in Canada and celebrates the history and impact of individuals, past and present, from the country nicknamed the “Emerald Isle”.

8. On March 2, 2024, \_\_\_\_\_ James made NBA history by becoming the first player to score 40,000 career points.



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October	24	4	3	\$2,998,000	\$2,970,000
September	24	5	4	\$1,463,950	\$1,452,500
August	24	5	3	\$1,395,000	\$1,395,000
July	24	5	3	\$2,499,000	\$2,600,000
June	24	8	5	\$2,349,000	\$2,275,000
May	24	6	3	\$1,495,000	\$1,515,000
April	24	2	5	\$1,495,000	\$1,490,000
March	24	7	6	\$1,747,500	\$1,730,000
February	24	6	5	\$1,595,000	\$1,550,000

To view more detailed information that comprise the above  
MLS averages please visit [elbv.mycalgary.com](http://elbv.mycalgary.com)

# The Art of Finding Work: Hiring Is a Process of Elimination

by Nick Kossovan

Job seekers owe it to themselves to understand and accept; fundamentally, hiring is a process of elimination. Regardless of how many applications an employer receives, the ratio revolves around several applicants versus one job opening, necessitating elimination.

Essentially, job gatekeepers (recruiters, HR, and hiring managers) are paid to find reasons and faults to reject candidates to find the candidate most suitable for the job and the company.

Nowadays, employers are inundated with applications, which forces them to double down on reasons to eliminate. It's no surprise that many job seekers believe that "isms" contribute to their failure to get interviews, let alone get hired. Employers have a large pool of highly qualified candidates to select from. Job seekers attempt to absolve themselves of the consequences of actions and inactions by blaming employers, the government, or the economy rather than trying to increase their chances of getting hired by not giving employers reasons to eliminate them because of:

### **Typos, Grammatical Errors, Poor Writing Skills**

"Communication, the human connection, is the key to personal and career success." - Paul J. Meyer.

The most vital skill you can offer an employer is above-average communication skills. Your resume, LinkedIn profile, cover letters, and social media posts should be well-written and error-free.

### **Failure to Communicate the Results You Achieved for Your Previous Employers**

If you can't quantify (e.g. \$2.5 million in sales, \$300,000 in savings, lowered average delivery time by six hours, answered 45 to 75 calls daily with an average handle time of three and a half minutes), then it's your opinion. Employers care more about your results than your opinion.

### **An Incomplete LinkedIn Profile**

Before scheduling an interview, the employer will review your LinkedIn profile to determine if you're

interview-worthy. I eliminate any candidate who doesn't have a complete LinkedIn profile, including a profile picture, banner, start and end dates, or just a surname initial; anything that suggests the candidate is hiding something.

### **Having a Digital Footprint That's a Turnoff**

If an employer is considering your candidacy, you'll be Googled. If you're not getting interviews, before you assert the unfounded, overused excuse, "The hiring system is broken!" look at your digital footprint. Employers are reading your comments, viewing your pictures, etc. Ask yourself, is your digital behaviour acceptable to employers, or can it be a distraction from their brand image and reputation? On the other hand, not having a robust digital footprint is also a red flag, particularly among Gen Y and Gen Z hiring managers. Not participating on LinkedIn, social media platforms, or having a blog or website can hurt your job search.

### **Not Appearing Confident When Interviewing**

Confidence = fewer annoying questions and a can-do attitude.

It's important for employers to feel that their new hire is confident in their abilities. Managing an employee who lacks initiative, is unwilling to try new things, or needs constant reassurance is frustrating.

Job searching is a competition; you're always up against someone younger, hungrier, and more skilled than you.

Besides being a process of elimination, hiring is also about mitigating risk. Therefore, being seen as "a risk" is the most common reason candidates are eliminated, with the list of "too risky" being lengthy, from age (will be hard to manage, won't be around long) to lengthy employment gaps (raises concerns about your abilities and ambition) to inappropriate social media postings (lack of judgement).

Envision you're a hiring manager hiring for an inside sales manager role. In the absence of "all things being equal," who's the least risky candidate, the one who:

- Offers empirical evidence of their sales results for previous employers, or the candidate who "talks a good talk"?
- Is energetic, or the candidate who's subdued?

- Asks pointed questions indicating they're concerned about what they can offer the employer or the candidate who seems only concerned about what the employer can offer them.
- Posts on social media platforms, political opinions, or the candidate who doesn't share their political views?
- On LinkedIn and other platforms, criticizes how employers hire or the candidate who offers constructive suggestions?
- Has lengthy employment gaps, short job tenure, or a steadily employed candidate?
- Lives ten minutes from the office or 45 minutes away?
- Has a resume/LinkedIn profile that shows a relevant linear career or the candidate with a non-linear career?
- Dressed professionally for the interview, or the candidate who dressed "casually"?

An experienced hiring manager will lean towards candidates they feel pose the least risk. Hence, presenting yourself as a low-risk candidate is crucial to job search success. It is worth noting, the employer determines their level of risk tolerance, not the job seeker, who doesn't own the business—no skin in the game—and has no insight into the challenges the employer has experienced due to bad hires and are trying to avoid similar mistakes.

"Taking a chance" on a candidate isn't in an employer's best interest. What's in an employer's best interest is to hire candidates who can hit the ground running, fit in culturally, and are easy to manage. You can reduce the odds (no guarantee) of being eliminated by demonstrating you're such a candidate.



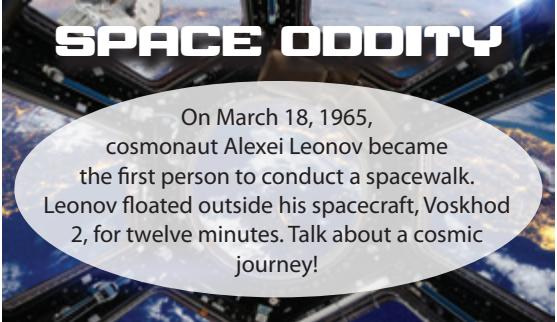
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# Recognizing Eating Disorders

by Alberta Health Services

Eating disorders (ED) are complex mental illnesses that can affect people physically as well. They affect people of all genders, ages, socioeconomic class, abilities, race, and ethnic backgrounds. They can occur because of many factors like genetics, brain chemistry, one's environment, as well as stressful life events. This article will explain some common eating disorders and what to do if you suspect that you or someone you know has one.

### Types and Features of Common Eating Disorders

The purpose of outlining some common features is to highlight the importance of proper diagnosis and treatment.

- **Anorexia Nervosa:** People who have anorexia nervosa can weigh less than what is healthy for them. They often think they weigh too much even when they do not weigh enough to stay healthy. People may restrict their intake, engage in excessive exercise, and/or engage in purging behaviours such as vomiting, misuse of laxatives, diuretics, or enemas.
- **Bulimia Nervosa:** This is eating large amounts of food within a specified time, feeling out of control during eating, and compensatory behaviours to prevent weight gain (like vomiting or laxatives). Bulimia can occur for anyone, regardless of what they weigh.
- **Binge Eating Disorder:** Eating large amounts of food, feeling out of control, and can include eating rapidly until uncomfortably full, eating alone, eating when not hungry, and negative feelings after binge eating.
- **Avoidant Restrictive Food Intake Disorder (ARFID):** People with ARFID avoid certain foods due to their sensory characteristics, fear of adverse consequences such as choking or vomiting or general lack of interest in food or eating.

### What to Do if You Think Someone Has an ED or if You Think You May Have an ED?

If you think your loved one has an ED, tell them you are worried and let them know you care. It is important to show support. Listen to their feelings and remember the



big picture. Eating disorders happen for many different reasons. Many people who have an eating disorder come from families in which other members have eating disorders or have other conditions such as depression. This doesn't mean that a family member caused the disorder. It simply means that these conditions seem more likely to happen in that family.

If you think you have an ED, speak with a primary care provider immediately and explain why you may suspect this. Early intervention is crucial. The primary care provider may ask you to describe any physical or emotional changes you have noticed or experienced that are concerning you.

You can also reach out to the Recovery Alberta Mental Health Helpline at 1-877-303-2642. Remember you are not alone, and help is available. Full recovery from an eating disorder is possible with proper treatment.

For more information about eating disorders, visit the Eating Disorder Support Network of Alberta at [edsna.ca](http://edsna.ca) or National Eating Disorder Information Centre at [nedic.ca](http://nedic.ca).

# Preventing Cervical Cancer

by Alberta Health Services

Alberta Health Services (AHS) recommends cervical cancer screening once every three years, or as your healthcare provider recommends, for women and people with a cervix between the ages of 25 and 69 who are or have been sexually active.

A Pap test checks for abnormal cells in your cervix, which can lead to cervical cancer. Pap tests can also check if you already have cervical cancer. The earlier cancer is found, the easier it is to treat. Regular Pap tests and follow-up care can prevent about 90 percent of cervical cancer cases.

It's important to have regular Pap tests, even if:

- You feel healthy and have no symptoms of cervical cancer.
- You've only had one sexual partner.
- You've had the human papillomavirus (HPV) vaccine.
- You've been through menopause.
- You're no longer sexually active.
- You're a lesbian, bisexual, or queer woman.

## Human Papillomavirus (HPV) Immunization

HPV is a virus. It is the most common sexually transmitted infection and can cause genital warts and certain cancers. An HPV infection will often go away on its own. However, some people get a long-term infection. This can lead to cancer of the vagina, vulva, cervix, penis, anus, mouth, or throat. HPV causes almost all cervical cancers.

You can prevent cervical cancer by getting immunized with the HPV-9 vaccine. The HPV-9 vaccine protects against nine strains (types) of HPV. Some of these strains may cause up to 92% of cervical cancers.

Grade six students can get the HPV-9 vaccine as part of the school immunization program. Students can only be immunized in school with a parent or caregiver's permission (consent).

If you did not get the HPV-9 vaccine in Grade six, you can still get it for free up to and including age 26 years. Talk to your doctor to find out if it is a good idea for you. If you are unsure about getting the HPV vaccine for yourself or your child, try the HPV Vaccine Decision Tool.



## Other Ways to Reduce Your Risk

Regular cervical cancer screening and vaccination help lower the chances of getting cervical cancer and finding it early. You can also reduce your risk by:

- Quitting commercial tobacco and avoiding second-hand smoke. Talk to your healthcare provider or visit [AlbertaQuits.ca](https://AlbertaQuits.ca) for information and support to help you quit when you are ready.
- Practice safer sex. Use a barrier method of protection such as a condom, internal condom, or dental dam.

## Get Screened and Raise Awareness

Contact your healthcare provider's office or a women's health clinic to book a Pap test. If you do not have a healthcare provider:

- Visit <https://albertafindadoctor.ca/>.
- Use the [screeningforlife.ca](https://screeningforlife.ca) locator tool and select "cervical" as the type of test to find screening options near you.
- Call Health Link at 8-1-1.

Learn more about cervical cancer at <https://screeningforlife.ca/cervical/>.

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# WHAT A KNOCKOUT!

On March 17, 1908, Canadian world heavyweight boxing champion Tommy Burns knocked out Irish challenger Jem Roche in a blistering 1 minute and 28 seconds setting the record for the quickest world heavyweight title fight ever at the time!



## Cats, Canines, & Critters of Calgary



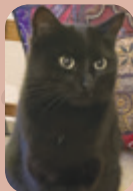
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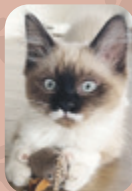
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## Joke of the Month



Which is faster,  
hot or cold?

Hot, because you  
can catch a cold.

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