

## RED RIVER SKI & SUMMER AREA

Employee Housing Agreement 2024-25 Winter Season  
Rocky Mountain Manor, 708 W River St., Red River, NM 87558  
Terrace Towers Lodge, 712 W. Main St., Red River, NM 87558

**Subsidized housing is a privilege** and is **only** available for the duration of your full-time employment at the Red River Ski & Summer Area. Your right to occupy employee housing is based on your continued employment with the Red River Ski & Summer Area, Inc., and your compliance with the following rules and expectations.

**A housing deposit of \$150.00 is due upon arrival. Rent payment of \$100 per week is automatically deducted from your biweekly paycheck.**

A bed is reserved for you throughout the winter 2024-25 season. If the need arises, you could be moved to a different apartment. You cannot, under any circumstance, decide to move yourself to a different apartment. Only management can make the decision to move you. If you are sharing an apartment with a friend, then we would do our best to move that friend also. We will do our best to give advance notice when an employee will be arriving in the apartment you are currently staying in, but that is not a guarantee.

This agreement ensures that you have safe, clean, quiet, and secure accommodation during your employment at the Red River Ski & Summer Area.

### **IMPORTANT HOUSING AGREEMENT FACTS:**

- ❖ **YOU MUST WORK FULL TIME AT THE SKI AREA IN ORDER TO LIVE IN EMPLOYEE HOUSING.**
- ❖ **THE APARTMENTS ARE NOT CO-ED. MALES AND FEMALES DO NOT SHARE AN APARTMENT.**
- ❖ **YOU ARE NOT ALLOWED TO SPEND THE NIGHT AT ANOTHER APARTMENT IN EMPLOYEE HOUSING.**
- ❖ **YOU ARE NOT ALLOWED TO HAVE ANYONE THAT IS NOT ASSIGNED TO THAT APARTMENT STAY OVERNIGHT.**
- ❖ **ALL ANIMALS ARE STRICTLY PROHIBITED IN EMPLOYEE HOUSING.**
- ❖ **GUNS ARE NOT ALLOWED IN EMPLOYEE HOUSING.**
- ❖ **TENANTS ARE NOT ALLOWED ANY OF THE FOLLOWING ACTS. Any of these can lead to immediate eviction:**
  - Smoking and /or vaping indoors. It is a safety hazard that requires additional cleaning.
  - Being intoxicated outside of your apartment and the same applies to any visitors. The authorities will be contacted if any employee provides alcohol to anyone under the age of 21.
  - Having overnight visitors under any circumstances and this includes family.
  - 10 p.m. until 9 a.m. is considered quiet time. Noise levels should be kept to an absolute minimum during these hours.
  - Any acts considered illegal by the Town of Red River or by state laws committed on employee housing premises.
  - Consumption or sale of illegal narcotics is prohibited.
  - Even though Marijuana is legal in New Mexico the use of it is not allowed in employee housing.
  - Tampering with the smoke/carbon monoxide detector is prohibited. If the battery is low and the alarm is beeping, then tell the Employee Housing Coordinator HR Dept. and it will be replaced.
- ❖ **Tenants are responsible for all day-to-day maintenance and cleaning of their units.**
  1. Units must always be cleaned out of respect for the other tenants and will be inspected periodically. Inspections can be done without notice and without you being present, but that does not include going through personal items. By signing this agreement, you are agreeing to have your apartment inspected on a weekly basis.
  2. The consideration of your fellow tenants is essential, and all personal belongings must be kept in your space.
  3. Do not add or remove any furniture to the apartment.
  4. Do not leave trash bags outside of your apartment. Take the trash to the trash bin located outside of the apartment building.
  5. Do not throw cigarette butts on the ground. You will lose your deposit if you are seen littering.

6. The laundry room must be kept clean, including taking out the trash and keeping the dryer vents clean. This is a free service that can be removed at any time. It is for tenants only.

- ❖ Tenants are allowed visitors from 9 a.m. to 10 p.m. only. The tenant must be present when a visitor is onsite.
- ❖ Tenants are responsible for the behavior of their guests while in Red River Ski Area Employee Housing.
- ❖ A maximum of two visitors per tenant are permitted at any time.
- ❖ Minors (anyone under the age of 18) are not allowed in employee housing.
- ❖ Willful damage to any property will be assessed and charged to those involved. The tenant is responsible for any damage caused by a visitor. The amount owed will be based on the reasonable value of the goods, for materials required to repair and/or replace the damage, and for a tradesman's wages if necessary.
- ❖ Tenants are responsible for the security and care of all house equipment/appliances supplied by the red River Ski & Summer Area, including, but not limited to, furnishings, TVs, microwaves, pots, and pans. The replacement cost of any damaged or missing items will be deducted from the tenant's paycheck.
- ❖ Tenants are not permitted to make any cosmetic or structural changes to the apartments, including hanging pictures, shelving, etc. Failure to comply will be considered damage to employee housing.
- ❖ Tenants are not allowed to re-arrange any of the furniture or move the beds together if one is not being used.
- ❖ Only use the bed you are assigned. The other beds in the apartment must be available for other employees.
- ❖ Any damage or maintenance problems in employee housing should be reported to the Employee Housing Coordinator as soon as possible. The repairs will be contracted through the Red River Ski & Summer Area and done as soon as possible.
  
- ❖ **When your employment ends as anticipated by the seasonal nature of the business, you have 48 hours to vacate the premises.** Your deposit will be refunded once your apartment has passed inspections.
  - The housing deposit will be refunded only after the apartment is inspected by the management and is deemed to be clean and free of damage. You do not have to be present for the inspection. If it is determined that you will receive your refund, then it will be issued on the final paycheck. You must give 48-hour notice so the inspection can be scheduled. If no notice is given of your departure, then the deposit is forfeited.
- ❖ **When your employment voluntarily ends, you have 48 hours to vacate the premises.** If you move out of employee housing before the end of the season, your deposit will not be refunded.
- ❖ **If you are terminated before the season ends, then you normally have 24 hours to vacate the premises.** Your deposit will not be refunded.
- ❖ **If something illegal is found in your apartment and/or anything happens that requires emergency personnel to become involved and you are terminated, then you must leave employee housing immediately and your housing deposit will not be refunded.**

If you lose the right of tenancy in staff accommodation by eviction or termination of employment, you authorize the Red River Ski & Summer Area to deduct the rent from monies owed to you. You have 24 hours to vacate the premises, and your deposit will not be refunded to you. You must further understand that your right to use our accommodation is to be concurrent with your employment at the Red River Ski & Summer Area. Should you be unable to pay the Red River Ski & Summer Area for rent or damage to cover the above-stated charges that you are subject to, you agree to some or all the following actions:

- The Red River Ski & Summer Area may seize and/or remove your personal belongings found on the property and dispose of them.
- The Red River Ski & Summer Area may bring charges of trespassing against you.
- The Red River Ski & Summer Area may have locks and security devices changed at your expense.

**If anyone has any questions throughout the season, contact the Employee Housing Coordinator (Beatriz Arevalo Mann @ 817-808-4964) or the Human Resources Department.**

EMPLOYEE HOUSING AGREEMENT 2024-25 WINTER SEASON

SIGNATURE PAGE

(MUST BE SIGNED AND RETURNED TO HUMAN RESOURCES)

I have received, read and understand, the Employee Housing Agreement. I will comply with this agreement.

Tenant:

Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_