

The Communicator

T H E C A L I F O R N I A M O V I N G & S T O R A G E A S S O C I A T I O N

What is BIT? **The Biennial Inspection of Terminals**

The California Commercial Motor Vehicle Safety Act of 1988, commonly referred to as the Biennial Inspection of Terminals (BIT) Program, was enacted by the California Legislature in an effort to alleviate the growing number of truck related collisions on California's highways. Primarily, the intent is to ensure every truck terminal throughout the state is inspected by the California Highway Patrol (CHP) on a regular basis, thereby creating a level field for all motor carriers statewide.

Terminal inspections have been conducted by the CHP since 1965 as a tool to determine if motor carriers are complying with Motor Carrier Safety regulations on an on-going basis, particularly with regard to the legal requirement to maintain commercial motor vehicles according to a scheduled maintenance (preventive maintenance) program. Each motor carrier is permitted to establish his or her own maintenance program. The CHP's role is to determine whether

carriers' selected maintenance schedules are adequate to prevent collisions or mechanical breakdowns involving the vehicles, and all required maintenance and driver records are prepared and retained as required by law. These same basic requirements are applied to all carriers, large and small.

Section 34501.12 of the California Vehicle Code (VC) requires any person or organization directing the operation of certain trucks and/or trailers to participate in the BIT Program. The law requires the CHP to inspect California truck terminals every 25 months.

Who is a "motor carrier" for purposes of the BIT Program?

A motor carrier subject to the BIT Program is the registered owner (with some exceptions) of any of the following vehicles, whether or not for hire:

(Biennial Inspection continued on page 6)

Ventura County Gypsy Moth Quarantine FAQ

1. Q: How big is the quarantine area?

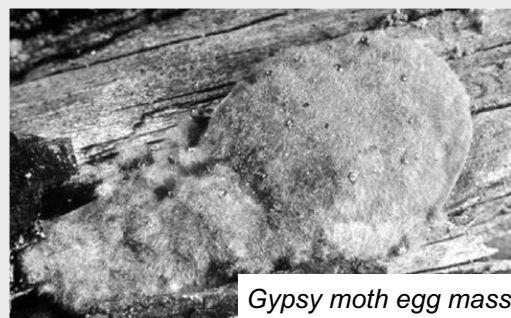
A: A 5-square-mile section of Ojai, Calif.

2. Q: What harm does the Gypsy Moth cause?

A: This pest primarily causes environmental and agricultural damage – feeds on trees and can damage the watershed.

3. Q: How long will the quarantine last?

A: According to the California State Entomologist, the Gypsy Moth reproduces relatively



Gypsy moth egg mass

(Gypsy Moth continued on page 9)

Chairman's Corner

By: Tim McCarthy

No one will dispute the need for technology in our industry. The need and demand for this is everywhere.

I did some research and came up with these helpful hints for advancing your technology to ensure you stay competitive and safe in this high tech world.



- 1) **Web Site:** Regardless of the size of your company you need to have a website. This adds credibility to you and your company. At a minimum you should have contact numbers, physical address (huge credibility), services offered, short history and the principle of the company.
- 2) **Back-Up System:** A reliable back up system on your computer is essential. An automatic back up system is best and the information should be stored off site.

- 3) **Thin Client Network:** If you have more than one PC you should have a server. With a server you also can use what is known as a "Thin Client Network". This small device is used in place of your PC. The advantage of this feature is that you only have to purchase software one time for the server and not each PC. Note of Caution: Any disgruntled employee can go to a software piracy web site and fill in a form and you will be investigated for software piracy. You don't want this to happen. So if you have more than one PC make sure you pay for the software rights for each unit.
- 4) **Fire Wall/Anti-Virus Software:** A good fire wall and anti-virus software will safeguard your computer system and information.
- 5) **IP Address:** To be able to access your computer remotely when you are out of the office can be done with a Static IP Address (DSL and/or T-1 line or better).

(Chairman's Corner continued on page 10)

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President's Comments

By: Steve Weitekamp



The California Air Resources Board (CARB) "Truck and Bus Regulation" continues to be a potential game changing issue for the California Transportation Industry. The reality is that many if not most legal carriers across numerous industries are yet to fully understand the impact to their businesses of this regulation; this fact should be of great concern to the regulators and lawmakers responsible. Even those who generally have a firm grasp of costs are unable to quantify the financial impact of this regulation.

The business community has many arguments against implementation of this rule but regulators and many legislators believe that the public, with even less information on the environmental or economic impact, support these drastic changes. CMSA's recent legislative letter campaign put a face on one segment of the business community and presented a reasonable alternative with three specific modifications to an economically untenable rule. Thanks to all who have taken the time to write and call their elected representatives on this regulation and for those of you who have yet to take action, please do it today.

Thanks to all who have taken the time to write and call their elected representatives

While we disagree with the current CARB scheme that treats low mileage industry no different than the high mileage industry with its carriers that have the opportunity to replace trucks at a much more rapid rate, we are also concerned that CMSA members have access to the information needed to make their own business decisions. The CARB has recently improved their website to provide information in a more succinct fashion. More information on this and other related regulations can be found

(President's Comments continued on page 14)

PODS, UniGroup Alliance Will Better Serve Customers

PODS (Portable on Demand Storage) and **UniGroup, Inc.**, the parent company of **United Van Lines** and **Mayflower Transit**, have agreed to a marketing alliance that provides for the exchange of services between leaders in portable container moving and storage and full-service moving.

The agreement provides **UniGroup** access to PODS' fleet of 138,000 moving and storage containers serviced by 166 franchise and corporate locations. In exchange, PODS gains access to professional packing and loading services through the network of **United Van Lines** and **Mayflower Transit** agents with nearly 750 locations across the country.

"UniGroup is pleased to enter a marketing alliance with PODS, the largest portable container moving and storage services provider," said **Rich McClure**, president of **UniGroup**, a leader in the full-service moving industry. "This alliance will enable **UniGroup** and its family of **United** and **Mayflower** agents to offer residential and corporate customers a complete range of moving and storage services -- from full-service professional moving to do-it-yourself container

services."

Tom Ryan, CEO of PODS, said, "PODS has experienced tremendous growth in the moving and storage industries due to the flexibility and convenience of our services. Traditionally, we've appealed to the do-it-yourself moving and storage customer, but our agreement with **UniGroup** will enable PODS's customers to access packing and loading services that many of our customers want from the most trusted names in the business -- **United Van Lines** and **Mayflower Transit**."

The alliance with PODS will expand the capacity and efficiency of **Mayflower** and **United** agents within the portable container marketplace and ensure the van lines' customers have access to a range of moving options to fit their needs. **UniGroup** entered the portable container moving and storage market in 2006 with its brand SAM - Store and Move. The SAM network of 92 dealers in 65 cities in the United States will continue to provide portable containers under the new agreement.

SOURCE: Marketwire

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U.S. DOT No. 076235

(Biennial Inspection continued from page 1)

- Any motor truck with three or more axles having a gross vehicle weight rating of more than 10,000 pounds.
- Truck tractors.
- Trailers or semitrailers used in combination with the vehicles listed above.
- Any truck, or combination of a truck and any other vehicle, transporting hazardous materials that require placards, a hazardous materials transportation license, or hazardous waste transporter registration, including pickups used for this purpose.
- Any motor truck with a gross vehicle weight rating of more than 10,000 pounds (excluding a pickup truck as defined in Section 471 VC), while towing any trailer or semitrailer that results in a combination length over 40 feet (excluding trailer coaches, camp trailers, and utility trailers, as those terms are defined in the Vehicle Code).

Exceptions:

- If the registered owner leases the vehicle to another person for a term greater than four months, the lessee is the motor carrier. The lessor and lessee must be identified on the vehicle registration (Section 4453.5 VC).
- If the registered owner operates the vehicle exclusively under the authority and direction of another person, that other person may assume the responsibilities as the motor carrier. If not so assumed in writing as specified in law, the registered owner is the motor carrier.
- The following vehicles are not subject to the BIT Program: historical vehicles as defined in Section 5004 VC; vehicles that display SE plates; and vehicles owned or operated by an agency of the federal government.

What is a “terminal” as defined in the BIT Program?

A terminal is any place where a vehicle described above is regularly garaged, maintained, operated or dispatched from, including a dispatch office, cross-dock facility, maintenance shop, business, store, or even a private residence. For purposes of BIT inspections, “terminal” means the location or locations in California that are designated by a motor car-

rier, where vehicles subject to the BIT program may be inspected by the CHP and where vehicle maintenance records and drivers’ records will be made available for inspection (Section 34515 VC). A terminal inspection does *not* include inspection of any building or land, only vehicles and required records located there.

How does a person apply for a BIT inspection?

All motor carriers in California are required by law to have a carrier identification number (CA number) from the CHP. If you or your company do not already have a CA number, you may obtain a CA number by completing a “Motor Carrier Profile” form

CHP 362, and submitting it to the CHP. There is no charge for this number, but your BIT application, which does involve a fee, cannot be processed until you have a CA number to include on it. The CHP 362 may be obtained at any CHP office, or via the Internet at: <http://www.chp.ca.gov/pdf/chp362.pdf>.

- Complete an “Application for Truck Terminal Inspection-BIT Program” form CHP 365. The CHP 365 may be obtained at any CHP office, or via the Internet at: <http://www.chp.ca.gov/pdf/chp365.pdf>.
- The fee for each terminal is identified in the table.
- In addition to the fee contained in this table, the motor carrier shall submit an additional \$350 for each of their terminals not previously inspected under this program.
- State and local government agencies are exempt from the inspection fees, but must apply for and undergo BIT inspections. Federal agencies are exempt from the BIT Program.

Terminal fleet size	Required fee per terminal
1	\$270
2	\$375
3 to 8	\$510
9 to 15	\$615
16 to 25	\$800
26 to 50	\$1,040
51 to 90	\$1,165
91 or more	\$1,870

(Biennial Inspection continued on page 8)

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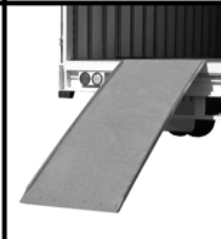
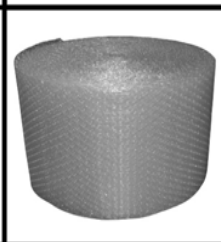
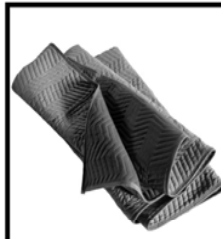
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(Biennial Inspection continued from page 6)

BIT inspection fees are non-refundable, and must **not** be combined with fees for any other program, license, or type of inspection.

- Make all checks or money orders payable to CHP. **Do not send cash.** Make a copy of your application and keep it for your records.
- Credit card payments are possible through your local Motor Carrier Safety Unit. Discover and Visa/Mastercard are the only credit cards accepted at this time.

Send the completed application along with a check or money order for the total amount of terminal inspection fees to:

**California Highway Patrol
Fiscal Management Section — BIT Program
P.O. Box 942902
Sacramento, CA 94298-2902**

Periodic Inspections

Carriers who operate vehicles regulated under the BIT program are required to cause each regulated vehicle to be periodically inspected within 90-day intervals, or sooner if necessary to ensure safe operation. Inspections must be documented and inspection reports must be retained for at least two years. At a minimum, the following items need to be inspected:

- Brake adjustment.
- Brake system components and leaks.
- Steering and suspension systems.
- Tires and wheels.
- Vehicle connecting devices (fifth wheels, kingpins, pintle hooks, drawbars, chains, etc.).

Periodic inspection reports must include:

- Identification of the vehicle including, make, model, license number, company vehicle number or other means of positive identification.
- Date and nature of each inspection and repair performed.
- The signature of your authorized representative attesting to the inspection and to the completion of all required repairs.

The Inspection

During a BIT inspection, CHP Motor Carrier Specialist (MCS) personnel will inspect a sample of regulated vehicles, maintenance records of the vehicles, and driver records to determine if the motor carrier is in compliance with applicable motor carrier safety related statutes and regulations. If the motor carrier transports hazardous materials or hazardous waste, relevant hazardous materials records and safety practices will also be inspected.

MCS personnel do not issue citations for violations discovered. Instead, a safety compliance rating is assigned in each category: regulated vehicles; maintenance program; driver records; and hazardous materials (if applicable). The ratings are either "satisfactory" or "unsatisfactory." A conditional rating may be issued under limited circumstances on reinspections.

If each category is rated satisfactory, the composite terminal rating is satisfactory, and the next inspection should take place within 25 months. If any category is rated unsatisfactory, the motor carrier is informed that there is an unsatisfactory condition, specific direction is given to correct the unsatisfactory condition, and a reinspection will be scheduled within 120 days to ensure the motor carrier has corrected the unsatisfactory condition.

NOTICE: This document is intended to give the general public an overview of BIT Program requirements, and is not intended to be used as a legal reference.

SOURCE: Department of California Highway Patrol; CHP 800 H (REV 08-07) OPI 062

(Gypsy Moth continued from page 1)

slowly (just one life cycle per year). The quarantine lasts for 2 life cycles and, with no new Gypsy Moth finds, would end in the Fall of 2010. It would be extended if additional moths, egg masses, or other life stages are found in the area.

4. Q: What can I do to help?

A: Please don't move un-inspected outdoor articles from a property without authorization from the Ventura County Agricultural Commissioner. To schedule a free inspection, contact the Ventura County Agricultural Commissioner's office:

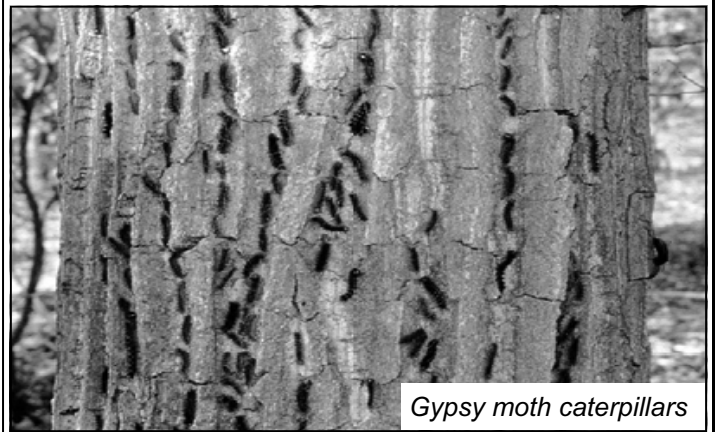
Monday-Friday 7:00 a.m. to 4:00 p.m. by calling
(805) 933-2926

Saturday 7:00 a.m. to 4:00 p.m. by calling
(805) 665-7295

Sunday & holidays 7:00 a.m. to 4:00 p.m. by
calling (805) 665-7295

5. Q: What are regarded as outdoor articles?

A: Items that are movable and were stored outside in the Ojai area such as: mobile homes, recreational vehicles, trailers, boats and associ-




Gypsy moth caterpillars

ated equipment. Also, outdoor household articles including furniture, garden tools and garden machinery, and play equipment. Trees and shrubs with persistent woody stems, including green waste and garden pruning material. Timber and building material including lumber, planks, poles, logs, firewood, fencing and building blocks.

6. Q: What if it is found on a property?

A: Agricultural officials will place a hold on the outdoor articles until they have thoroughly searched the property and removed all of the

(Gypsy Moth continued on page 12)



sta·bi·li ty (stə bil'ə tē) *n.*
1 the quality of being stable; having firmness of character, and purpose **2** see Wheaton World Wide Moving

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(Chairman's Corner continued from page 2)

- 6) **Company Policy:** Put things in writing. Company policy is so very important when it comes to employees. You should cover things like internet use, what can be downloaded and what can't and who owns the data on the hard drive. You should also have a written "Delete E-Mail" policy. A time frame of six months was recommended but that is to your discretion. This is a legal protection method you need to use if ever asked why you deleted a particular e-mail. You can say it is because of the company written policy. Remember without written policies you and your company will have to pay the consequences if something goes astray.

- 7) **Application Imaging:** If your company isn't already doing this you should consider converting your hard copy paper

work to a PDF (Portable Document Format). The key word here is Portable. After you have scanned your documents in this system, you are free to send them anywhere you want without digging through a cumbersome filing cabinet. Office personnel can access this information without leaving their desk and within seconds you can send the PDF file anywhere in the world. This can be just the time saver you've been looking for your office staff.

Regardless of the size of your company you need to have a website.

- 8) **Move Management Software:** Especially with the advent of the DP3 Military moving program move management software has become more available than ever. One of the advantages of this software is after you have initially entered the shipper's information into your computer the program takes it to a fill-in-the-blanks format. It will also remind you when to perform certain operations such as phoning the shipper and other operations.

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9) **Leads:** The consensus is that the Yellow Pages have served us well but they are a thing of the past. The industry is moving forward to the *e-leads* generation. The key here is when you sign up for one of the *e-lead* services you need to react quickly. Keep in mind these leads are going to numerous other movers and the first call makes the difference. There is software for this to make your company number one to the potential shipper.

10) **Office Efficiency:** Our company margins are slimmer than ever. Take the time to carefully access your office staff. To have the proper technology allows you to have the same, lean office staff in the summer as well as the winter. You can call one of your CMSA Associate Members and they will guide you through the process. Your vendor will try and eliminate any "sticky points" your system may have. (Sticky points can be described anywhere you

are double handling something needlessly or a bottleneck in the system). There should be front to back integration. There is user friendly software available for you to streamline office systems.

11) **Bar Coding:** This would be something that is a must for the very large and/or cost sensitive items going into storage where accountability is very necessary. This bar coding will help you and your customers keep track of everything.

You need to take every opportunity to learn all you can about technology and how to apply it to your business.

You need to take every opportunity to learn all you can about technology and how to apply it to your business. There are the local community colleges, adult class and other class opportunities available to you.

I want to thank the contributors to this article: Allan Browning of Vision Quest Integrated Technologies, Ron Shea of Compusource Corp., Mark Millian of Compumove Systems and Randy Williams of CDS Moving Equipment for their assistance and input on this article.

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(Gypsy Moth continued from page 9)

egg masses.

7. Q: A crew recently checked a property for Gypsy Moth – Am I ok to move items?

A: No. Even if the property was inspected and Gypsy Moth egg masses were not found, the property owner still needs to obtain a Certificate of Quarantine Compliance by the Ventura County Agricultural Commissioner's office. If Gypsy Moth egg masses were found, they will place a hold on the outdoor articles until they thoroughly search the property and remove all of the egg masses.

8. Q: What exactly are they searching for?

A: Gypsy Moth egg masses and or other evidence of infestation such as: cast skins/pupal cases, feeding damage.

9. Q: Is there a cost for the inspection?

A: No – Inspection is free of charge.

10. Q: Are there plans to treat for this pest?

A: Yes. Areas have been treated with *Bacillus thuringiensis* or Bt, a pesticide used by or-

ganic farmers for many years. Fortunately, this appears to be a relatively small infestation, and it should be noted that there have been successful eradication of such infestations several times in California.

11. Q: If a Gypsy Moth is found on a property will the owner be told?

A: Yes, the owner's help will be needed to keep from spreading the pest.

12. Q: Will an official come on to the property if no one is home?

A: Yes – if the owner agrees to it and as long as the articles that they need to inspect are accessible to the inspector.

13. Q: Where should the Certificate of Quarantine Compliance be kept?

A: A copy of the certificate must accompany the inspected regulated articles (outdoor household articles, firewood, trailers, mobile homes, etc) every time they leave the quarantine area.

(Gypsy Moth continued on page 19)



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Careful When Hiring and Using Mobile Washers!

Water originating from mobile washer activity is classified as industrial waste water and must be disposed of properly. Federal, State and local regulations make it illegal for this water to be discharged into the storm drain system. Fines may be imposed and storm drains disconnected if facility owners and mobile washers do not comply with the law.

After cleaning, it is important that you collect waste water and dispose properly. Waste water may be disposed of in a permitted sand trap, clarifier, sink or clean-out stub.

In order to stay within the bounds of the law, please abide by these washing practices:

- Walk the area to be cleaned prior to the start of the job and take note of all drains. Block or seal storm drains to prevent wash water runoff from entering the storm drain. Then collect the runoff and properly dispose of it.
- Screen all chemicals used in cleaning and find alternatives for those high in toxic organic compounds, heavy metals, high levels of phosphates or with a very high/very low pH.

- Use wash pads. Wash pads contain the wash water generated from washing a car. Using a wet vacuum, you can collect the waste generated in the wash pad and properly dispose of it.
- NEVER USE A RUNNING HOSE to wash your vehicles. This creates runoff that's difficult to collect. Instead, use a bucket.
- Designate a washing site where water drains to the sanitary sewer system (NOT the storm drain system.)

Also, remember that mobile washers must follow these additional requirements:

- Monitor the pH of the wastewater.
- Ensure that the wastewater temperature is less than 140° F prior to sewer discharge.
- Filter the wastewater if it contains a large amount of suspended solids that could cause sewer blockage.
- Maintain a logbook of all discharges.

SOURCE: The Industrial Waste Management Division of the City of Los Angeles



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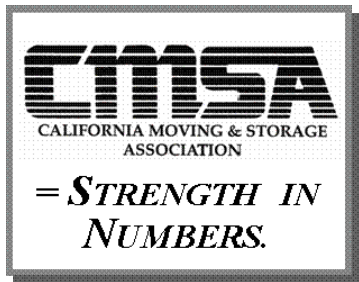
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|-------------------|---|
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Tournament
Del Monte Golf Links
The Clement Monterey |
| Oct. 22, Thursday | OC/Beach Cities Chapter
20th Annual Golf
Tournament
Black Gold Golf Club |
| Apr. 20-25, 2010 | 92nd CMSA Annual
Convention
MontBleu Resort Casino
& Spa |



(President's Comments cont. from page 3)

at www.arb.ca.gov/truckstop.

CARB states, "The Truck Stop website is designed to be straightforward and easy to navigate. A truck owner can answer a few basic questions about his or her fleet and get a personalized list of regulatory requirements and potential funding options, from that list they can access more specific information about only the regulations and funding programs that apply to their unique situation."

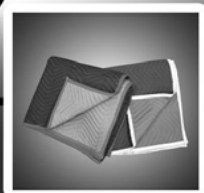
Technology is a recurring theme of this month's Communicator and CMSA continues to work to improve its use of this ever evolving tool. In service to our mission of consumer outreach we have added a Facebook "Fan Page."

The purpose of a presence on social networking sites is to provide another opportunity to inform consumers searching for movers on the net to CMSA and our membership. We advise consumers to visit our website for information on selecting a mover and to utilize our directory of legal and ethical movers.



**PACKING MATERIAL AND SUPPLIES
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Social Networking Sites Growing in Popularity

Sure, you have a website, and you've created a work e-mail. But is it enough? As the internet develops, social networking sites have become increasingly popular, and more and more businesses are turning to social tools to promote themselves.

Websites like Facebook and MySpace allow users to put up profiles or 'pages' with pictures, links to articles, and a 'wall' where other users can send public messages. Twitter has a simpler take on things. Users get 140 characters to answer the question: "What are you doing?" Users update periodically, and get to see the updates of other Twitter users they follow.

Proponents of online social networking argue that it goes back to the foundations of marketing: Word of Mouth. Popular networking website Facebook has a feature called "Newsfeed" which lets individuals see their friend's activities on the site. This is a great feature for businesses.

If your company has 100 fans on Facebook, and they all have 100 friends of their own, then

when you interact with one of your fans, you're sending out an electronic message that will reach 100 potential new customers – and only one of those 100 needs to become a fan for you to be reaching 100 more.

Facebook and Twitter accounts also turn up in Google and other online searches, which means that if your company signs on with these on top of having your own website, you'll be even more prominently displayed to a consumer online.

Crucial to the success of a Facebook page is posting material that will encourage people to comment. The FAQ section of the popular website notes: "Pages with the freshest, most engaging content stand to gain the most from this new product – since each track played, video viewed, review written, and event attended can generate News Feed stories that will propagate through the social graph."

This means that making the most of your

(Social Networking continued on page 16)



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(Social Networking continued from page 15)

Facebook page often means making sure it's not just another company website. Facebook, Twitter and MySpace are all social sites – this is the place where you should let down your hair and allow consumers to see a more relaxed side of you. Posting interesting articles or fun photos not directly related to your business is not considered bad practice – on the contrary, it's encouraged.

Small business owner and frequent Twitter user Scott Seaman gave his view of the site as a business tool to *The New York Times*. Seaman says that pitching his business on the website, or putting up promotional material is not what he's interested in using Twitter for. "To me, that's a turn-off," he says. "Be the small shopkeeper down the street that everybody knows by name."

Anamitra Banerji, who works for Twitter, also commented: "We're finding that the emotional distance between businesses and their customers is shortening quite a bit."

In short: your company webpage is how you let consumers know that you're a professional, and your Facebook and Twitter accounts are how you let consumers know that you're a person – not a faceless corporation.

SOURCE: *The New York Times*, Facebook

BECOME A FAN!



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Tips to make sure your business has a strong online presence:

- Think of a few keywords a consumer might use if they were looking for your service but was not aware of your company. Do a search. Are you easy to find?
- Bring a digital camera along with you for your moves. Try to capture some pictures of the job being done, happy customers, etc. New customers will be reassured when they see that the guy who shows up to move their belongings is the same who was smiling with satisfied customers online.
- If you find an article or YouTube video that you're dying to show to all your friends – post it up on Facebook.
- Use social sites as a place to show you're human – make your status update about the lovely sunset, or how nice it was that the family you moved brought you lemonade.
- Even though the rules are less stringent on social networking sites, remember, it's still public: Don't post anything that you wouldn't want a future customer to see.

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Bekins Announces Scott Ogden as Interim CEO

It's an exciting time for **Bekins** as they continue to innovate and bring more value to their agent partners and clients around the world. **Bekins** has completed the recapitalization of the company, providing millions of dollars to reinvest in the **Bekins** brand.

Innovation brings with it changes in Corporate and Agent network requirements as well as a sharpened focus on continuous growth. To that end they have mutually agreed with **Mike Petersen** that effective August 7, 2009 he will no longer serve as the CEO of **Bekins Van Lines**.

Bekins has thanked Mike for his significant effort and contribution, including completing the recent recapitalization project during his tenure as President. Mike will be available to the Board of Directors as **Bekins** transitions to new leadership. The selection process for the new CEO is already underway. There are very strong candidates being considered for the position. The Board expects to be able to announce the new CEO within the next 30-60 days.

Bekins is pleased to announce that effective

Monday, July 20th that **Scott Ogden** will assume the role of interim CEO. Scott is a well respected industry leader and has many years of executive leadership within the **Bekins** network.

Scott recently served as Chairman of the AMSA and is highly respected throughout the industry. Scott will serve in the role as interim CEO until the new CEO assumes the position. Following the arrival of the new CEO, Scott will remain with **Bekins** in the role of General Counsel. **Bekins** continues to focus its efforts and resources on the essential steps that will enable its enterprise to deliver a higher level of service to its agency family and client base.

Bekins will make additional announcements in the coming weeks to further outline the actions that have been taken to advance its brand and its company. These will include information on its efforts related to the roll out of its new national call center, development of agent websites, improvements in its revenue distribution process and much more.

SOURCE: Bekins Van Lines

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Federal Minimum Wage Increase

On July 24, 2009 the federal minimum wage was raised to \$7.25 up from \$6.55 in 2008. This was the third and final change being made as a result of a 2007 mandate by Congress.

California is unaffected by the change, as the state minimum wage is higher than the Federal level at \$8.00. Thirty states whose minimum wages were below or at the Federal level are affected.

Although this is the result of 2007 amendment, it is now becoming controversial due to the shaky status of the economy. Critics maintain that this is a bad time to put an extra strain on businesses, and that smaller, local businesses will suffer the most. They maintain that higher wages will put a strain on hiring and lower profits.

On the other side, proponents of the wage argue that more spending money in the pockets of workers will eventually come back to businesses. The wage hike affected the salaries of about 4.5 million American workers.

SOURCE: Multiple Sources

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(Gypsy Moth continued from page 1)

14. Q: Is the certificate good for anything on the property?

A: The certificate is only good for articles that were inspected. Any articles that have not been inspected must be inspected prior to movement out of the quarantine area.

15. Q: What if the owner doesn't have a certificate?

A: If the owner doesn't have a certificate, contact the Ventura County Agricultural Commissioners office.

16. How long is the certificate good for?

A: Please see the expiration date on the certificate. If you want to move any regulated articles (outdoor household articles, firewood, trailers, mobile homes, etc) after the expiration date, contact the Ventura County Agricultural Commissioners office. To schedule a free inspection, contact the Ventura County Agricultural Commissioner's office:

Monday-Friday 7:00 a.m. to 4:00 p.m. by calling
(805) 933-2926

Saturday 7:00 a.m. to 4:00 p.m. by calling
(805) 665-7295

Sunday & holidays 7:00 a.m. to 4:00 p.m. by
calling (805) 665-7295

17. Q: Why is this program an emergency?

A: The Gypsy Moth is capable of defoliating entire swaths of forests, as it does in the north-eastern U.S. That damage can endanger natural habitats and watersheds, and it can result in

erosion and increased fire risk. There is an opportunity to eradicate this infestation while it is still relatively small and before the problem spreads beyond our ability to control it.

For additional information, also visit the U.S. Dept. of Food & Agriculture website at:
www.aphis.usda.gov.

SOURCE: The Ojai Post - www.ojaipost.com

New CMSA Staff Member

The CMSA is happy to announce a new member of our staff. Johanna Kenrick, who recently graduated from Hampshire College in Massachusetts, joins us as our Administrative Assistant.



Johanna grew up in Palo Alto, California and only recently relocated to the Los Angeles area. So far, she is enjoying the warm weather, the fresh produce and the great hikes up in the hills.

Johanna Kenrick is happy to be working with the CMSA and particularly excited to help put together issues of "The Communicator." As the year progresses, she hopes to be able to meet the dedicated CMSA members she has heard so much about. "I'm looking forward to learning more about the Association and getting to know everyone," said Johanna.

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HISTORICAL PHOTOS

As the CMSA closes in on its 100th year, join us in looking back down memory lane at these wonderful historical pictures. If you have any pictures you would like to share, please email them in jpg format to: jkenrick@thecmsa.org.



Longtime CMSA member Gordon Schick (far right) and his brothers AC and Steven got to meet Ronald Reagan at a CMSA Convention in 1965. Thanks to Schick Moving & Storage for the photo!



CMSA Members lived it up in 1966 at the CMSA 48th Annual Convention. A costumed dinner party was the favorite event. Everyone got into the spirit!



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