

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

CARB Regulations Seminar Keeps CMSA Members Informed

Over a hundred CMSA members are now better prepared to meet the challenges of and address concerns about the new CARB regulations after participating in the CMSA's CARB Regulations Seminar this December.

The Regulations Seminar was held in Northern California on December 15 and in Southern California on December 17. Attendees listened to **Sean Edgar of CleanFleets.net** and **CMSA President Steve Weitekamp** share information and answer questions on what companies need to know about the new regulations, and how they can best prepare.

Highlights

Sean Edgar offered practical advice for CMSA members in his presentation, noting that carriers should:

- Determine the engine data and annual use
- Completely evaluate your fleet and the cost of ownership and the likely future cost of ownership
- Develop possible retrofit and replacement scenarios, cost functions, to achieve the most cost-effective strategy with confidence
- Collect the data points that will be needed in 2010 for reporting
- Determine what internal or external resources are needed

Takeaway

Sean Edgar and the CMSA are suggesting that all CMSA members submit their completed report to the Air Resources Board by March 31, 2010. Although the final reporting requirement is January 1, 2011, taking advantage of the early reporting date will allow your company to



benefit from retirement credits being offered. Remember, even if you haven't retired any vehicles recently, reporting by March 31, 2010 will allow you the flexibility to utilize those retirement credits should you decide to retire a vehicle later in the year.

Members who attended the seminar are now keeping abreast of the issues with regular e-mail updates from the CMSA staff. The CMSA is actively participating in this issue and working to make changes that will benefit our members and the moving industry as a whole. Please don't hesitate to call if you have any questions about how your company can comply

Check out our list of companies that do snap idle testing on page 16!

Chairman's Corner

By: Tim McCarthy

We recently had the sad honor and privilege to be assigned a "Blue Bark" shipment. For those who are not familiar with military moving, this is the code name or word used for a military member that has died, most usually in the line of duty which was the case here. This warrior was stationed in a war zone in the Middle East as a Sergeant in the US Marines. We are currently coordinating the move with the assigned "Casualty Officer" who helps the family through this difficult time. We will be packing and hauling this shipment to the destination later this month. I thought it would be fitting in this column to explain where this term "Blue Bark" originated.

The code name "Blue Bark" is definitely an interesting word in the way it evolved to today's application. I think we'll start with the second



half of the word "Bark." The word *barc* appears to have come from the Greek word *baris*, a term for an Egyptian boat, which gave rise to the French word *barge* and *barque*. Over the course of time the usual convention is the spelling *barque* refers to a ship and *bark* to tree hide. Then in the 18th Century the British Royal Navy used the term *bark* for a nondescript vessel or ship.

The "Blue" in *Blue Bark* comes from an old Navy term. In the 17th century, a US Naval warship could be identified by a painted gold line that adorned the trim of the ship. When the cap-

I would also like to encourage every one of you to thank a veteran or active duty member.

tain of the ship, or another shipmate died in battle, a gold line was painted blue to allow other ships and those waiting at the dock, time to render honors to their fallen shipmates. The color blue had no significant meaning except that it is considered a very calming color. The term

"Blue Bark" comes from the tradition of painting the *Bark* (ship) blue and is at least as old as the ship, USS Constitution. So that's where the

(Chairman's Corner continued on Page 4)

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President's Comments

By: Steve Weitekamp



In a recent review of Association-related historical documents I came across program materials for the 1972 CMSA convention. The program included issues that would look familiar to us today, and more than a few that would make one long for the "good old days." The theme of that convention was, "The Endangered Species." A pre-convention promotional piece stated in bold; **"WE ARE THE ENDANGERED SPECIES - WILL WE LET OURSELVES OR OTHERS DECIMATE OUR INDUSTRY TO EXTINCTION? COME TO [upcoming CMSA Convention] AND FIGHT FOR YOUR LIVES!"**

The following excerpt from the promotional materials of the aforementioned convention illuminates the issues of concern in 1972.

"We evidence that magazine articles which broadcast that we are far less than honest, up-right, and hard-working people do not give us the benefit of the doubt. We evidence that certain fashionable consumer groups which are led by persons who have never worked in our industry become "experts" when pushing legislation which is not only harmful to the moving industry but in the long-run, harmful to the very people they are "trying to help", does not help our cause. We evidence that continual red-tape which binds - and binds and binds our clerical staffs and drivers but is never basically enforced so that more red-tape is deemed necessary is an open license for fly-by-night gypsies but morally frustrating for the majority of honest, hard-working movers..."

As stated above, the issues that were viewed as a crisis for California movers in 1972 included bad PR by the conventional press; the concept of the Internet Age and the power of the individual in impacting the public image of a business was not yet a challenging reality. Thirty-eight years later CMSA continues to promote a positive image of a legitimate industry and more specifically our membership to a broad spectrum of traditional

(President's Comments continued on page 7)

(Chairman's Corner continued from Page 2)

term "Blue Bark" originated.

At this time I would also like to encourage every one of you to thank a veteran or active duty member for their past and present duty to our country. So in your daily travels, no matter where they take you, tell them "Thanks" for their duty to our country.

In closing, during this past year, McCarthy Transfer & Storage has joined the Wounded Warrior Project. This organization offers services that ease the burden of returning troops who have suffered traumatic brain injuries and other severe physical injuries. So if you would, just take a few moments of your time and look up their web site to see what you think about this worthy cause. You'll be glad you did.



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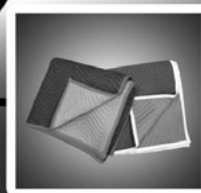
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ITS Strategic Research Plan, 2010-2014

On December 8, 2009, the United States Department of Transportation (USDOT) released the Intelligent Transportation Systems (ITS) Strategic Research Plan, 2010-2014. This plan defines the strategic direction for the USDOT's ITS research program for the next five years.

The ITS Strategic Research Plan is designed to achieve a vision of a national, multi-modal surface transportation system that features a connected transportation environment among vehicles, the infrastructure and passengers' portable devices. This connected environment will leverage technology to maximize safety, mobility and environmental performance.

The core of the program is IntelliDriveSM, a suite of technologies and applications that uses wireless communications to provide connectivity with and between vehicles; between vehicles and roadway infrastructure; and among vehicles, infrastructure and wireless consumer devices.

Safety: There are over 5.8 million crashes per year on U.S. roadways, resulting in 37,000 deaths annually. These crashes have a direct economic cost of \$230.6 billion and are the leading cause of death for ages four to 34. IntelliDriveSM safety applications, using vehicle-to-vehicle (V2V) and vehicle-to-infrastructure (V2I) communications technology based on Dedicated Short Range Communications (DSRC), are designed to increase drivers' situational awareness and reduce or eliminate crashes by advising or warning drivers of dangerous situations.

Mobility: Traffic congestion is an \$87.2 billion annual drain on the U.S. economy, with 4.2 billion hours and 2.8 billion gallons of fuel spent sitting in traffic, the equivalent of one work week and three weeks worth of gas every year. IntelliDriveSM, using V2I capabilities and anonymous information from passengers' wireless devices relayed through DSRC and other wireless transmission media, has the potential to provide transportation agencies with

dramatically improved quality and quantity of real-time traffic, transit and parking data, making it easier to manage transportation systems for maximum efficiency and minimum congestion. IntelliDriveSM could also enable travelers to change their route, time and mode of travel, based on up-to-the-minute conditions, to avoid traffic jams.

Environment: Tailpipe emissions from vehicles are the single largest human-made source of carbon dioxide (CO₂), nitrous oxides (NO_x) and methane. Vehicles that are stationary, idling and traveling in a stop-and-go pattern due to congestion, emit more than those traveling in free flow conditions. IntelliDriveSM environmental research is designed to provide data that transportation managers can use to better understand the potential environmental impacts of transportation management decisions made in real time.

The ITS Research Strategic Plan assumes that the USDOT's ITS research program will receive the same level of funding as previous years: \$100 million per year for five years. In 2010, up to \$77 million will be dedicated to multimodal research and an additional \$14 million to technology transfer and evaluation. IntelliDriveSM research comprises \$49 million of the multimodal research funds. The ITS Research Strategic Plan outlines the following multi-year research activities:

Vehicle-to-Vehicle (V2V) Communications for Safety:

This research will investigate key questions such as are vehicle based safety applications using V2V communications effective and do they have benefits. Research is designed to determine whether regulatory action by the National Highway Transportation Safety Administration is warranted to speed the adoption of these safety capabilities. The FY2010 investment will be up to \$11.5 million.

Vehicle-to-Infrastructure (V2I) Communications for Safety:

This research will investigate similar questions about V2I communications, with an initial focus on applica-

(ITS Plan continued on page 11)

(President's Comments continued from page 3)

media and the ever evolving and expanding information distribution network. Another issue was the rise of consumer advocacy groups and experts. The 1972 conventioneer could not have imagined the current era that allows anyone with a keyboard to position themselves as experts and to give voice to their individual agendas.

Also addressed was an issue that continues to be critical and problematic, the over regulation of the legitimate industry and the failure to control illegal operators. This column has frequently addressed this issue and there will be more to say in upcoming editions of *The Communicator*.

The point of this walk through our relatively recent history is to underscore that there have always been challenges and CMSA has been the voice of the legal and ethical mover in California. Our best hope to improve the industry landscape is to continue to work together through our Association to educate our membership, the regulators, and the moving public.



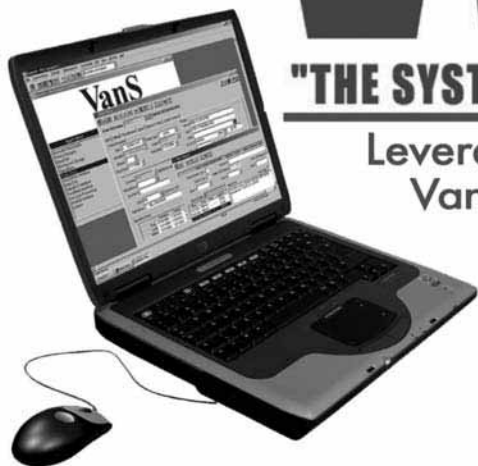
Attendees at the 1972 Convention posed for pictures next to a paper mache model of another endangered species—the blue whale!

Our gift to the CMSA member of 2048 (38 years from now) should be to continue to develop and implement ever-improving industry-related practices and systems, which address business, employee, customer, and environmental concerns.

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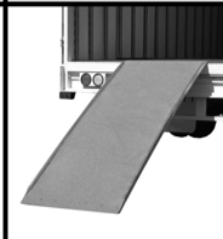
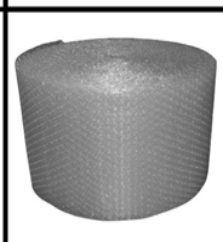
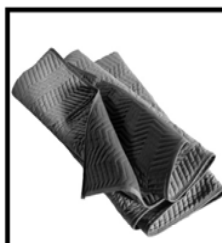
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3rd Annual Pinnacle Awards

The Pinnacle Award, which is given to moving companies that demonstrate a strong commitment to ethical and caring business practices, is coming up on its third year. The Pinnacle Award was conceived by the CMSA Board in recognition of the fact that some companies go above and beyond to make sure their business portrays the moving industry in a positive light.

Previous winners include Andy's Transfer and Storage of the Los Angeles Chapter, and Cardinale Moving and Storage, Inc. of the Monterey Chapter.

Patrick Longo regards the Pinnacle Award as good promotion material, explaining that Andy's Transfer displays the plaque they received in their front room, as well as giving their salesmen informational packets regarding the award, so they can pass along the information to potential customers.

Know a company with an outstanding commitment to ethical business practices? Visit the Member Center of our website for more information on the Pinnacle Awards. Entry deadline is February 18, 2010.

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Fake Resumes and Job References Available Online as Desperate Job Seekers Turn to Questionable Methods

In the tight employment market, new web-based services are emerging to assist job seekers in “enhancing” their resumes. The lack of ethics in our society is not restricted to Wall Street big wigs. Desperate applicants are creating a demand that is being filled by web-based providers charging fees for falsifying backgrounds and references for employment purposes.

Sites such as FakeResume.com and CareerExcuse.com promote themselves as legitimate services to support workers’ finding employment. A quick review of the text however, reminds the reader more of the National Enquirer than a legitimate career support site. One site’s header reads: “The Ugly Truth about How People Are Outsmarting You.” The text goes on to detail statistics claiming that 53% of resumes are falsified (no authority provided for this statistic) and leads the reader to conclude that “everyone else is doing it” so the only way to maintain competitive parity is to falsify your resume as well. Other sites such as Software.Informer.com offer searches for model resumes, references and other materials that are blatantly listed as “false.” All one needs to do is to Google “false resume” and many options in this area are provided.

William Schmidt, the Founder of CareerExcuse.com, told SHRM Online (the online magazine for the Society of Human Resources Management): “For most people who are interested in my services, they feel they have had a bad job experience or bad reference that is a blot on their record and they just cannot overcome. Many feel that time is running out and they desperately need a job, so they turn to CareerExcuse for help.”

Regardless of the level of a job seeker’s desperation, there are serious consequences to falsifying employment documents. For example, most employment applications (including model employment applications on SharedHR) contain a clause which states: “If at any time, before or after employment, the employer discovers that the applicant or employee

has falsified any information provided to the employer related to employment, both the employer and the employee agree that this shall be grounds for immediate termination.”

In today’s world of “relative ethics”, whether it is adding a few months to a career background or falsifying a job all together, falsification remains falsification.

Employers Must Do Their Homework

These types of website as well as the wealth of other related information promulgated on the Internet should service a wake-up call to employers to spend more time on improving the hiring process. Recently, one employer asked whether it was “necessary” to conduct a background check on an executive in view of the fact that he had worked with this executive in the past. We responded: “are you sure you know everything the person has been doing over the past five years since you worked together?” This question convinced the employer to conduct the background check, but it highlights an important issue. It is human nature to want to trust people, particularly those with whom you have had a good experience or have worked with in the past. In the employment arena however, if, as an employer you do not “ask,” you leave up to the applicant to choose to “tell.” Since the applicant has no clear obligation to “tell”, the buyer must beware when hiring an employee. If an employer has the language indicated above, there may be a basis to terminate an employee without repercussion in the future, but once an employee is inside your organization, that person (now an employee) has far more rights than a mere applicant.

Brian Williamson, CEO of Triad Consultants, a Marin County-based background check firm states: “It has never been more important to conduct background checks. Not only can an employer avoid problems by exposing issues and falsifications, but a quality background check can protect an employer from a charge of negligent hiring.”

(Resumes continued on page 18)

The Northern Region celebrates the Holidays with the Annual Crab Feed Fundraiser!

The Northern Region entertained nearly a hundred hungry CMSA members this December at their Annual Crab Feed. The Fundraiser was extremely successful, completely selling out weeks before the event. Attendees enjoyed a crab dinner at the beautiful Monarch Bay Golf Club in San Leandro, where they could play a round of golf beforehand.

Sharon Avila, Northern Region Chapter President, wanted to make sure to thank: **Mark Hildreth** of **New Having Moving Equipment** for endless hours of work, **Sheryl Marshall** with **Paul Hanson Partners** for supplying her high spirits upon her arrival despite the Bay Area traffic, **Debbie Joaquin** with **Crown** for all her help with getting people checked in at the event, **Karl Anderson** with **Anderson Brothers Moving** and **Debra Trezza** with **Valley Relocation and Storage** for their work on the floor selling raffle tickets! She also noted her two daughters: **Sonia Padilla** and **Ashley Hildreth** for helping with the raffle and **Steve** and **Carmen Weitekamp**, who came all the way up from Los Angeles County to show their support. "Most of all we want to thank the members, friends and families who showed up, purchased dinner tickets, brought raffle prizes, bought raffle tickets and supported our association!"



Pete Gisler, his wife Sherry Gisler, Nancy Menne, and Rick Hosea smile at the camera while enjoying dinner.



Ashley Hildreth, Jesse and Sonia Tannlund talk post-meal.

(ITS Plan continued from page 6)

tions based on the relay of traffic signal phase and timing information to vehicles. The purpose is to accelerate the next generation of safety applications through widespread adoption of V2I communications. The FY2010 investment will be up to \$9.3 million.

Real-Time Data Capture and Management: This research will assess what traffic, transit and freight data are available today from various sources, and consider how to integrate data from vehicles acting as "probes" in the system. The goal is to accelerate the adoption of transportation management systems that can be operated in

the safest, most efficient and most environmentally friendly way possible. The FY2010 investment will be up to \$1.995 million.

Dynamic Mobility Applications: This research will examine what technologies can help people and goods effortlessly transfer from one mode of travel (car, bus, truck, train, etc.) or route to another for the fastest and most environmentally friendly trip. The research seeks to make cross-modal travel truly possible for people and goods, and enable agencies and companies to manage their systems in light of the fact that people and goods will be changing modes often. The FY2010 investment will be up to

(ITS Plan continued on page 12)

\$8 million.

Road Weather Management: This research will consider how vehicle-based data on current weather conditions can be used by travelers and transportation agencies to enable decision-making that takes current weather conditions and future weather forecasts into account. The FY2010 investment will be up to \$4.6 million.

Applications for the Environment: Real-Time Information Synthesis (AERIS): This research will explore how anonymous data from tailpipe emissions can be combined with other environmental data. The goal is to enable transportation managers to manage the transportation network while accounting for environmental impact. The FY2010 investment will be up to \$1.93 million.

Human Factors: Additional technology in vehicles may have the potential to overload drivers and increase safety risks. This research will examine the extra burden that in-vehicle devices may put on drivers, with the

goal of minimizing or eliminating distraction risks. The FY2010 investment will be up to \$3.525 million.

Mode-Specific Research: This research program includes active traffic management, international border crossing, roadside infrastructure, commercial vehicles, electronic payment and maritime applications. The FY2010 investment will be up to \$6.35 million.

Exploratory Research: This research program includes safety research for rail, technology scanning, and a solicitation for new research ideas. The FY2010 investment will be up to \$2.5 million.

Cross-Cutting Activities: This program includes architecture, standards, professional capacity building, technology transfer, and evaluation. The FY2010 investment is up to \$14.1 million.

For more information about the ITS Strategic Research Plan, visit www.its.dot.gov/strat_plan.



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Two Men and a Truck officially welcomed a new location to their national total of over 150 franchises with the Grand Opening and Ribbon cutting ceremony of the newest California location in Livermore.

The event was held Monday, Nov. 16th, and as expected the turnout was great, with over fifty recent and future customers participating in question and answer sessions, and enjoying the delicious spread of refreshments provided by store franchisees **Mark Snyir** and **Chad Arnold**. Nicole Nixon, Director of Membership and Communication for the Livermore Chamber of Commerce was on hand to lead the ribbon cutting ceremony, accompanying her were many ambassadors and council members from the chamber, as well as City of Livermore Director of Economic Development Rob White.

Guests of the event were delighted to meet and mingle with Mayor of Livermore Marshall



Kamena, who was also in attendance. Also present at the event was national chair of Two Men and Truck, Melanie Bergeron, who expressed praise and her best wishes to the newly formed franchise. Fire Technician, Isaac Mendel, of the Livermore/Pleasanton Fire Department treated guests, dignitaries, and other onlookers to a fire

safety presentation that included proper handling of fire extinguishers and other fire safety equipment. Mendel also educated guests on proper disposal methods of bio hazardous wastes, as well as giving advice on proper disposal of common but harmful household goods such as paints, thinners, and medical products.

The event was capped off by a raffle that featured two group wine tasting packages, and an array of other prizes donated by the Wente Vineyards Winery in Livermore, and **CDS Moving Equipment** of Hayward.



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Alliance Relocation Hires Helen Maracle as Director of Business Development



Alliance Relocation Services Inc. has hired Helen Maracle as Director of Business Development. Helen, who has more than 15 years experience in the corporate relocation industry, will be responsible for directing and coordinating new business development activities for Alliance. She will also manage a number of Alliance's strategic accounts.

"We are very pleased and excited to have Helen join our sales team," said Jim Walsh, Alliance Relocation Services, CEO. "She brings a wealth of knowledge, proven skills in business development and a high level of energy, which will help us better serve our current customers and allow us to bring in new business as we enter the next decade."

Currently residing in Coronado, California, Helen has served as a Chapter President and as an Associate Board Member for the CMSA and belongs to several Western Relocation Councils.





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Robert Layton Passes Away December 31, 2009

Robert "Bob" Layton passed away on December 31, 2009 in Apple Valley, California.

Robert "Bob" Layton was born, April 17, 1936 in Parker, Colorado. He attended Parker High School and graduated from Junior College in Sterling, Colorado. He met and married Ginger on July 3rd, 1957. He moved his family from Denver, Colorado to California in 1966, where he worked for Prudential Insurance Company in 1967.

He went to work for Mayflower Moving Company in Pomona, California as a sales estimator where he remained until January 1980 when he and Ginger purchased the Mayflower Agencies in Hesperia and Barstow, California.

Bob has 5 children, Rusty Layton and his wife, Christa, Becky Layton, Jeanie Miller and her husband, Roy, Robin Carter and her husband, Teddy, Janice Allsup and her husband, Monty. He has 7 grandchildren and 11 great grandchildren. He has a brother, Bill, who lives in Provo, Utah.

He enjoyed playing golf with his buddies, traveling in the motor home seeing the country, going to Rotary in Apple Valley, playing cards with his friends and family.

Robert was preceded in death by his parents and one nephew.

There will not be any services but rather a CELEBRATION OF HIS LIFE at Sunset Hills on Saturday, January 30th at 11 AM.

In lieu of flowers please donate to Rotary Foundation, P.O. Box 943, Apple Valley, CA 92307.

Sunset Hills Memorial Park and Mortuary is handling the arrangements . Updated information and on line guest book is available at sunsethills.cc.



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Oakland, CA 94621

jfisher@goldengatetruck.com

American Diesel Truck Repair

Tony LoGiudice (415) 822-7344

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San Francisco, CA 94124

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If you'd like to check the list and you're having difficulty accessing the link, feel free to call us at (562) 865-2900, or e-mail jkenrick@thecmsa.org with any questions.

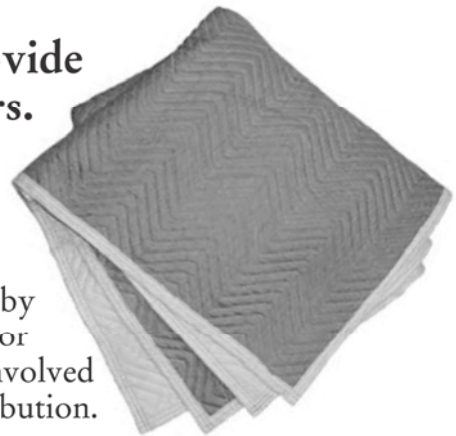
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Calendar of Events



Jan. 19, Tuesday Mid-Valley Chapter Meeting

Jan. 20, Wednesday Monterey Chapter Meeting

Jan. 21, Thursday Central Coast Chapter Meeting

Jan. 26, Tuesday Twin Counties Chapter Meeting

Feb. 9, Tuesday Los Angeles Chapter Meeting

Feb. 9, Tuesday North Bay Chapter Meeting

Feb. 10, Wednesday Northern Region Chapter Meeting

Feb. 12, Friday Santa Barbara/Ventura County Spaghetti Feed

Feb. 18, Thursday Sacramento Chapter Meeting

March 5, Friday San Diego Golf Tournament

March 18, Thursday Sacramento Chapter Golf Tournament

March 28, Sunday Los Angeles Chapter Day at the Races

Apr. 20-25, 2010 92nd CMSA Annual Convention at MontBleu

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Also in the News...

The California Air Resources Board (CARB) announced recently that it would commit another \$11 million in grant money to help California truck drivers meet new regulations. This announcement was made at least partially in response to rumors that the Port of Oakland would shut down in the New Year after angry truckers were unable to retrofit their trucks to meet new state Port Drayage Rule.

Despite the strong backlash against "distracted driving," companies continue bringing technology to the wheel. Ford last week revealed a new "infotainment" system, as they are being called, that displays speed and mileage information, as well as controlling music selection, cell phone control, and even allows the driver to browse websites when the car is not moving. That wait at the red light just got a little longer.

SOURCES: Multiple Sources

(Resumes continued from page 11)

Significance

A quote from the article published by SHRM Online sums up the situation well. Jonathan Segal, a partner in the Philadelphia law office of Duane Morris LLP stated: "The fact that these services exist is proof that it is clearly worth all the effort and procedures HR must take and have in place in order to protect an organization from fraud and from hiring dishonest people. If anyone in your organization ever asks 'is all this really worth the effort' than you can point to these types of unethical services and give them a resounding 'yes it is'."

We would argue that an employer owes great care in hiring not only to its business success, but also to all the other employees who work in the organization. The goal should be to raise the hiring standards as high as reasonably possible and allow only honest, talented employees into your organization. If you are interested in learning the latest options in this critical area, please contact Shared HR.

SOURCE: Paul Finkle, Shared HR



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Kerry Moves to Reform Independent Contractor Laws

Senator John Kerry (D-Mass.) recently introduced new legislation to make it harder for the companies to classify workers as independent contractors.

The Taxpayer Responsibility, Accountability and Consistency Act of 2009, which was introduced on December 15, would amend the Internal Revenue Service Act of 1978, modifying the rules regarding the treatment of individuals as independent contractors or employees. Specifically, the legislation deals with Section 530 of the Revenue Act, which is known as the "safe harbor" provision and allows employers to classify workers as contractors for tax purposes.

Supporters of the bill, which include Union leaders, argue that it will help to clarify the difference between independent contractors and regular employees, and prevent confused or unscrupulous companies from misclassifying their workers, which allows them to deny rights such as overtime, minimum wage, unemployment insurance, and workers compensation.

Independent contractors are commonplace in the trucking industry, and the bill is being met with resistance from trucking industry leaders, who argue that it will make it easier for the

Internal Revenue Service to reclassify workers, potentially costing companies large amounts of money in a precarious economy. If the Internal Revenue Service reclassifies a worker as an employee, they will charge fines, and back-taxes from a company.

The trucking industry also argues that independent contractor status is not only about companies avoiding taxes, but is a mutually beneficial arrangement that allows the workers more freedom and flexibility than they would have as employees, and points out that if the bill passes, many trucking companies might simply lay off workers rather than deal with fighting the IRS on back taxes.

Supporters of the legislation argue that if an employee truly meets the description of an independent contractor, this law will have no effect, as it is only intended to prevent companies from misclassifying workers.

This is not the first move by lawmakers to amend the independent contractor law. A similarly named Taxpayer Responsibility Accountability and Consistency Act of 2008 died in the Senate last year.

SOURCE: Multiple Sources

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CHARGES: 1-5 lines \$15; \$2 each additional line. CMSA box number \$5; Non-member charge: \$30 additional. Special heading/set up extra. Replies to ads noting box numbers to be sent to: CMSA Communicator, 10900 E. 183rd St., #300, Cerritos, CA 90703.

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HISTORICAL PHOTO

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.



CMSA members at the 1967 Convention.

Can you spot the former CMSA Chairman who is now a current Board member in the picture?



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