

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

Exciting Program Scheduled for Annual Convention

There is still time to sign up for the CMSA's 92nd Annual Convention being held April 20-25, 2010 at the MontBleu Resort, Casino and Spa in Lake Tahoe, Nevada. The convention is a once-a-year opportunity to catch up with industry colleagues, enjoy the Tahoe scenery, and hear from a variety of informative and inspiring speakers! This year's convention has a unique lineup that will offer insights on how to effectively manage your business, and give attendees the very latest industry news.



**There's still time to sign up!
Visit the CMSA Convention
Kiosk online or call the CMSA
offices at (562) 865-2900.**

Keynote Speaker

The keynote speaker for the convention will be former senior-level manager at Southwest Airlines, **Jason Young**. While Mr. Young was at Southwest, the company consistently rated No. 1 in terms of customer service and employee satisfaction; and Mr. Young played a key role in creating and implementing the programs that allowed Southwest Airlines to become what it is today.

In 1998, Mr. Young left Southwest and formed his own consulting practice which works with such notable companies as Starbucks, Coca Cola, Radio Shack and Tyson foods. He will speak to CMSA members about the value of maintaining a positive workplace culture.

Van Line Panel Discussion

Moderated by CMSA's Steve Weitekamp, the annual Van Line Panel Discussion is always among the most popular events. This years panel includes: **Jack Griffin of Atlas Van Lines, John Alianello of Bekins Van Lines, Tim Helenthal of National Van Lines, Tim Hall of North American Van Lines, Morrie Stevens, Jr. of Steven's Van Lines, Patrick Baehler of UniGroup, Inc. and Tim Davis of Wheaton Van Lines.** The Van Line panel is an excellent opportunity for CMSA members to ask questions and share ideas with prominent members of the industry.



Speaker: Jason Young

International Business

President of The International Association of Movers (IAM), **Terry Head**, will be addressing CMSA members about current industry issues. The IAM represents over 1,900 companies operating as movers, forwarders, and other service providers in over 165 countries around the world. As president, Terry Head proactively represents the moving industry, attending and addressing various conferences held around the

(Exciting Program continued on page 9)

Chairman's Corner

By: Tim McCarthy

All good things must come to an end (Chaucer, 1374). With my CMSA chairmanship coming to a close I really feel that a good thing is coming to an end. I find it hard to believe that my year as your chairman has passed by so quickly.

It has been a very fulfilling experience that I will never forget. Traveling the state, rain or shine, through sleet and snow, with our president Steve Weitekamp has been a very memorable experience for me. I have never seen a more dedicated person to the moving and storage industry. I am very proud to be able to call him friend and CMSA President. Steve is definitely the right person for the job at hand.

I was fortunate to see the Tariff Simplification of Max 4 in the incubation process. Now we have the most radical changes in the moving tariff in over 40 years that will benefit our industry in years to come.



I encourage you to participate in our action to make CARB aware that they are not being fair and just to all. As members and impacted business owners, we must continue in our efforts to inform CARB of our position.

The Chapter Presidents are the best. Each and every one of you made me feel very welcome at your chapter meeting with outstanding attendance. And to visit so many movers in the state was an honor. I know because of the chapter tour I have grown personally and professionally and I want to thank the chapter presidents for that.

I want to thank the CMSA staff for their diligence and your CMSA Board of Directors for working on important issues that have faced our industry.

Our convention is right around the corner, in April, at beautiful Lake Tahoe. Your CMSA staff has been working on this all year and took every opportunity to make this a very reasonably priced convention. Most members will be able to drive there, with free parking at the hotel so no air fare to contend with like last year. I

(Chairman's Column continued on page 4)

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President's Comments

By: Steve Weitekamp



Working to modify the California Air Resources Board (CARB) On-Road Diesel Truck regulations and educate impacted industry continues to be an important focus of our efforts. While the possibility for some further delay and/or modification exists, and seems more probable with each interaction, it is important to understand the rule as it currently stands. CMSA is working with other impacted industries to improve the landscape for our membership as a member of the Ad Hoc Industry Working Group, as well as participating directly with the regulators as a member of the CARB TRAC Small Business subcommittee.

As a result of continued pressure on CARB to address areas of contention with the scientific basis in support of the regulation, the CARB Board agreed to a Science Symposium. That allowed scientists and academics to present information which both supported and rejected the science. This was an important factor in CARB's decision to move forward with their current regulations. In response to the Science Symposium the Ad Hoc Industry Working Group wrote a letter to CARB. Below is a portion of that letter:

"It is our conclusion that the Symposium generated significant questions regarding the estimates of premature deaths, and health effects, stemming from diesel emissions. As such we contend that the Board, in good faith, needs to set aside the On-Road regulations until a better harmony is reached regarding the causes and effects diesel emissions have on public health. Basing the most expensive CARB regulatory proposal ever on information that is under active debate in the scientific community is not a wise direction, especially when economic conditions create convincing further doubt about the rules' ultimate efficacy."

Recently, I had the privilege of sharing issues of concern to CMSA members as a
(President's Comments continued on page 13)

(**Chairman's Column** continued from page 2)

will be turning over the reins to Brian Larson of Mother Lode Van & Storage, Inc. I know that Brian is up to the challenge and I hope to see you there to welcome him in as Chairman of the CMSA 2010-2011.

I would like to thank my employees and staff at McCarthy Transfer for their loyal and unending support during my time on the road and where ever CMSA took me. These people were always there when they were needed. Also I cannot give enough thanks to my wife, Linda, who always got me ready for the road. I thank you. And in closing my final column I want to thank you for the honor you gave me of serving as your CMSA Chairman.



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New IRS Employment Tax Initiative

In February 2010, the Internal Revenue Service began to randomly audit an estimated 6,000 U.S. companies as part of a new initiative, titled the IRS National Research Program (NRP). The NRP has a two-fold purpose: (1) to generate revenue from non-compliant employers and (2) to help determine whether legislative or enforcement changes are necessary to address common employment tax evasion techniques.

This is one of IRS' largest campaigns since 1984. The results of the audits are expected to be completed within three years. The first round of audits, will affect 2,000 companies selected randomly, with another 2,000 companies selected for both 2011 and 2012 audits. Organizations selected for review will vary in size and business structure, and will include both for-profit and non-profit organizations.

Focus of IRS National Research Program

John Tuzynski, IRS Chief of Employment Tax Operations, has relayed that most audits will be conducted in person, but information may be obtained from other sources as well. The audits will primarily focus on five critical areas:

1. Worker Classification (i.e. employee vs. independent contractor)
2. Fringe Benefits
3. Officers' Compensation
4. Employee Expense Reimbursements
5. Non-filers

Though the IRS will be reviewing all aspects of a company's employment and employment tax practices during these audits, it seems that the IRS has placed a heightened focus on three areas: employee classification, executive compensation and taxable fringe benefits.

In particular, the IRS appears focused on whether a worker is properly classified as an employee or an independent contractor. Generally, the IRS favors classifying a worker as an employee and only permits independent contractor classifications in clear circumstances. According to a report by the Government Accountability Office released in August 2009, only 3% of determinations submitted to the IRS showed workers to be true independent con-

tractors, and in 2008 the IRS assessed over \$64 million in taxes and penalties for worker misclassification. Understandably, the government seeks to remedy improper classification of employees as it cheats the government out of employment tax revenue obtained from employment relationships, which is much higher than from independent contractor relationships.

In addition to worker classification, these IRS audits will focus largely on fringe benefits and per diems as tax-free, rather than as compensation subject to income and employment taxes. Not all benefits, fringe or otherwise, are tax-free, and the IRS is concerned that employers do not properly include taxable benefits in wages. Lastly, with respect to the area of executive compensation, the focus will be determining: 1) reasonable salaries for officers; and 2) deferred compensation.

Action Steps

There are certainly actions employers can take now to minimize risk of liability and ensure employment tax recordkeeping and other compliance requirements are current, regardless of selection for an audit or not. Employers should consider the following:

1. Conduct a review of all independent contractor classifications and solidify that all past and present independent contractors are properly categorized under the facts and circumstances test used by the IRS. In addition, ensure a properly worded agreement is in place.
2. Review your organization's benefit programs, including all nonqualified deferred compensation arrangements to determine whether the arrangements are exempt or compliant.
3. Review expense reimbursement plans and policies to confirm that they are up-to-date and compliant with IRS guidelines.
4. Determine if all salaries of the employee-shareholders are reasonable.
5. Ensure that the value of taxable fringe benefits have been properly included in taxable income.

(New IRS Campaign continued on page 17)

San Diego Chapter Members Enjoy a Gorgeous Day on the Golf Course for their 18th Annual Golf Tournament Fundraiser

Nearly a hundred enthusiastic CMSA supporters showed at the San Diego Chapter's 18th Annual Scholarship Fund Golf Tournament on Friday, March 5, 2010.

The tournament was held at the beautiful La Costa Resort and Spa in Carlsbad, CA, where members got to enjoy a day of golf in terrific weather followed by a delicious dinner and a prize-laden raffle.

The tournament was to benefit the CMSA Scholarship Fund, as well as the Special Olympics. Helen Maracle, who has organized the event several years running, commented that it was very successful this year, with ninety six members showing up to golf.

A warm thanks goes out to those members who participated on March 5, as well as the generous sponsors of the event.



The day's winning team shows off its trophies with event organizer Helen Maracle and CMSA President Steve Weitekamp.

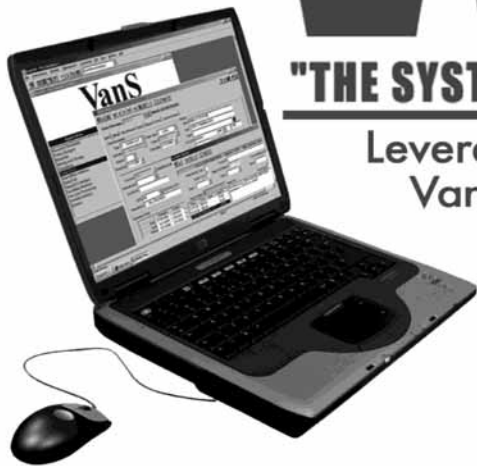
Pictured (left to right): Mark Crowley, Mike Shirley, Bob Warner, Maracle, Lenny Gollnick, Weitekamp.



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(Exciting Program continued from page 1)

world, and testifying on behalf of his industry before the United States Congress and other Federal Agencies.

Interstate Business

Linda Bauer Darr, President and CEO of American Moving and Storage Association (AMSA) will address CMSA delegates on the state of the industry, the challenges ahead and changes at AMSA.

Legislative Presentation

Assemblyman **Bill Emmerson** (R) 63rd District is the invited guest for the CMSA's legislative luncheon. Assemblyman Emmerson has received numerous awards during his time in office, including the Outstanding Legislator of the Year by the California State Sheriffs' Association for his commitment and dedication to public safety. Currently, Emmerson states that his "number one priority is getting Californians back to work"

CARB 2010 Report -

CleanFleets.net Executive Director **Sean Ed-**

gar is an established presence at California Air Resource Board. Since 2000 he has participated in every major on-road and off-road rulemaking for more than seven years. He is a recognized expert on the on-road fleet rule implementation and technology options and is currently engaged in ongoing work with the CMSA and its members to prepare fleets for pending CARB regulations.

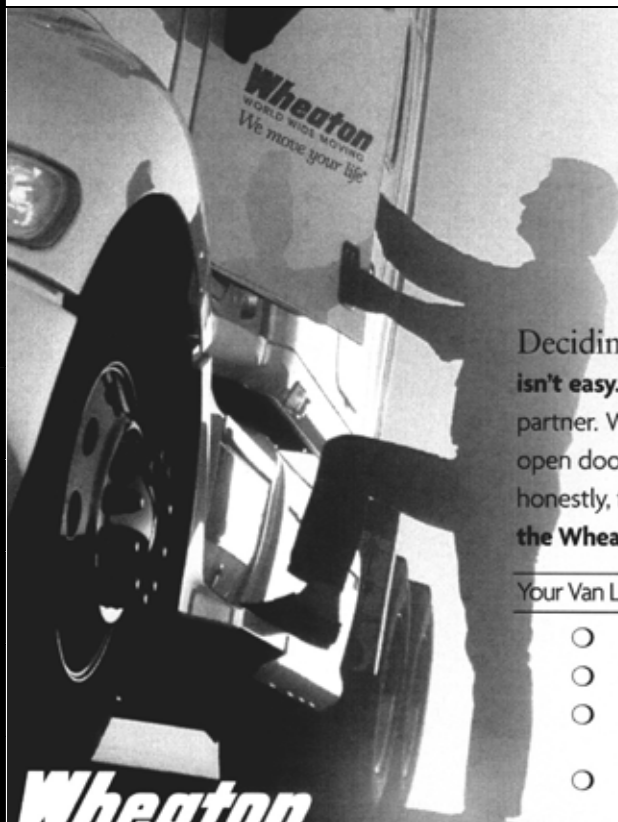
Association Reports

Tim McCarthy CMSA 2009-2010 Chairman and **Steve Weitekamp** CMSA President will provide valuable information on past activities and future direction of the Association.

Military Breakout Session

The Convention will also feature a Military Breakout Session with a panel discussion on how companies can best continue to provide service to the industry's largest customer.

The CMSA has put together a strong program catering to the needs of our members. There will be valuable take-aways on how to help companies succeed even in these tough economic times. You won't want to miss this opportunity!



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CPUC Investigations Result in Enforcement Action Against Various Moving Companies

The California Public Utilities Commission (CPUC), in its ongoing commitment to consumer protection, has recently taken a number of actions to protect consumers from illegally operating moving companies.

During the fourth quarter of 2009, CPUC staff took the following enforcement actions against moving companies for violations of the Public Utilities Code and CPUC rules and regulations, including Maximum Rate Tariff 4 (MAX 4), which contains maximum rates that carriers must observe as well as rules and regulations governing intrastate moves.

Administrative Citation

Several companies were cited and fined (totaling \$7,500) for one or more of the violations listed below.

1. Engaged employees without evidence of workers' compensation insurance on file
2. Failed to follow the application of rates and observance of units and measurements
3. Failed to issue and/or properly complete the "Important Notice About Your Move" document to shippers
4. Failed to issue the "Important Information for Persons Moving Household Goods Booklet" to shippers
5. Failed to issue written estimate after visual inspection
6. Failed to produce requested records
7. Incomplete Combined Agreements for Moving Services and Freight Bills
8. Operated and advertised without a valid permit (unlicensed, prior to issuance, after suspension and revocation)
9. Operated without evidence of cargo insurance in effect and on file

Companies cited:

1. Dennis Eugene Brown, Dennis' Hauling and Moving, Acampo (Unlicensed)
2. Dien Le and Giau Le dba Giau Moving, Westminster (MTR 190662-Pending)

3. Michael Horgan dba Mikey Moves 4 U, Anaheim (Unlicensed)
4. Miguel A. Laines, ML Movers, Redwood City (MTR 190627)
5. Richard Danielson dba Sunshine Boys Moving, Los Angeles (MTR 190472)

Phone Disconnect

In its ongoing efforts to clamp down on illegal moving companies, the CPUC had telephone service shut off to several moving companies operating in California without a household goods permit.

1. **Shane McMahon d/b/a McMahon Professional Moving (Unlicensed).** Carrier advertised his unlicensed moving business on the Internet. Advertisements listed two phone numbers and represented to the public that the company has over eight years of experience from working with other moving companies. Carrier also uses other trade names including McMahon The Moving Professionals and/or Chief Packers. Carrier continued to violate the law as evidenced by sting calls.
2. **Mike Tullock dba Mike and The Movers (MTR 189263-Revoked).** Carrier previously held a permit as a corporation (Dublin Worldwide Moving and Storage Corporation); however, the permit was revoked on May 29, 2008, for failure to pay quarterly revenue fees. Carrier continued to advertise his unlicensed moving business on the Internet at 11 different websites. The advertisements offered household, corporate, and commercial moves. Carrier offered to provide moving services as evidenced by sting calls and online quote obtained by CPUC staff.
3. **Ohad Ben Shushan d/b/a/ Express Moving Network, Inc. (Unlicensed).** Mr. Shushan was denied a permit on May 28, 2009, as he failed to provide the

(CPUC Investigations continued on page 11)

documentation to show that he is permitted by law to own and operate a business. Mr. Shushan continued to advertise his unlicensed moving business on a website, offering household, corporate, commercial, and long-distance moves as well as storage services. The website provides tips about moving, packing, and storage and allows a consumer to obtain an online quote for a potential move as well as purchase moving boxes and packing supplies. Carrier uses the trade names Best Moving Van Lines and Express Moving Network. Carrier continued to offer moving services as evidenced by sting calls and moving quotes obtained by CPUC staff. Phone records obtained showed that Continental Express Inc. (MTR 190272) and Asaf Oved (president) as the subscriber to the numbers advertised by Mr. Shushan. The CPUC staff investigation also disclosed that Mr. Shushan and Mr. Oved performed their moving operations from the same business location in Fremont and shared the same computer network.

4. **Ernesto Galacia dba Ernesto's Fletes y Mudanzas, National City (Unlicensed).** Carrier advertised his unlicensed moving business in the February 2009 edition of the San Diego/San Diego North Spanish Yellow pages. The full-page advertisement offered moving services and listed one phone number.
5. **Georgious Paitaris dba San Diego Moving Assistance, San Diego (Unlicensed).** Carrier advertised his unlicensed moving business on his website. The website offers moving services in the San Diego area and listed one phone number.

Criminal Filings

CPUC staff investigations of unlicensed operations resulted in a moving company being charged criminally for violating the CPUC's rules and regulations. CPUC staff submitted its report to the Los Angeles City Attorney's office requesting a criminal complaint be filed against:

1. **Zakaria Saakian, Los Angeles (Unlicensed) - Complaint #9CA01279 -** Carrier was charged with 10 counts of violating various provisions of the Public Utilities Code, and CPUC's MAX 4 Tariff including but not limited to operating and advertising without CPUC authority, failing to comply with CPUC order, decision, rule and regulations, failing to provide Important Information For Persons Moving Household Goods booklet prior to loading, failing to include a Not To Exceed Price on shipping documents, failing to show name and address used by carrier on shipping documents, failing to obtain signature of shipper on moving documents, and failing to issue shipping document to shipper when charges collected. Carrier is currently on 36 months summary probation from previous misdemeanor filed in 2006 for operating without CPUC authority (#6CA02485). Carrier and his attorney appeared and arraignment was continued to January 12, 2010.

Official Notice

Some companies were issued Official Notice for one or more of these violations:

1. Engaged employees without evidence of worker's compensation insurance
2. Failed to include Cal T-number in advertisements
3. Failed to issue "Important Notice About Your Move" document
4. Failed to maintain records or incomplete documentation (no physical address)
5. Operated and/or advertised prior to issuance of a permit

Companies cited:

1. Remington Movers LLC, Los Angeles (MTR 190520)
2. Joe Kaaekuahiwi dba Big Island Movers, Modesto (MTR 190630)
3. ORI Van Lines, San Jose (MTR 190576)

Guest Column

By: Chris Higdon

Thirty years ago, I attended my first CMSA meeting. Then chairman, Jack Macy, was the featured speaker. His message resonates to this day...membership in CMSA is far more valuable than the dollars spent on dues and chapter meetings. Recently our Association has achieved successes that directly benefit our industry.



1. CMSA, as a member of an industry team, successfully negotiated a delay in implementing CARB's truck and bus rule. They also convinced the Board to add a provision that would give the industry flexibility in compliance efforts.
2. CMSA after many years (decades?) of effort, convinced CPUC to revise and simplify

the Max 4 tariff. Hourly rate territory C is eliminated and folded into territory B. Distance rate region 1 is eliminated. Region 2 rates are now applicable to the entire state. Ladies and gentlemen, enjoy and celebrate our improved tariff and while you're doing that you might also want to take a hard look at your costs.

3. Last week I was fortunate enough to attend the AMSA Conference in Phoenix Arizona. The General Session featured the head of the Federal Motor Carrier Safety Administration, Anne Ferro. During Q and A after her remarks, Steve Weitekamp approached the microphone without identifying himself or our organization. Steve asked about FMCSA's effort in closing down rogue moving operations. Midway through his question, Ms. Ferro stopped him to ask him if he was associated with "the movers group out in California." After Steve answered in the affirmative, Ms. Ferro went on to say that FMCSA was benchmarking CMSA's and CPUC's efforts to close down rogue movers. This

(Higdon continued on page 13)



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(**Higdon** continued from page 12)

comment speaks volumes about the respect others in our world have for CMSA and its leadership. Doug Hill, Steve and our entire membership are to be commended for initiating consumer protections that are now being adopted nationwide!

If a moving company attempted to achieve these successes on its own ... well, you know the answer.

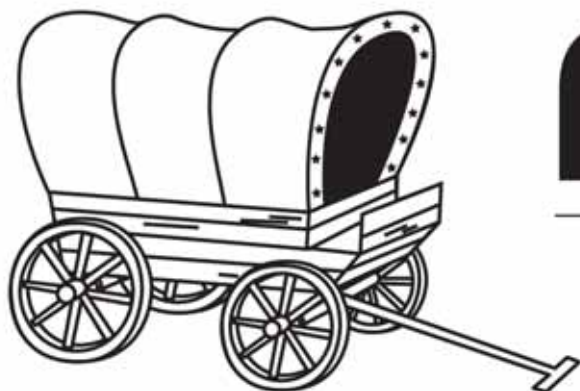
So the next time a member or non-member complains about the cost of dues, chapter meetings, etc. - educate them about these successes and the many more benefits of CMSA membership. There is strength in numbers!

SOURCE: A long time member of the California Moving & Storage Association, **Chris Higdon** served as CMSA Chairman from 2000-2001, and is President of California Moving Systems in Sacramento, CA.

(**President's Comments** continued from page 3)

participant, via teleconference line, in the small business leadership meeting with Governor Schwarzenegger's Director of Small Business Advocacy. We reviewed with the Governor's staff that in the wake of a study released earlier this year, which concluded that the cost of regulation on California businesses is nearly \$500 billion annually, and with unemployment at record high levels, the over-regulation of businesses is likely one primary cause of the state's lagging economy and high unemployment rates. Therefore, our comments on the negative impact of CARB On-road Diesel Truck Regulations specifically in a time of financial turmoil seemed timely and on point.

UPDATE: On page 16, article on independent contractor withholding, I am pleased to inform you that as this issue was going to press we received positive news from the Cal Chamber. "Dear Coalition Opposing Independent Contractor Withholding: **You made a difference! Thank you!** We are pleased to report the Legislature temporarily shelved the independent contractor withholding proposal, and it is no longer part of the current Senate budget package. We believe this is due in large part to the efforts of this coalition!...The budget, however, will continue to be discussed this summer, and independent contractor withholding remains a threat." The CMSA will continue to monitor this potential concern.



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EPA Findings Being Challenged In Several Lawsuits

Recent U.S. Environmental Protection Agency (EPA) findings that greenhouse gases are harmful to public health has opened the door for controversial federal regulations intended to reduce such emissions. Since the EPA issued its findings in December of 2009, no less than 16 legal challenges were filed with the federal appeals court disputing those results.

Among those filing claims are the U.S. Chamber of Commerce, several Republican congressmen, the states of Alabama, Texas and Virginia, motor carriers, businesses, and conservative public interest group the Southeastern Legal Foundation.

Most of the plaintiffs are raising concerns regarding the science supporting the EPA's claims. These concerns have been aggravated by recent controversy surrounding the U.N. Intergovernmental Panel on Climate Change, (IPCC) the U.N. group considered to be the world's leading authority on climate science, which issues yearly reports which are used by the EPA.

The controversy has stemmed from several leaked e-mails which suggested that a few scientists prevented the results of work they disagreed with from being released in IPCC reports. The e-mail controversy, dubbed "climategate," by the media, has prompted a mixed response. The Southeastern Legal Foundation is among the most ardent fighters of the EPA and argues that "climategate" indicates a large conspiracy on the part of the scientific community and called the findings "premature, based on unsettled science, and potentially illegal and unconstitutional."

However, many science groups, including The Union of Concerned Scientists argue that the scientists in question were not in a position to make any significant changes to the IPCC's documents, and they remain valid. The EPA reported to industry newspaper *Transport Topics* that they are "confident" the findings will be upheld.

SOURCES: LA Times, Transport Topics, Southeastern Legal Foundation, E & E News



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(CPUC Investigations continued from page 11)

Cease and Desist Notice

Several companies were issued cease and desist notices for operating and advertising without a valid permit or engaging workers without evidence of workers' compensation insurance coverage.

Companies cited were:

1. Artist Moving & Hauling, San Francisco (Unlicensed)
2. Brendan O'Halloran dba South Bay Moving Services, San Jose (Unlicensed)
3. Budget Express Moving, Lancaster (Unlicensed)
4. Francisco Alvarez, Jesus Pantoja and Mario Estrada dba The Roosters Moving, San Jose (Unlicensed)
5. Gary Alvarez dba Express Piano Moving & Transport, Long Beach (Unlicensed)
6. Giau Le dba Giau Moving, Westminter (MTR 190662-Pending)
7. Hong Li dba 168 Moving Co., San Francisco (MTR 190651-Pending)
8. Lili Xu and Tianming Zhang, Fasttran

Moving Co., San Jose (MTR 189665-Revoked)

9. Micro Moves, Eagle Rock (Unlicensed)
10. Movers 4 Me, Los Angeles (Unlicensed)
11. Real Rock N Roll Movers, Los Angeles (Unlicensed)
12. Sang Thanh Le dba MCC Moving Corp., San Jose (Unlicensed)
13. SM & S Relocation, Inc. dba SM & S Relocation, San Jose (MTR 190474)
14. Storage and Relocation, Inc., Sun Valley (Unlicensed)
15. Toney T. McBride, dba Rapid Movers, Lancaster (MTR 190223-Revoked)
16. Tony Amaral dba Tony's Affordable Moving Service, San Francisco (Unlicensed)
17. Tyson C. Mol dba All Care Moving Company, Santa Clara (MTR 189681)
18. Walter Vincent Winslow dba Vince's Moving Service, Rancho Cordova (MTR 188944-Revoked and MTR 189879-Denied)
19. Zip 2 Zip Transfer & Storage Inc., dba American Best Moving, Van Nuys (MTR 190175)

SOURCE: The California Public Utilities Commission

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CalChamber Opposes Independent Contractor Withholding

Spearheaded by the California Chamber of Commerce, the coalition opposing a proposal to require businesses to withhold 3 percent of payments to independent contractors is growing rapidly.

In just days after inviting CalChamber members via e-mail to sign onto the opposition coalition, the list of opposing organizations and companies more than quadrupled, topping 800 entities from throughout the state.

Other business and industry associations also are actively participating in an intensive effort to educate legislators that independent contractor withholding will harm millions of companies and agencies, kill jobs and hurt the California economy.

Onerous Mandate

The coalition is warning that independent contractor withholding places a maximum burden on businesses for a minimal return. It will amount to an interest-free loan to the state from small businesses—an onerous, never-ending mandate that is a one-time money-grab. It will not yield new revenue, but merely accelerate

income tax payments already owed or bring in monies that will have to be refunded to businesses that don't owe any income tax.

The Senate Budget Committee was poised to vote on a budget package that included independent contractor withholding. The idea seems appealing to lawmakers who mistakenly believe it can help address the state's chronic budget deficit.

Who Must Withhold?

Companies, non-profit organizations and local and state agencies all would be required to implement the withholding, the coalition is pointing out in a one-page fact sheet being circulated widely.

Who Will See Money Withheld?

Independent contractors are self-employed individuals and businesses, ranging from small businesses and entrepreneurs to large firms.

Examples of operations that will see money withheld from payments to them include:

(CalChamber Opposes continued on page 18)

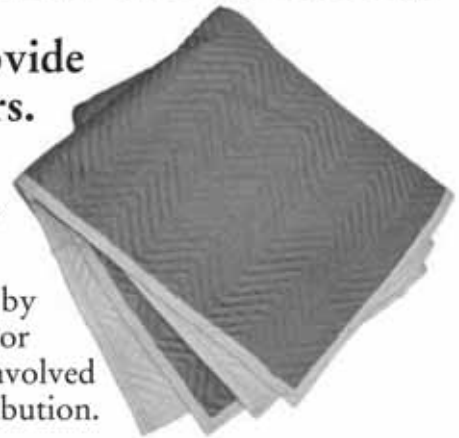
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Calendar of Events

Mar. 18, Thursday	Sacramento Chapter Golf Tournament
Mar. 28, Sunday	Los Angeles Chapter Day at the Races
Mar. 30, Tuesday	Orange County/ Beach Cities Chapter Port Tour
Mar. 31, Wednesday	Twin Counties Annual Golf And Bocce Tournament
Apr. 1, Thursday	Northern Region Annual Golf Tournament at Monarch Bay
Apr. 10, Wednesday	North Bay Chapter Bocce Ball Tournament
Apr. 20-25, 2010	CMSA 92nd Annual Convention at MontBleu in Lake Tahoe, Nevada

(New IRS Campaign continued from page 6)

And most importantly, correct discovered noncompliance now, not later. Proactive correction will minimize any penalties and interest for which the organization may otherwise be responsible.

Significance

Employers of every size and type should realize that their compliance with federal employment tax obligations may be scrutinized, and that they should review their policies and records before audits begin. It is imperative to be proactive in assessing potential risks, especially with respect to improper classification of employees. From both this IRS National Research Program, and clear indications from the Obama Administration, the issues of employment tax are front and center. As evidence, in part of the 2011 proposed Budget, the Departments of Labor and Treasury are pursuing a joint proposal that enhances the ability of both agencies to penalize employers who misclassify employees. The 2011 Budget includes an additional \$25 million to target misclassification.

SOURCE: Shared HR Bulletin

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(CalChamber Opposes continued from page 16)

builders, painters, plumbers, real estate agents, insurance agents, computer programmers, accountants, automotive mechanics, attorneys, doctors and other health care providers, engineers, gardeners, janitors, security guards and entertainers.

As businesses, independent contractors pay more kinds of taxes than employees, such as self-employment taxes and local business taxes; pay income taxes throughout the year through quarterly estimated tax payments; and are subject to penalties for not paying or underpaying.

Because of recent budget agreements, independent contractors already must pay 70 percent of their taxes by June of each year for the next two years.

Threatens Small Business

In a year when the Governor and legislative leaders have indicated that "jobs, jobs, jobs" is a top priority, independent contractor withholding will destroy rather than create California jobs.

CalChamber opposition to independent contractor withholding is based on the following:

- Independent contractors already have a greater tax burden than employees;
- Withholding will wrongly force small businesses to loan money to the state, interest-free;
- Withholding could generate little if any new revenue for the state; and
- Withholding targets the wrong group of taxpayers—taxpayers who are already compliant. These taxpayers already are providing the state information it can use to target independent contractors who aren't paying income taxes they owe.

Action Needed

The CalChamber is urging members to call or write their legislators to voice opposition to independent contractor withholding.

Business people can find a fact sheet and sample letter, or look up their legislators or legislators' telephone numbers at www.calchambervotes.com.

SOURCE: CalChamber Alert!



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Jill Longo of Andy's Transfer & Storage Named One of San Fernando Valley's "Forty Under 40" Business Leaders

Andy's Transfer & Storage is proud to announce that Jill Longo, Vice President and Co-Owner, was selected as one of the "Forty Under 40" Business Leaders by the San Fernando Valley Business Journal. Longo was nominated with over 120 other business executives in the San Fernando Valley, and was selected as part of the Top 40.

When asked what the secret to her professional success, Longo answered as follows:

"I enjoy the variety and challenges in the moving and storage industry. As a small business owner, my daily routine is never the same; I must always be open and ready for things to change. We work hard to create a cohesive, family oriented environment at our company. Our employees, from the salespersons to drivers to office staff, are proud to be a part of our team. Without them, I personally could not succeed in delivering a quality relocation service to our customer base."

Andy's Transfer has operated since 1921, and has been owned by the Kroening Family since 1945. Longo represents the third generation of ownership in this family business. She also serves on the Board of Directors for both the CMSA and NAMA (North American Movers Association). Longo is a Former Chairman of the CMSA and currently serves on committees for both CMSA and NAMA. She is a graduate of the University of Colorado at Boulder and resides in Pasadena, CA with her husband, Patrick, and two children Abby and Cooper.



Jill Longo (center) smiles as she receives her award from the San Fernando Valley Business Journal.

CLASSIFIED ADVERTISING

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.

EMPLOYMENT OPPORTUNITY

Looking for experienced bookkeeper in Orange county area. Moving and Storage Industry experience mandatory. Send information to : CMSA, Box A, 10900 E. 183rd St., #300, Cerritos, CA 90703, or e-mail to info@thecmsa.org

BUSINESS WANTED

We are interested in purchasing all or a part of your business. We are able to provide quick cash for certain assets. We can assist in an exit strategy. Major CA markets are desired. Discussions will be in strictest confidence. Send information to CMSA, Box J1, 10900 E. 183rd St., #300, Cerritos, CA 90703.

VAULTS FOR SALE

For sale: Storage vaults (clips), KD 25-45 available for \$20.00 each. Located in Fontana. If interested, please call (877) 832-5950.

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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 danced the night away during the Chairman's Ball at the CMSA's 42nd Annual Convention in 1960. Fifty years ago, the Convention was held in sunny Palm Springs.



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