

# 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

## CMSA Update on CARB Truck and Bus Rule

By: Sean Edgar  
CleanFleets.net

The CARB Truck Rule still kicks off in 2011, but most bobtails can wait until 2014-2020 to comply.

CARB listened to CMSA and its allied associations last December by granting some delay to the Truck and Bus Rule. The Board directed its staff to amend the Truck and Bus Rule to provide truck fleets more flexibility in cleaning up their diesel emissions. This article outlines those changes.

### How do California's rules apply to California-based and out-of-state fleets?

Diesel trucks and buses greater than 14,000 lbs. gross vehicle weight rating (GVWR) that are domiciled in California or enter California are required to meet the statewide Truck & Bus Rule requiring 2010 engine emissions level by 2023 at the latest. The Rule became law in California on January 8, 2010, and was modified on December 17, 2010, as described herein. The California Air Resource

Board (CARB) is not required to conduct future meetings to enable it to enforce the Rule and no further rule changes are proposed. Fleets must evaluate and comply with the relevant compliance options below:

Table 1: Best Available Control Technology Compliance Schedule by Engine Model Year for Vehicles with a GVWR 26,000 lbs or less

<u>Compliance Date as of January 1</u>	<u>Existing Engine Model Year</u>	<u>BACT Requirements</u>
2015	1995 & older	<u>2010 model year emission equivalent</u>
2016	1996	
2017	1997	
2018	1998	
2019	1999	
2020	2003 & older	
2021	2004-2006	
2022	N/A	
2023	2007-2009 All engines	

Table 2: Best Available Control Technology Compliance Schedule by Engine Model Year for Vehicles with GVWR greater than 26,000 lbs

<u>Engine Model Year</u>	<u>Compliance Date Install PM Filter by</u>	<u>Compliance Date 2010 Engine by</u>
1993 & older	N/A	January 1, 2015
1994-1995	N/A	January 1, 2016
1996-1997	N/A	January 1, 2017
1998-2000 1996 - 1999	January 1, 2012	January 1, 2020
2001-2000 -2004	January 1, 2013	January 1, 2021
2005-2006	January 1, 2014	January 1, 2022
2007-2009 or newer	January 1, 2014 if not originally OEM equipped	January 1, 2023

- Collect detailed truck and engine data and make an initial report to CARB by January 31, 2012, if they choose to phase in or take any of the compliance extension or cred-its allowed under the Rule;
- Comply with a new rule requiring aerodynamic up grades on 53-foot box-type trailers and the tractors that pull affected trailers; and
- Comply with a five-minute idling limit.

### What is the new compliance schedule proposed by CARB staff?

The Rule draws a bright line at 26,000 lbs. gross vehicle weight rating (GVWR). Affected vehicles from 14,001 lbs. GVWR up to and including 26,000 lbs. GVWR have one option to

(Update on Truck Rule cont. on page 6)

## Chairman's Corner

By: Dennis Doody



As I am talking on the telephone giving my very best sales pitch for a four-hour local move, I have another call on hold, and at the same time, I am compiling documents for my insurance renewal, all while I have two employees waiting for me in front of my desk. Just as I am catching up, I get an email reminding me that my "Chairman's" article is due Monday. Just another busy day working in the moving and storage industry.

This time of year, I look around at Blue Chip Moving and see the staff working very hard at keeping up with the demands the summer moving season requires. We have an understanding here that all of our job titles are simple---do whatever it takes to take care of our customers so that we can keep the doors open. This means we all wear many different hats. My accounts payable department acts as the human resources department and the IT department. My dispatcher acts as part coach, part parent, part cheerleader, part warehouse manager, and

full-time quality control manager. Our general manager becomes the intrastate dispatcher, national account salesman, and even acts as a psychologist at times. The customer service team listens to our customers' life stories, all while trying to make sure they get all the pertinent information for their move. And finally, to our dear receptionist who juggles calls, all while giving directions to a driver who has never been to Los Angeles who is complaining about the traffic.

Never a dull moment!!

This is what I love about the moving and storage industry. Every day brings a new set of challenges and your staff must be flexible enough to tackle each of them. I start my day by creating a to-do list. Each item on the list gets checked off as I complete the task. I get a feeling of satisfaction actually checking off each item. Rarely do all of the items get checked off because of all of the unknowns that come up during the day, but the list keeps me on track to complete my tasks. And I know I can always start a new to-do list for the next day.

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*(Chairman's Corner cont. on page 4)*



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## **President's Comments**

By: Steve Weitekamp



I just returned from the 43rd annual meeting of the National Council of Moving Associations (NCMA) where representatives from 16 moving associations and other industry supporters gathered to discuss issues of importance to the moving industry. It is always helpful to gain the perspective of a diverse group that shares the common goal of a healthy moving and storage community.

The group shared Association updates and discussions from State Associations from California to New York, international groups representing Canada and Latin America, as well as the AMSA and the IAM. We conducted a conference call with Mr. Brody Mack, Team Leader, FMCSA HHG Enforcement and Compliance about interstate enforcement issues. Mr. Mack stated that FMCSA Strike Force operations scheduled for states with a high volume of consumer complaints this summer will address problem movers who use Internet sites like Craigslist to ensnare their victims. There was an interesting report from Alan Jobe with the Claims Prevention and Procedure Council (CPPC) regarding claim settlements and the importance of being able to identify counterfeit versus real items.

The highlight of the trip was the opportunity to lead a frank and positive group discussion with Lt. Col. Derek Oliver and SDDC (Military Surface Deployment & Distribution Command) staffer John Johnson. CMSA's letter, sent to Col. Oliver and the SDDC on May 2, 2011, in support of agents was the focus of the discussion. The group primarily made up of State Associations shared concerns and some real life examples of issues with the DP3 program from the perspective of the local agent. While concerned with the immediate target of successfully completing the current peak season, SDDC leadership is also engaged in a program management review. It was agreed that the long-term target of program stability will require successful relationships between agents and TSPs. The NCMA group, while new to discussions

*(President's Comments cont. on page 5)*

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*(Chairman's Corner cont. from page 2)*

is fostering a culture where it is encouraged to do more than your immediate job. In order to have this culture, each person must be confident with their job and their team. You cannot have people worried that if they allow other people to help that they will feel less valuable and that they may lose their job. Creating a good team means creating a multi-tasking culture in which each individual understands that in order to be successful, each of us must wear many hats.

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*Lt. Col. Derek Oliver (left), SDDC staffer John Johnson (middle) and Rick Curry of Gateways International (right) discuss local agents issues with DP3 program at the 43rd Annual NCMA meeting.*

**(President's Comments cont. from page 3)**

regarding the military, agreed that state associations are a positive resource for both educating and sharing the concerns of agents in the DP3 environment.

The work of an association leader involves frequent travel and I have enjoyed more than a few interesting experiences. If I can make a travel scheduling suggestion, unless you're in the mood to party, a late afternoon three-hour

flight from the Midwest to Las Vegas is probably not the best plan. The majority of my flight companions left their Midwest sensibilities on the St. Louis tarmac and turned our Southwest flight into a party bus. Pleased to have found a seat at the front of the plane and able to escape quickly to make a connecting flight home, I'm not sure but I imagine the flight crew had to pour more than a few of the revelers off the plane.



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**BEST AVAILABLE RATES**

**(Update on Truck Rule cont. from page 1)**

comply between 2014 and 2023. Vehicles greater than 26,000 lbs GVWR have two options: 1) Best Available Control Technology "BACT" or 2) the phase-in method.

- **Lighter Trucks: 14,001 lbs. GVWR up to and including 26,000 lbs GVWR**

This is a retirement schedule determined by engine model year. All vehicles are required to be retired by January 1 of the years in the table on page 1. Only 2010 engines are legal after January 1, 2023.

- **Vehicles Greater than 26,000 lbs. GVWR Compliance Schedule by Engine Model Year (Fleets of 4 or more)**

This schedule is the first of two options for Class 7 and 8 trucks and buses. All engines in the 1996 to 2006 model years must be retired or retrofitted with a diesel particulate filter between 2011 and 2014, with the 1996-99 engines completed by 2012.

A "retrofit" truck may operate for eight years after the retrofit.

Only 2010 engines are legal after January 1, 2023.

- **Vehicles Greater than 26,000 lbs. GVWR Phase-In Compliance Schedule (Fleets of 4 or more)**

This schedule is the second of two options for Class 7 and 8 trucks and buses. This schedule requires the fleet owner to establish a baseline (either 2006 or 2011) and achieving at least 30 percent compliance each year from 2011 through 2013. The final 10 percent is completed by 2016.

Credits for fleet downsizing or 2007 to 2009 engines can be applied. Only 2010 engines are legal after January 1, 2023. Annual reporting to CARB is mandatory.

**What about small fleets?**

CARB approved a delayed start date for fleets of three or fewer diesel trucks more than 14,000 lbs. GVWR, provided the owner reports in 2012. The one-to-three truck owner must retrofit or replace one truck by January 1, 2014; a second truck (if applicable) by 2015; and a third truck by 2015 (if applicable).

Specific questions on this item may be directed to Sean Edgar either by phone at 916-718-7050 or by email at Sean@CleanFleets.net.



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# 10 Reasons to Use Facebook Ads for Business

Social networking websites, especially Facebook, have significant implications for business owners, marketers, and entrepreneurs. To keep your business current, you should at least be familiar with the latest conversational marketing techniques and viral technologies, including Facebook and its array of powerful features.

Here are ten reasons to be active on Facebook:

1. **Meet your peers.** Facebook is not just for college kids anymore. Members are typically older and more mature than on other sites, and there are more white collar users.
2. **Find business contacts.** With more than 100 million active users, and predicted to be 500 million by 2011, not only are your friends on Facebook, so are your prospects, your customers, your JV partners... and, of course, your competitors. You need to be on, too.
3. **Instant gate opener.** Facebook members are open to connecting. You can easily begin a dialog with highly successful—even famous—people who were previously otherwise unreachable.
4. **Build relationships.** By engaging in conversations with your prospects and customers, you can better adapt your marketing and business services to meet their needs.
5. **Raise visibility.** By consistently showing up, posting relevant information, and being a thought leader, you can increase visibility and credibility as an expert in your area.
6. **Develop your personal brand.** The lines between business and personal have become blurred. You can reveal as much or as little about yourself as you wish, allowing you to personalize your brand.
7. **Target your niche.** Users volunteer vast amounts of information about themselves that you can readily access. These kinds of demographics, psychographics, and technographics would previously have

cost fortunes to access. Author John Batelle calls Facebook a "database of intentions."

8. **Get rapid top Google placement.** Create a Page for your business and "push" Information to your "fans." Pages (for business) and Profiles (for personal) are indexed for optimal search engine positioning. Facebook has a page rank of #5, according to Alexa.
9. **Place targeted ads.** With Facebook Social Ads, you can test out extremely targeted advertising for minimal cost.
10. **Free marketing.** Aside from paid ads, Facebook is totally free to use and with regular activity, you'll end up with more traffic, more subscribers, and more paying clients.

Source: [http://EzineArticles.com/expert=Mari\\_Smith](http://EzineArticles.com/expert=Mari_Smith)

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*SEO:* Search Engine Optimization and keyword analysis

*Social Media:* Twitter, LinkedIn, Facebook



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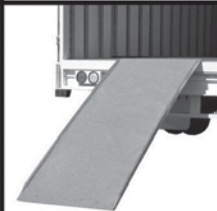
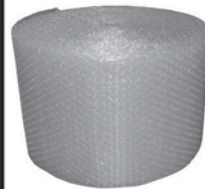
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# Cardinale Moving Named the 2010 United Mayflower Container Dealer of the Year

Cardinale Moving & Storage was recognized as the 2010 United Mayflower Container Dealer of the Year. Tom McCormick, President of United Mayflower Containers, presented the award to Vince Cardinale, President of Cardinale Moving and Storage on February 26, 2011, at the annual UMC Dealer meeting in St. Louis, MO. Mr. McCormick also recognized Adam Orlebeck for his role as Cardinale's Director of Business Development and Operations Manager for its United Mayflower Container Division.

The award recognizes the United Mayflower



*United Mayflower of Container Services President Tom McCormick shaking hands with Vince Cardinale.*

Container dealer who provides quality service to every customer they encounter. Being selected as the 2010 United Mayflower Container Dealer of the Year distinguishes Cardinale Moving & Storage as the "best of the best" among UMC Dealers.

Cardinale Moving & Storage provides United Mayflower container services for the Monterey Peninsula and Santa Cruz area. As the 2010 UMC Dealer of the Year, Cardinale will be recognized in the UMC Dealer Newsletter and at the 2011 Unigroup Annual Con-

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# Sacramento Chapter Golf Tournament Comes in Full Swing in May

The Sacramento Chapter wants to thank everyone who came out in support of its 2011 Golf Tournament. What a great day! After the precarious weather they've had this spring, the Chapter was so thankful when the sun started to shine and a wonderful time was had by all.

Join the chapter members in congratulating the first-place winners: Cliff Patton of Beverly Hills Transfer, Bill Mee of Mee's Moving & Storage, Steve Dooley and John Kay of Golden State Container.

The supporters and sponsors for this event made it a huge success and Sacramento Chapter wants to take the time to acknowledge and thank them. Thank you to Lenny of Pioneer Packaging for his time and efforts, to Andy

Smith and Mitch Snelson of CDS Moving Equipment for also helping and donating the trophies, to Casey Myers of Paul Hanson Insurance for her help and support, and to Golden State Container for sponsoring the putting contest. A special thanks also goes out to Velda Redmond of Arrow Truck Sales, to all of the other sponsors, and to Sierra View Country Club for hosting the event. To all those who came out - you helped further the success of the event,

enabling Sacramento Chapter to raise the funds to send people to college. It is greatly appreciated.

Source: David Cabral, Sacramento Chapter President



*Above is Team Colonial at the Sacramento Chapter Golf Tournament at the Sierra View Country Club.*



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# Agreement with FMCSA Nears on HAZMAT Items

AMSA is close to an agreement with FMCSA so that movers who transport HAZMAT (Category 9, Non-Placardable) articles will no longer be subject to the HAZMAT thresholds for CSA rating purposes.

In 2009, FMCSA issued a notice to interstate movers that transport internal combustion engines, self-propelled vehicles, mechanical equipment containing internal combustion engines and battery-powered vehicles or equipment (automobiles, motorcycles, riding lawn mowers, garden tractors, golf carts, and similar items) containing any amount of flammable liquid, reminding them that they are classified as hazardous material carriers and must maintain a higher minimum amount of public liability insurance.

Unfortunately, in addition to the required higher level of insurance (\$1,000,000 instead of \$750,000), the HAZMAT classification also meant that household goods carriers were subject to the same, more stringent CSA standards as other motor carriers that transport more highly regulated commodities, such as poisonous chemicals or explosives. Since movers, as Category 9 carriers, only routinely transport lightly-regulated HAZMAT articles that do not require placarding, the lack of a distinction between us and other HAZMAT carriers did not seem fair. Plus, it subjected movers to a lower CSA intervention threshold (the intervention threshold for HAZMAT carriers for the seven BASICS is five percentage points lower than for general commodity carriers).

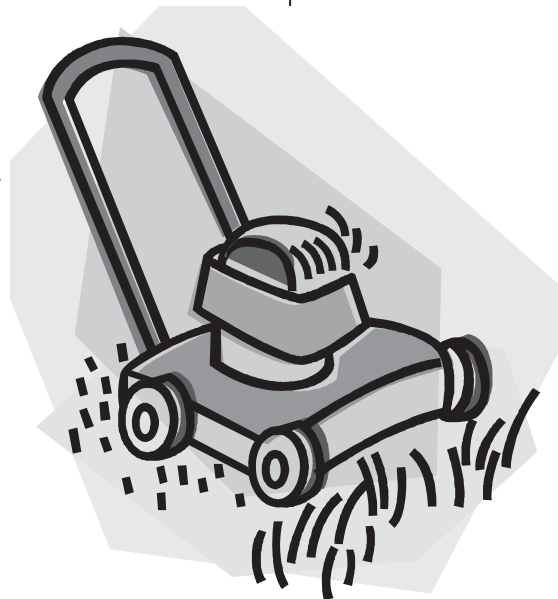
We are now working with FMCSA to get these provisions changed so that, beginning this summer, movers who transport internal combustion engines and are registered as Category 9 hazardous materials carriers will be subject to the same intervention thresholds as general commodity carriers. This means that movers who are free from recent placardable violations will not be subject to the same warnings and interventions as are placardable HAZMAT carriers.

FMCSA is currently reviewing their inspection data and once this data analysis is complete, they intend to remove all household carriers from the CSA HAZMAT category who have not had an inspection or crash with a placardable violation in the prior two-year period. Under this method, if you had an inspection or crash where it was noted that you should have had a placard (or if you were hauling hazardous materials with a placard), you will be placed back into the

HAZMAT threshold for two years until the violation clears the data field. The FMCSA data is run monthly and it reflects the past 24 months of activity; it can result in a HHG carrier being placed back into the higher threshold for a two-year period if the data indicates placardable activity.

The FMCSA has advised that they intend to have this complete by the end of June. They have also advised that carriers should check their inspection records and if they

believe that an inspection incorrectly categorizes a shipment as placardable, carriers should file a DataQ challenge.





# Republic Moving & Storage Named AMSA Agent of the Year for 2010

(ALEXANDRIA, Va.) -- Republic Moving & Storage of Chula Vista, Calif. has been chosen to receive the 2010 Moving and Storage Agent of the Year Service Excellence Award. The company is an agent of North American Van Lines, a division of SIRVA, Inc., which nominated Republic for the honor.

The award reflects AMSA's and the industry's commitment to excellent customer service, and is presented to agents nominated by their affiliated van line based on customer surveys and van line experience. Nominations are judged primarily on customer service assessments and industry awards and recognitions. Consideration is also given to

additional factors such as leadership, innovation, community involvement and activities that enhance the industry image.



AMSA CEO and President Linda Bauer Darr (left) and then-AMSA Chairman Larry Fry (right) with Bill Lovejoy (center) in winning the 2010 Top Van Line Agency.

The firm traces its history to 1952, when Republic Van & Storage Co. opened a San Diego office as a branch of the worldwide moving company, Republic Van Lines, located in Los Angeles, California. Soon after, the agency was purchased by the Cutting family and stayed with them for ten years. During this time the company became an independent corporation, while remaining an agent

of North American Van Lines.

Acquired by the Lovejoy family in 2008,

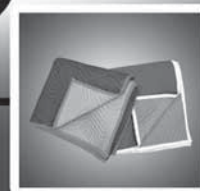
*(Agent Award cont. on page 13)*



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(**Agent Award** cont. from page 12)

Republic Moving & Storage today sets some of the most stringent requirements in the industry for its in-home service providers. Each packer, driver and helper must pass a seven-year background check and be an AMSA Certified Packer Loader (CPL).

"I am so pleased that this excellent agency has received this honor," said Linda Bauer Darr, AMSA President & CEO. "Republic Moving & Storage is very deserving of this recognition, and we are proud they are an AMSA member and a ProMover."

Each year, AMSA recognizes the best performing and highest achieving individuals and companies in the industry. The awards program receives many impressive nominations reflecting the dedication and diversity of the sector. The awards programs receive many impressive nominations, all of which reflect the dedication and diversity of the sector. The corresponding 2010 award for an independent mover went to Albert Moving & Storage of Wichita Falls, Texas.

All awards will be presented during AMSA's 2011 Education Conference & Expo in Jacksonville, Florida from March 6-9.

## **Calendar of Events**

Wed., June 22	North Bay Chapter Meeting
Thu., September 8	O.C./Beach Cities Chapter Meeting
Fri., October 7	Monterey Bay Golf & Bocce Tournament
Tues., October 11	Greater Los Angeles Chapter Meeting
Tues., October 25	O.C./Beach Cities Golf Tournament
Tues., November 8	Twin Counties Chapter Meeting
Wed., November 16	Monterey Bay Chapter Meeting
Thu., November 17	Central Coast Chapter Meeting
April 10-15, 2012	CMSA 94th Annual Convention in Sparks, NV



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# DOL Launches Smart Phone Application Workers Keep Wage and Hour Records

An innovative step by the US Department of Labor (DOL) signals an increased focus on wage and hour matters. On May 9, 2011, the DOL announced the launch of its first application for the iPhone smartphones, described as “a time-sheet to help employees independently track the hours they work and determine the wages they are owed.” Available in English and Spanish, workers can independently track hours they work and determine wages they are owed. Through the free app, users can also access government information and materials about wage laws.

The DOL calls the timesheet app “invaluable” during a potential investigation when an employer has failed to maintain accurate records (a requirement under state and federal law). According to Secretary of Labor Hilda L. Solis, “This app will help empower workers to understand and

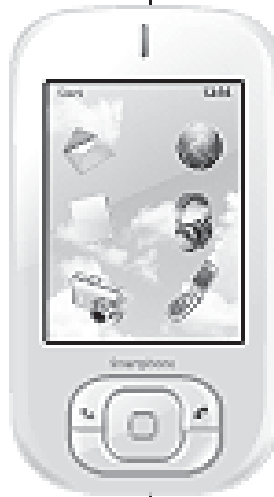
stand up for their rights when employers have denied their hard-earned pay.”

The app is part of an agency initiative to bring more scrutiny of exempt v. non-exempt classification, proper payment of overtime, and scheduling of meal and break periods.

The DOL also is considering future updates to enable use on other smartphone platforms, such as Android and BlackBerry, and to capture information on kinds of pay not currently addressed, such as tips, commissions, bonuses, deductions, holiday pay, pay for weekends, shift differentials and pay for continuous work weeks.

For workers without a smartphone, the Wage and Hour Division has a printable work hours calendar in English and Spanish to track rate of pay, work start and stop times, and arrival and departure

*(DOL Launches App cont. on page 15)*



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*(DOL Launches App continued from page 14)*

times. The calendar also includes easy-to-understand information about workers' rights and how to file a wage violation complaint. Both the app and the calendar can be downloaded from the Wage and Hour Division's home Web page at <http://www.dol.gov/whd>.

### **Significance and Advice for Employers**

This direction by the DOL to provide direct access for employees to create their individual accounting of hours worked makes it more important than ever for employers to ensure that they have accurate and effective record-keeping procedures and that exempt employees are appropriately classified.

Paul DeCamp, former Administrator of the Department's Wage and Hour Division and now national chair of the Wage and Hour practice at Jackson Lewis, cautions, "employers may want to build into their policies a requirement that if workers' time records show any sort of disparity from the employer's time records or the workers' pay stubs, then the workers must report that disparity immediately and submit those records to

the employer in order to ensure accurate wage payments." He adds, "The last thing an employer wants is to be blindsided by years' worth of detailed daily time records showing significantly more time worked than was actually paid.

Many states also have detailed wage and hour requirements related to exemption from overtime.

One of the most common errors we find in our HR consulting practice is that employers erroneously conclude that a worker is exempt from overtime and thereafter fail to adequately track hours for that worker. One can easily envision the problems that will emanate from this scenario when the employee is using the DOL app to track time without advising the employer.

With wage and hour claims continuing to increase the past couple of years on both the state and federal level, employers would be wise to revisit their policies and make sure processes are compliant as well as actually being followed. We have observed many examples of where employers have consolidated jobs and duties during the recession without considering the impact of the changed duties on the exempt status of the worker.

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## Law Doesn't Mandate Some Common Human Resources Practices

California undoubtedly has more than its share of employee-friendly labor laws for employers to keep up with. Fortunately, there are at least a few rules many of us comply with every day that we can actually cross off on our list—the things we do because we think they are laws when, in fact, they are not. Let's take a look at a few of the more common "non-laws" our Helpline consultants get asked about.



There is no law setting any particular number of missed days for job abandonment by an employee. It is up to each employer to determine how many days of no-call/no-show constitutes job abandonment for that company.

- **Verbal Then Written Warning Before Termination:** We often are asked how many verbal and then written warnings are required before termination to ensure that an employee cannot sue for wrongful termination.

### Non-Laws

- **Three-Day, No-Call, No-Show:** We get many calls asking how many days an employee has to no-call/no-show before it can legally be considered job abandonment.

No state or federal law requires any certain number of warnings, and, in fact, California's

*(Law Doesn't Mandate cont. on page 17)*

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*(Law Doesn't Mandate cont. from page 16)*

"employment at-will" provision means an employee can be terminated with no warning at all.

So why do employers often create progressive discipline policies that include a series of verbal and written warnings? Doing so creates a sense of fairness and gives an employee notice when there's a problem and a chance to improve, which is helpful should the employer later need to overcome an allegation of discrimination and prove there was a lawful reason to terminate.

- **Two Weeks Notice Payout:** If an employee gives two weeks notice and the employer wants to let the employee go right away, is payment of the two weeks wages necessary?



We hear from employers who think this is the law, but in general no payment is necessary. Again, California is an at-will state, so the employer can terminate

with no notice and no requirement of wages beyond hours that have actually been worked. Note that if the employer has a handbook policy requiring some period of notice for quitting employees, the employer may be held to pay out that period of notice.



- **Doctor's Note as a Get-Out-Of-Jail-Free Card:** A doctor's note by itself is not an absolute guarantee that an employer must hold an employee's job. Unless there is a specific law which requires a job be held for medical needs, such as state or federal family leave or the Americans with Disabilities Act, a doctor's note has no legal weight.

Many employers find it surprising to learn that, unless there is some law mandating a leave, even a long-term employee can be terminated if he or she provides a doctor's

*(Law Doesn't Mandate cont. on page 18)*



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## Atlas Transfer & Oakley Relocation Win 2010 Awards from Allied Van Lines



*The Oakleys' (Linda, Tom, and Travis) and Josh Neuman of Atlas Transfer*



*Risley from the Allied Van Lines Ft. Wayne office and Josh Neuman*



*Beth and Casey Kalma of Oakley Relocation*

In Spring, 2011, SIRVA was honored to present the Allied Van Lines 2010 Driver of the



*Carol Boswell and Travis Oakley of Atlas Transfer & Storage*

Year to Josh Neuman of Atlas Transfer & Storage and the North American Van Lines 2010 Driver of the Year to Casey and Beth Kalma of Oakley Relocation. Both moving and storage companies are owned and operated by Tom, Linda and Travis Oakley

of San Diego, California. "It is an amazing accomplishment to be selected as a driver of the

year for a major van line, but for an owner to have two in the same year is beyond comprehension," stated Linda Oakley to Steve Weitekamp at CMSA.

Carol Boswell and Travis Oakley of Atlas Transfer & Storage, agent for Allied Van Lines, receive their award for MVP Agency.

Robert Wilkerson of Atlas Transfer & Storage, agent for Allied Van Lines, received the 2010 One Million Mile Safe Driver Award.



*Robert Wilkerson of Atlas Transfer & Storage*

### ***(Law Doesn't Mandate cont. from page 17)***

note showing a need for a medical leave.

Of course an employer may choose to have its own policy, above and beyond what is required by law that a medical leave will be granted if the employee has a doctor's note.

- **Mailing a Final Paycheck:** If an employee quits and does not come back for his or her final paycheck, is it necessary to send the check by registered mail?

This last one is something of a trick question, because the employer actually has no



legal obligation to mail a final paycheck at all unless the employee has quit with less than 72 hours notice and specifically asked to have the check mailed. Otherwise, the employer's only legal obligation is to hold the check at the place checks are normally handed out until the employee comes to pick it up.

In fact, mailing the check could subject the employer to penalties, because if the check is mailed and the employee shows up to pick it up, the employer may have to pay penalties for each day the employee has to wait for the check to arrive in the mail.

Source: California Chamber of Commerce *Alert*

# Whittier Transfer President Donald Reed Passed Away May 28, 2011



Donald Ray Reed, age 74, principle owner and president of Whittier Transfer & Storage Co., Inc., passed away at his home on Saturday, May 28, 2011, following a battle with cancer.

Don was born September 24, 1936, in the town of Whittier, CA. The Reed family became involved with Whittier Transfer & Storage when Don's father joined the company in approximately 1928. In 1967, Don, then Secretary/Treasurer of the company, began running the day-to-day opera-

tions. Don grew Whittier Transfer & Storage from a small, local pack & cartage mover to a major industry force with Mayflower Transit.

Don enjoyed spending his down time with family and friends at his home in Seal Beach, CA. He also loved traveling with his wife to destinations around the world to golf and soak up the culture of the area.

Don is survived by his wife, Arlette and his two children, David and Suzanne.

Funeral services will be held at 9:30 a.m., Friday, June 24th, at Westminster Memorial Park, 14801 Beach Blvd, Westminster, CA 92683.

## 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. Call Brianna Wahlstrom at (562) 865-2900 to place your advertisement.

### EMPLOYMENT OPPORTUNITY

Beltmann Relocation Group, North American Van Lines largest agent based in Santa Fe Springs, CA is searching for an experienced COD sales person. Company leads will be provided. Individual prospecting and self generated business is expected as well. In-home estimates and surveys will be required throughout Orange County and Los Angeles. Send resumes to: marc.maxwell@beltmann.com or fax to (562) 623-4311.

### 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.

### EMPLOYMENT OPPORTUNITY

Looking for managers in L.A./Orange and Northern Bay Area. Must be extremely computer literate. Must be good with people and should have experience in the Moving and Storage Industry. Send resumes and letters of inquires to: CMSA, Box J2, 10900 E. 183rd St., #300, Cerritos, CA 90703.

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### EMPLOYMENT OPPORTUNITY

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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 .jpeg format to: [bwahlstrom@thecmsa.org](mailto:bwahlstrom@thecmsa.org).



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