January 2014

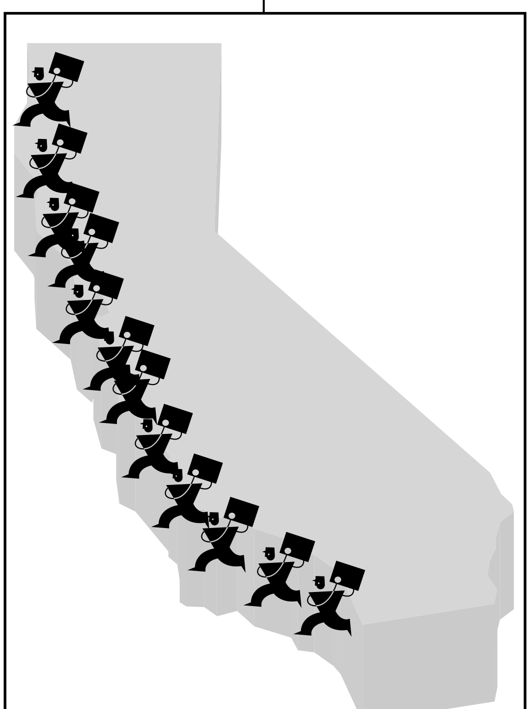
The Communicator

THE CALIFORNIA MOVING & STORAGE ASSOCIATION

Mixed Bag Recovery Remains for U.S., California Economies

The current economic recovery remains confounding. Overall growth continues to be disappointing, even though parts of the economy appear to be roaring back to life. Real gross domestic product (GDP) has averaged just a 2.2 percent pace during the first four years of this economic recovery and has risen just 1.6 percent over the last year.

By contrast, economic growth averaged a 3.3 percent pace in the 25 years prior to the Great Recession. Job growth has also lagged behind previous recoveries, but the unemployment rate has declined anyway, as many potential job seekers have left the workforce, which has pulled the employment population ratio down to the lowest levels seen in more than 30 years.



Not only has growth been slower, but it also has been uneven. Parts of the economy have come roaring back to life, most notably the stock market, home prices and the technology and energy sectors. Other areas have faced a more difficult road to recovery. The fundamentals have improved much less than asset prices have.

Overall job growth remains weak, with nonfarm employment averaging a gain of just 179,000 jobs a month over the last three years. Moreover, a disproportionate share of the jobs added over the last three years has been in lower-paying industries, many of which traditionally employ a large proportion of part-time workers.

The result has been exceptionally meager income growth, which has restrained consumer spending and limited the impact of the Fed's exceptionally easy monetary policy. Income growth has been supplemented by extended unemployment benefits and expanded food stamp payments, both of which were reined in toward the end of 2013.

Modest Improvement

Economic conditions are expected to improve modestly in 2014, as the recovery in homebuilding gains momentum and the drag from cutbacks in federal spending ebbs. Consumer spending and business fixed investment should both grow more solidly than they did in 2013, but the recovery will remain constrained relative to past experience.

Real GDP is expected to rise at a 2.4 percent annual rate and the unemployment rate should dip to just below 7 percent by the end of 2014. The Federal Reserve is expected to begin to scale back its monthly securities purchases during the spring, which will result in modestly higher mortgage rates, but not so high as to

(*Economic Recovery* cont. on page 6)

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Chairman's Corner

By: PJ Welch

Happy New Year! As 2014 begins, I find myself considering what opportunities exist and what will be the greatest challenges of the new year while reviewing where our company succeeded and which areas will need improvements. As CMSA Chairman, I am in a unique position to travel the state and meet with both Mover and Associate members and to get a firsthand look at how various organizations are preparing for the coming summer season. An improving economy combined with increased regulatory requirements has me wondering how our industry will react and provide quality relocation services as demand increases. As a mover in California, I find myself combining what I have recently learned with past experiences to form a New Year's resolution to be prepared for expected capacity constraints.

Every year, I resolve to be better prepared than the year before. While reviewing what worked well and what needed improvements in 2013, I also consider what will be different in the coming year. Without a doubt, CARB will have major effects, both good and bad, on our industry. While it is easy to focus on the negative side of new regulations (Will driver shortages lead to peak season blackouts or can I afford to replace my entire fleet over the next 10 years?), as agents we need to be certain that we have enough containers on hand or that local crews have the ability to load shuttle trailers in order to take advantage of the increased demand for our services. As we plan for these changes, it is also necessary to communicate with our staff and contractors so that we reach the stated goals. While trying to convince a contractor that new equipment will lead to lower costs in addition to being CARB-compliant, it is not an easy task. At a minimum, the conversations must take place and examples of cost savings must be provided.

Resolutions are easy to make, but sometimes difficult to keep. Once plans have been made and communicated, a system will have to be developed to measure their success or make

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

President's Comments

By: Steve Weitekamp

In December, the California Air Resources Board (CARB) conducted several meetings between its staff — including Erik White, Tony Brasil, Elizabeth White and Todd Sax — and the public to discuss proposed potential modifications to the On-Road Diesel Engine Regulation. The proposed modifications were reviewed in the November 2013 CMSA Communicator cover article, which included an exemption for CARB-registered trucks operating less than 5,000 total miles per year until 2020 and a short-term, less than six months, Good Faith exemption addressing several issues. Many CMSA members participated in CARB seminars in Diamond Bar, San Diego and Sacramento.

Below are the comments that I expressed during several of those meetings:

> *"The moving and storage industry, like the construction industry, has struggled through the greatest recession since the Great Depression. (Note: Construction, a much larger industry, is an industry that the CARB is very familiar with and therefore a valuable touch point to shortcut the discussion.) The On-Road Diesel regulations are placing a financial strangle hold on our industry. Moving and storage is a low-margin business. We are a service industry that happens to own trucks. We drive relatively few miles, with most of our equipment operating less than 40,000 miles per year. Frequently, our movers run their trucks less than two hours a day.*
>
> *Moving and Storage is a vocational trucking business very similar to construction trucking. If "they" don't build it, "we" can't move you into it.*
>
> *We ask that any relief given to construction needs to be extended to all vocational trucking. Additionally we ask for access to grant funds that have been sealed off to movers due to our low mileage and the fact that we don't move "salable goods." We ask that any additional modifications to the rule include the California Moving & Storage industry and that the*

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

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

changes if things are not going well. After many difficult years, we cannot afford to not take advantage of every opportunity presented in 2014. As an agent, I know the markets that our company will be focused on, what types of equipment need to be purchased and what training will be necessary so that high levels of service will be provided to our customers. I also know that these plans are not set in stone and can be changed at any time in order to reach stated goals.

Finally, when making a New Year's resolution, it is always good and fun to find out what someone else has committed himself or herself to. A quick check of the CMSA website shows that seven chapter meetings and seven chapter fundraising events are scheduled during the first four months of the year. If you only make one resolution this year, commit to becoming a more active CMSA member by attending more chapter events and planning to attend the 96th Annual CMSA Convention in Monterey.

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

Vocational Trucking definition include the moving and storage industry. Essentially, the California Moving & Storage Association requests:

- *More Time/Postponement of the Rule,*
- *Higher Exemption Threshold (5,000 total mile exemption is not enough) and*
- *Access to Grant and Loan Funds as Vocational Trucking has been Excluded"*

In addition, we also shared our concern regarding recent incidents where HHGs carriers have been subject to the Drayage Rule when transporting containers not involving their direct service to or from the port. Our Association has participated in this process since its inception and has served as a participant in the TRAC subcommittee.

Any modifications to the rule will not be finalized until it's reviewed and approved by the CARB Board of Directors at their scheduled meeting on April 24, 2014, in Sacramento. CMSA will be there to represent our membership as well as the greater moving and storage industry.

In other news, applicable items in the MAX 4 Tariff are scheduled to increase .07 percent in 2014. The expected date of adjustment is January 16, 2014. Based on past experience, it will probably take some time after this date to get a copy of the modified tariff pages. While this increase may seem relatively small, it would have been nonexistent if not for CMSA's application that resulted in the January 21, 2010, CPUC decision to reset the productivity offset factor from .667 to .95 for five years. The decision also stipulated that after this five-year period, which extends through 2015, the productivity offset factor will either be .95 or .85, dependent on California economic conditions, and not to return to the ridiculous offset factor of .667.

(***Economic Recovery*** *cont. from page 1)*
undermine the housing recovery.

Uneven Recovery

The uneven nature of the recovery is evident across California, with the coastal areas largely enjoying stronger job gains, reduced unemployment and soaring home prices.

The interior parts of the state have by and large been not so lucky, with meager job gains, stubbornly high unemployment and less of a rebound in home prices.

Other splits are evident, with newer industries such as mobile devices, social media, search and cloud computing taking off, while old mainstays like agriculture, manufacturing and construction have taken longer to gain traction. Tourism, international trade, and the media and entertainment industry have come back solidly, as has health care and life sciences.

Income Growth

Even with a bifurcated recovery, California has been able to put up some impressive numbers. Real GDP grew 3.5 percent in 2012 and personal income has risen 3 percent over the past year. Nonfarm employment has reportedly slowed, with the latest year-to-year growth coming in at 1.4 percent.

The Quarterly Census of Employment and Wages data show that job growth through March, which is the latest data available, is nearly twice that strong, at 2.9 percent. Moreover, every metropolitan area has seen employment increase over the past year.

Although all major California metropolitan areas have seen year-over-year employment gains, the strongest job growth has clearly been along the coast. Santa Cruz, San Jose, San Francisco and Orange Country have consistently seen some of the strongest nonfarm employment gains. The Bay Area has long been at the center of California's recovery, although Southern California also has shown significant improvement recently.

Areas of the San Joaquin Valley, including Vallejo and Stockton, are finally beginning to show signs of marked improvement as well. The Inland Empire continues to be a notable laggard along with the state's capital, Sacramento.

Unemployment Rate

The split is even more evident in terms of the

(***Economic Recovery*** *cont. on page 7)*

(**Economic Recovery** *cont. from page 6)*

unemployment rate. Of course the lowest unemployment rates are in the Bay Area, but unemployment rates are generally lower along the coast. The picture changes dramatically when you move to the interior of the state, with jobless rates still stuck in the double digits throughout much of the Central Valley and topping out at nearly 23 percent in El Centro, located in Imperial County.

While geography and the distinctly different industry mix are responsible for much of the split economic performance in California, the Fed's unconventional monetary policy also has played a major role. Low interest rates and the Fed's continued securities purchases have helped fuel the stock market rally, which has disproportionately benefitted the wealthier areas of the state and funneled billions of dollars into the state's technology sector.

The influx of dollars has ignited a boom in the Bay Area's real estate market. The tidal wave of money also has made its way into the housing market, as big institutional investors have bought up distressed properties and sent housing prices soaring.

Housing

Housing prices have rebounded solidly across the state. According to the California Association of Realtors, the median price of an existing single-family home has risen 24.4 percent over the last year and home prices have now retraced around half of their nearly 60 percent peak-to-trough decline from the housing bust.

The run-up in prices has helped reduce the proportion of underwater homeowners in the state to 15.4 percent from 29 percent a year ago.

The improvement in housing values has provided a major boost to communities along the coast, where housing values are the highest. The rise in housing wealth has helped support consumer spending and opened the door to trade-up activity.

Housing affordability, however, has become a major issue to watch. Typically when housing values run up along the coast, homebuyers refocus their attention to the state's interior areas. This affordability migration has been

(**Economic Recovery** *cont. on page 8)*

(**Economic Recovery** *cont. from page 7)*

upended by the massive influx of investor purchases, which have pushed home prices sharply higher and severely reduced housing affordability.

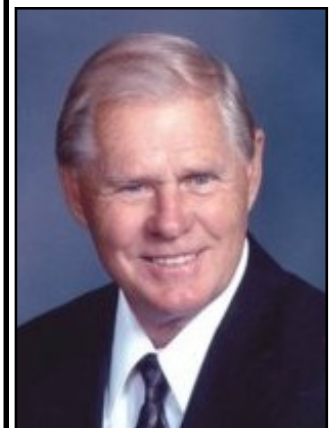
The California Association of Realtors First-Time Homebuyers and Traditional Housing Affordability Index have both fallen significantly over the past year. Housing affordability is lowest in the Bay Area, but it has fallen markedly throughout the state. Southern California and the Central Coast have seen rapid home price increases, which has put a damper on housing affordability.

The Central Valley remains relatively affordable, but prices have still increased. Conditions were made worse by the sudden jump in mortgage rates that accompanied the Fed's taper talk that began back in May.

We suspect there will be some moderation in home price appreciation over the next year, but overall, California's housing market should remain solid.

Source: California Chamber of Commerce, *Alert*

MEMORIAL BULLETIN



Former CMSA Chairman James Wagar, 78, passed away on March 24, 2013. He was the president of Tri-Way Movers in Huntington Beach.

In 1980, Wagar had started his own moving company. He served as a CMSA Board member for several years and then became the CMSA Chairman in 1989. He sold his business to another company in 1996 and he and his wife, Sharon, moved to the Northwest to be near his daughters. Wagar enjoyed golf and served on community groups during his retirement.

Wagar is survived by his wife, Sharon; daughters Terri, Lauri and Lisa; his siblings Vern, Robert and Joann; nine grandchildren and four great-grandchildren.

Northern Region Chapter Crab Feed Held at the Spinnaker Yacht Club

The Northern Region Chapter held its 6th Annual Crab Feed Fundraiser benefiting the CMSA Scholarship Fund and the Special Olympics on Friday, December 6, 2013.

Changing the venue this year to Spinnaker Yacht Club, the Northern Region Chapter was fully supported by its chapter members and even enjoyed a few supporters from other chapters. Sold out with 80, attendees braved the elements for the event, and yes it was chilly! Once inside, members enjoyed a very festive atmosphere and gave great feedback on the venue change.

Back at the October chapter meeting, one of the members stepped up and offered a great grand prize for this event. Dennis Jenkins of Lulu's Hauling and Lulu's Cyclery donated a beautiful 7-speed cruiser. But he didn't stop there. On the night of the crab feed, Jenkins surprised us by showing up with both a men's and a women's bicycle. Grand prize winners were Patti Anderson, and Eddie (the DJ and our computer geek for the evening). Congratulations!

The chapter members do not disappoint as the event had many great raffle prizes! There were Warriors tickets, convection oven, 49ers Christmas Tree and many other very nice gifts.

This year, in changing the venue, the chapter provided our sponsors with a television monitor in which we displayed a presentation with each vendors individually tailored slides. It took the help of Angela from Crown Worldwide Moving & Storage and Eddie to have this display showing all evening. Many thanks to our sponsors**: Lulu's Hauling**, **Lulu's Cyclery**, **DEWITT/Royal Hawaiian Movers** (double sponsor), **J & S Paper**, **Golden State Container**, **Box Bros.**, **Permit Pullers**, **Ship Smart** and **R.L. Liquidators**. A huge thanks to all of you, not only for this contribution, but to the many contributions you make to the chapter throughout the year.

Our MC and DJ for the evening, Ronda Najera, kept the music moving. There was even singing heard at the tables.

The crab was superb this year! Sweet, succulent and plentiful – just the way members like it! There is just something about the "family style" feed that just makes people relax and enjoy.

The evening ended with dancing and good wishes all around for a safe, happy and prosperous new year.

Thanks again to all who made this event a great success.

Terry Pettigrew-Rolapp Installed as President of Beverly Hills Transfer & Storage

(Gardena, Calif., December 31, 2013) – On Friday, December 20, Terry Pettigrew-Rolapp was installed as President of Beverly Hills Transfer and Storage. Terry is the fourth president in the company's nearly 90-year history. He takes the reins from Frank Rolapp, his father, who served as president for 20 years, beginning 1994. Frank Rolapp will continue to serve as CEO.

Beverly Hills Transfer and Storage, agent for Allied Van Lines, opened its doors in 1924, under the leadership of Fred Nason. Nason was succeeded by his son, Fred Nason Jr. In 1994, Beverly Hills Transfer was purchased by Ralph Rolapp (who had served the company in various capacities since its founding) and Frank Rolapp.

Beverly Hills Transfer and Storage remains a family-owned and family-operated business with family members Frank Rolapp, Tripp Pettigrew-Rolapp and David Rolapp all working alongside Terry. Chris Fries and Ronie Antonio continue to serve, respectively, as vice president, general manager and CFO.

FMCSA's Moving Fraud Task Force Takes Action

WASHINGTON - The Department of Transportation's Federal Motor Carrier Safety Administration (FMCSA) announced that its Moving Fraud Task Force has shut down five household goods moving companies in Florida, South Carolina and Maryland for holding customer shipments hostage and failing to turn over records related to their investigations.

"The last thing families should have to worry about during a move is whether or not their goods will be held hostage by a dishonest moving company," said U.S. Transportation Secretary Anthony Foxx. "FMCSA's moving fraud investigators are cracking down on movers that take advantage of unsuspecting customers and working hard to educate families on how to avoid them in the first place."

The five movers who lost their authority to operate:

- Allegiant Van Lines Inc., USDOT No. 1712687, based in Davie, Fla.;
- Northern Van Lines Inc., USDOT No. 1147457, based in Cooper City, Fla.;
- Northeastern Vanlines Inc., USDOT No. 1212003, based in Pembroke Pines, Fla.;
- United West Moving and Storage Inc., USDOT No. 1827150, based in Anderson, S.C.; and
- Direct Movers Inc., USDOT No. 1666092, based in Pikesville, Md.

FMCSA's Moving Fraud Task Force began investigating Allegiant Van Lines Inc. in response to consumer complaints that the company illegally held customers' possessions hostage. The company failed to respond to federal orders charging it with improperly holding goods hostage. The company has been suspended from operating for at least one year. In addition, it has been issued fines of more than $88,000 for safety and commercial violations.

During the course of the investigation into Allegiant, FMCSA discovered the company's owner also operated Northern Van Lines Inc. and Northeastern Vanlines Inc. of Florida, and United West Moving and Storage Inc. of South Carolina. Combined, more than 100 complaints have been filed against the three related companies in the National Consumer Complaint Database. They now face fines of more than $31,000 total and have also been suspended from operating for at least one year.

Maryland-based Direct Movers Inc. was also shut down, and their DOT number inactivated, for failing to comply with an FMCSA demand for records involving a shipment being held hostage.

"FMCSA investigators are using new tactics to protect people from the predatory companies looking for ways to exploit them," said Federal Motor Carrier Safety Administrator Anne S. Ferro. "We encourage anyone planning a move to avoid becoming a victim by learning the red flags of moving fraud and researching any prospective mover's complaint history on our website."

In 2012, FMCSA established a Moving Fraud Task Force to investigate household goods moving companies with numerous complaints.

In July of this year, FMCSA announced that civil penalties of up to $56,000 had been levied against three Chicago-area moving companies as a result of an intensified investigation into Illinois movers.

More than 5,800 household goods moving companies are registered with FMCSA. In 2012, FMCSA received more than 3,100 consumer complaints about household goods movers, up from 2,851 in 2011. Among the most common complaints are shipments being held hostage, loss and damaged goods, delay of shipments, unauthorized movers and deceptive practices such as unwarranted overcharges.

Atlas Van Lines Announces 2013 Migration Trends That Show Where America Is Moving

31 states classify as balanced with overall moves up six percent

(EVANSVILLE, Ind., January 1, 2014) — According to one of the nation's leading movers, the 2013 Atlas Van Lines Migration Patterns study found the majority of the country achieved a balance between inbound and outbound moves while the total number of moves increased six percent from 2012. Having started in 1993, Atlas conducts the annual study to track the nation's interstate (or between states) moving patterns year to year.

Two states that were outbound in 2012 are now balanced states: Vermont and West Virginia. Formerly inbound states Alaska and Washington also became balanced. After spending 2012 as balanced states, Delaware and Pennsylvania became outbound while Idaho and Montana became inbound.

Similar to last year, the highest number of moves occurred in California, Texas and Florida. California, a balanced state, comes in at the top with more than 14,500 moves in 2013, which accounts for 19 percent of total interstate moves. North Dakota had the highest percentage of inbound moves, with 67 percent of all moves being inbound. Connecticut experienced the highest percentage of outbound moves totaling 60 percent while New York was close behind with 59 percent.

"Our annual Migration Pattern study provides invaluable insights that relate not only to our industry, but our nation as a whole," said Jack Griffin, president and COO of Atlas World Group. "This year's findings show more states are balanced between arriving and departing residents while increased overall moves could

(***2013 Migration Trends*** *cont. on page 13)*

(*2013 Migration Trends* cont. from page 12)

be an indicator of an improving economy."

In 2013, the total number of interstate and inter-province moves reached 77,308, up from 73,256 in 2012. In addition, regional trends show the most significant changes occurred in the Northern and Western states:

Western States

The Western states experienced significant change since 2012, particularly with Montana and Idaho shifting from balanced to inbound states. Additionally, Washington went from inbound to balanced, leaving the majority of the western United States balanced.

Northern States

The Northern states underwent major change from 2012 to 2013. Pennsylvania went from being a balanced state to outbound; Vermont and West Virginia both went from being outbound states to balanced; and Delaware went from being balanced to outbound. Washington, D.C. remains as the only northern location to be inbound for 11 consecutive years.

Southern States

The Southern states saw no change from 2012 to 2013. The majority of the Southeast and mid-Atlantic states remain balanced with the exception of Tennessee and North Carolina, which both remain inbound states. All of the Southwest states remain balanced in 2013, excluding inbound Texas.

Midwestern States

Mirroring last year's data, Illinois, Indiana, Ohio, Minnesota and Nebraska remained outbound while Kansas, Missouri, Michigan, Wisconsin and Iowa remained balanced. North Dakota remained inbound. No Midwestern state has been classified as inbound for more than 10 consecutive years.

Canadian Province

Five of the 10 provinces remain outbound – British Columbia, Manitoba, Nova Scotia, Ontario and Saskatchewan. Having moved to inbound in 2012, New Brunswick is back to being balanced. Another noteworthy change is that Quebec went from being balanced to outbound.

(*2013 Migration Trends* cont. on page 15)

OOIDA Sues CARB over Truck and Bus Regulation

(GRAIN VALLEY, Mo., December 6, 2013) – The Owner–Operator Independent Drivers Association (OOIDA) filed a lawsuit in the U.S. District Court, Eastern District of California, against the California Air Resources Board (CARB) in connection with the Truck and Bus Regulation. The association has asked for an injunction saying the regulation is unconstitutional and discriminates against out-of-state truckers.

"CARB has overstepped its bounds by requiring trucks from other states to be upgraded in order to operate in California," said Jim Johnston, president and CEO of OOIDA.

The Truck and Bus Regulation, otherwise known as the CARB regulation, requires 1996-2006 model year trucks more than 14,000 pounds to be replaced or retrofitted from operating on public roads in California. The rule was effective January 1, 2012.

OOIDA asks that the court permanently prohibit CARB from implementing or enforcing the Truck and Bus Regulation against the plaintiffs and other truck owners or operators who reside and/or conduct business primarily outside California.

OOIDA contends that the CARB regulation violates the Commerce Clause of the U.S. Constitution. The Commerce Clause prohibits state laws and regulations that discriminate against interstate commerce or unduly burden interstate commerce.

The brief filed by OOIDA states that CARB regulation has caused, and

(*OOIDA Sues CARB* cont. on page 15)

(**2013 Migration Trends** *cont. from page 13*)

Two territories – Nunavut and Yukon Territory – are unclassified, while the third territory – Northwest Territory – is outbound.

How Status is Determined

Each state's or province's status is determined by its threshold value, which is the total number of shipments multiplied by 0.55 (i.e., in a state with 100 moves, at least 55 must be outgoing to be considered outbound). All other states or provinces in which outbound or inbound numbers don't exceed the threshold are classified as balanced. Shipments noted for Canada are cross-border to the U.S. or from the U.S. (not inter-provincial).

To view full results of the 2013 migration patterns, a map and annual histories for each state, visit www.atlasvanlines.com/migration-patterns/. For an infographic on the results, visit www.atlasvanlines.com/infographics/2013-migration-patterns/.

(**OOIDA Sues CARB** *cont. from page 14*)

will continue to cause, irreparable harm to truckers who have been shut out of the California market because of costs of compliance.

"It puts out-of-state truckers at a disadvantage because the cost to upgrade is disproportionate to the number of miles traveled in the state of California," added Johnston.

OOIDA points out that trucking equipment purchased by its members when such equipment met all California regulatory requirements has now become obsolete for use in California because of new restrictions imposed by the regulation.

The cost to comply with the regulation, for doing even a small amount of business in California, runs thousands of dollars.

Failure to buy and retrofit trucking equipment as required by the CARB regulation will effectively exclude out-of-state truckers from the California trucking market unless they are willing to face fines and penalties for noncompliance.

Call CMSA at (562) 865-2900
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FMCSA Moving Fraud Summit

By: Brian Limperopulos, *International Association of Movers (IAM)*

For the second year running, the U.S. Federal Motor Carrier Safety Administration (FMCSA) held its Moving Fraud Summit, which was developed to convene federal, state and business stakeholders together in an effort to devise ways to better combat the scourge of Moving Fraud in the U.S.

To provide a sense of the problem, summit organizers first showed a video of a rogue operator and the specific tactics they use to deceive customers. FMCSA staff then discussed the specific initiatives that they have undertaken and what success they have had. First, they have made it a top priority to reach out to state law enforcement agencies where moving fraud is most prevalent in order to convince these authorities that moving fraud is a criminal matter and that rogue operators are likely perpetrating additional crimes on top of holding household goods hostage. In most cases now, law enforcement agencies treat moving fraud as a civil matter rather than a criminal one because it appears at first to just be a question of a contract dispute. This prevents immediate action and provides rogue operators with the ability to increase their leverage with consumers.

This outreach to state law enforcement authorities has been paired with a dedicated effort to better educate consumers through a variety of channels, but most notably through FMCSA's www.protectyourmove.gov website. While it is a small sample size and not enough to draw final conclusions, it is clear that the FMCSA has received more overall complaints each year since 2011, but that the number of hostage load violations is dropping.

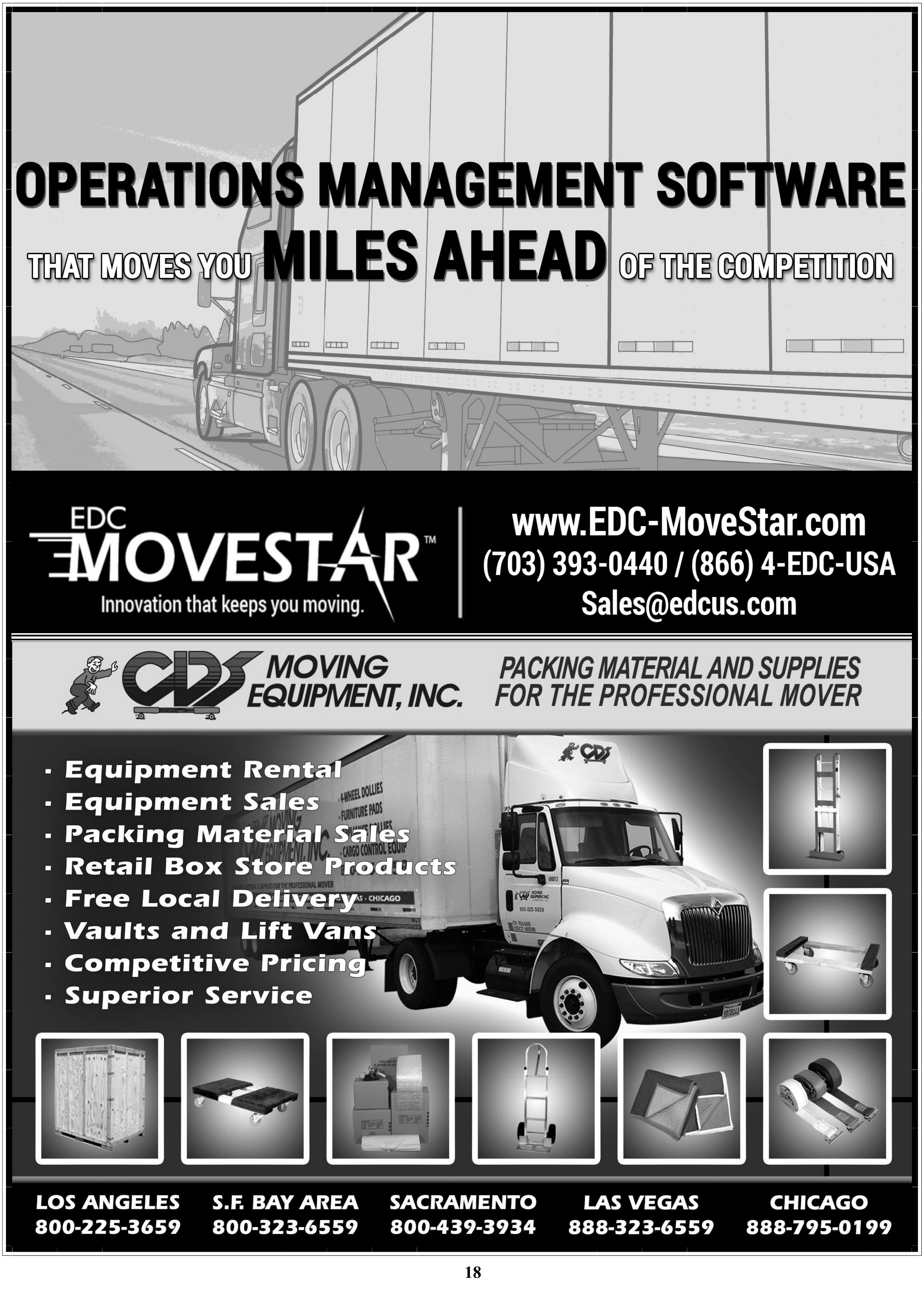
Going forward, the FMCSA is hoping to expand partnerships with states' attorneys general to further target rogue operators where they are prevalent. Another initiative, the establishment of a National Consumer Complaint Database, will share complaint information among federal, state, and local authorities so that when a rogue operator is identified, it is known to everybody.

Calendar of Events

Tues., February 4	Ventura/S. Barbara Chapter Meeting
Wed., February 5	Greater Los Angeles Chapter Meeting
Thurs., February 6	Central Valley Chapter Meeting
Wed., February 19	Northern Region Chapter Meeting
Tues., February 25	**Mid Valley Chapter Spaghetti Dinner**
Wed., February 26	**OC/Beach Cities Bowling Tournament**
Wed., March 5	**Twin Counties Golf & Bocce Tournament**
Thurs., March 13	**Sacramento Chapter Golf Tournament**
Wed., March 19	**San Diego Chapter Golf Tournament**
Sun., March 30	**Greater LA Chapter Day at the Races**
Sat., April 5	**North Bay Chapter Bocce Tournament**
Wed., April 9	Greater Los Angeles Chapter Meeting

96th Annual CMSA Convention
April 29 - May 4, 2014
Hyatt Regency Monterey Hotel & Spa
Monterey, California

Fri., October 3	**Monterey Bay Chapter Golf & Bocce Tournament**



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New San Francisco Family Friendly Workplace Ordinance

As many of you may have heard, San Francisco has legislated a new employment law for 2014. An employer with 20 or more employees now must allow an employee working in San Francisco, who has been employed for at least six months or more by that employer, and who works at least eight hours per week to request a flexible or predictable work arrangement to assist with caregiving responsibilities. This new law comes into effect January 1, 2014.

An employee may request flexible or predictable work arrangements to care for family members in the following categories:

1. A child or children under age 18;
2. A person or persons with a serious health condition in a family relationship with the employee; or
3. A parent (aged 65 or older) of the employee.

The employer's obligation is to come up with a flexible or predictable working arrangement within 21 days of the employee's request. The employer must meet with the employee and consider the request and then respond within 21 days of that meeting. If an employer denies such flexible request, it must explain the denial in a written response including the bonafide business reasons for the denial and provide the employee with a notice to the right to request reconsideration.

Source: Shared HR


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