

The Communicator

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New 2016 Laws Affecting California Employers

By: CalChamber Employment Law Counsel

California enacted many new laws that will affect the day-to-day operations of California businesses in 2016.

Some of the new laws make important changes to existing state law. Other new laws make small changes to different parts of existing law or may only affect certain types of employers.

Also, don't forget that the minimum wage increases on January 1, 2016, to \$10 per hour. This is not a new law (It was signed in 2013.), but this is the last mandatory increase from that law.

Unless specified, all new legislation goes into effect on January 1, 2016.

LEAVES OF ABSENCE AND BENEFITS

Several new laws affect leaves of absence.

Mandatory Paid Sick Leave Amendments

Last year, the Healthy Workplaces, Healthy Families Act was signed into law and required employers to begin providing the mandatory paid sick leave (PSL) benefit beginning July 1, 2015. But after the law was already in effect, the Legislature passed AB 304, which made several substantial amendments to the law. The amendments became effective on July 13, 2015.

Among other things, the amendments:

- Clarify who is a covered worker;
- Provide alternative accrual methods other than one hour for every 30

hours worked;

- Clarify protections for employers that already provided PSL or paid time off before January 1, 2015 (a grandfather clause); and
- Provide alternative methods for paying employees who use PSL.

School Activities Leave

SB 579 expands the ability of employees to take protected time off from work for

school or child care related activities. It allows an employee protected time off to find a school or a licensed child care provider and to enroll or re-enroll a child, and time off to address child care provider or school emergencies. SB 579 also expands the categories of employees eligible to take time off for a child. This law applies to employers with 25 or more employees.



Kin Care

SB 579 makes technical amendments to California's "kin care" law to conform to the mandatory PSL law. SB 579 allows employees to use kin care for the same purposes specified by the PSL law and defines "family member" under the kin care law the same as under PSL.

Unemployment Insurance and Electronic Reporting

AB 1245 requires electronic reporting for unemployment insurance reports submitted to the Employment Development

(2016 Laws continued on page 6)



Chairman's Corner

By: Patrick Longo

On the road again!
Busy month for me once again as I near the halfway point of my term. Last month, I headed up north to attend the Monterey Chapter Golf and Bocce Tournament. Thank you to Vince Cardinale and his

team. It was an impressive event as always. Despite playing horrible golf and not getting out of the first round in bocce, I still had a great time. A couple days later, I headed out to San Juan Hills to attend the Orange County Chapter Golf Tournament. A shout-out to O.C. Chapter President Tom Smith for doing a terrific job once again not just on the event, but the overall effort he puts in is really awesome. Though these are fun events, CMSA functions are the primary source of funding for the successful CMSA Scholarship program and charities.

This month was our annual Fall Board Meeting set at the Westin Mission Hills Golf Resort & Spa in Rancho Mirage, the site of our 2017 Convention. We had a fun, energetic two days

of meetings discussing everything from the state of the military industry, looking into reinstating a Young Professionals group reception at future Conventions to new logo and slogan ideas for our 100th year anniversary coming up in 2018. We also discussed the launch of our new billboard campaign that will debut in the spring of 2016. Finally at the meeting, we nailed down the site of our Centennial Year Convention to be held at the Hyatt Regency Sacramento, just across the street from the state capitol. Now how much more California can this be! Also we had the pleasure of being joined by former CMSA President and invited guests Doug Hill and his wife, Becky, at our Friday night dinner. The dinner turned out to be so much fun reminiscing about the past, discussing the present and looking forward to the future.

Next, Steve and I headed up to visit Bernie Lance and John Lance over at NMS Moving Systems in Ventura County. Thank you, Bernie and John, for the tour of your fine facility. We really enjoyed spending time with you both. After that, we went over to attend the Ventura/Santa Barbara Chapter meeting hosted by Chapter President and newly elected Board Member Casey McCann.

(Chairman's Corner cont. on page 4)



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President's Comments

By: Steve Weitekamp

The holiday season is upon us and 2015 will soon be a memory. At this time of year, many of us pause to consider our blessings and ways to help those less fortunate. Our Association members are a generous group who support numerous programs and charities, without a lot of fanfare, to help those in need. Movers work hard and it isn't surprising that they are frequently the first to answer the call when someone needs help. October saw several CMSA fundraising events in support of our scholarship and charitable efforts. While attending the Monterey Bay Chapter Golf and Bocce event, I had the opportunity to speak with a retired member who has been doing something special in his community. He shared his story and asked if I would consider reaching out to several other movers to follow in his footsteps. This retired member had sold his business, but still had enthusiasm for our industry and the op-

portunity for movers to do good. In more than 30 years in the moving industry with its numerous challenges, this successful entrepreneur was still excited about helping people in a way that only someone with trucks, warehouses and access to the moving public can do.

Someone new to CMSA might visit our website calendar of events and assume that we have a lot of fun events, which is only a small part of the story. Our chapter fundraisers are the primary source of funding for our charitable activities. The first and foremost charity is our CMSA College and Vocational Scholarship program. It has awarded \$849,000 in scholarships to young people within our Association enrolled in an undergraduate program or an accredited vocational school. If this was all that our membership was doing, we could sit back with pride knowing that we have the most successful scholarship program in our industry. But this is not enough for this group, not even close.

CMSA is also a strong supporter of Special Olympics of Southern California and Northern California, providing annual financial support to their programs. Additionally, CMSA members regularly provide storage and moving services

(President's Comments cont. on page 5)



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(Chairman's Corner cont. from page 2)

The following morning we headed up to Bakersfield to visit with Ben Geissel at Galbraith Van & Storage Co. From there, we headed up to Visalia to see former Chairman Brad Metzner at Jack and Jeff Transfer Co. Thank you, Brad, for taking time out of your day to show us around your great facility and town. After that, we were off to the Central Valley Chapter meeting in LeMoore, hosted by Jeanette Homan of Lambert Transfer & Storage at the Tachi Palace Hotel and Casino. I was told this was the largest chapter meeting turnout in a really long time. Congratulations to Chapter President Mia Longoria! Jeanette showed us around her company the following morning. In my opinion, it was one of the cleanest warehouses I've ever seen. Thank you, Jeanette, for everything.

This was a great trip, but we did hit a little bump in the road. The next morning we were scheduled to head back to Los Angeles when we found out about the massive mudslide, which closed the 5 freeway and Highway 58. We were left without a decent route home until Ben Geissel came to our rescue and directed us to a backwoods route he uses to drive his motorcy-

cle. This route saved us several hours and got us home safely to our families. Thank you, Ben! You are the man!

My last meeting of the month was at my home chapter where I spent four terms as the Greater Los Angeles Chapter President. Hosted by Chapter President and newly elected board member Eric Ortiz, he and his wife, Renee, really outdid themselves with this one. The meeting was held on the 27th floor Observation Deck of the Los Angeles City Hall. The room was amazing, full of real history and beauty. The chapter not only hosted Steve and myself, but they also put on an incredible tribute to Arzelle and Bob Hudnall. The Hudnalls have been in the moving industry for 57 years running Phil's Transfer, an Atlas Van Lines agent, in the Los Angeles area and a huge supporter of the CMSA for so many years. Congratulations to you both! Enjoy the next chapter of your lives. You deserve it.

In closing, I wanted to thank all of you who have signed up for Team CMSA or made contributions to our Walk to End Alzheimer's coming up on Saturday, November 14, beginning 9 a.m. at Angel Stadium in Anaheim. Your generosity is overwhelming and, as of press time, our team has raised more than \$5,000.



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

for Special Olympics sports events and offices. This past year, we added the Chairman's Choice Charity to our list of charities and Chairman Longo has selected this year's charity as the Alzheimer's Association. In addition to the board-approved \$5,000 contribution, CMSA has put together a team to walk in one of the charity's fundraising events with additional pledges already more than \$5,000.

CMSA is also involved in charity programs that require the expertise and assets that movers can provide. More CMSA members are enrolled in the Move for Hunger program than any other state. Move for Hunger was started by a mover who understood that hungry people would benefit from the food shippers didn't want to move. He established a program that has grown even beyond our industry. CMSA movers servicing military members and their families have brought Operation Homefront to our attention. The mission of Operation Homefront is to provide military members and their families relief during a crisis, recovery when needed and recognition for a life of sacrifice. An Operation Homefront representative attended our last con-

vention and got the attention of the International Association of Movers. CMSA members throughout the state have generously responded to Operation Homefront's requests over the last two years.

Individually, CMSA member companies support and participate in too many charities and service groups to mention them all here. That being said, several CMSA members are focusing their resources on having a positive impact on the lives of victims of domestic violence. A large member company is offering to relocate victims and their children to shelters at no charge. The retired mover mentioned in the opening paragraph has developed a program to provide furniture and home goods for women and children transitioning out of domestic violence shelter and group programs.

There are many people and organizations who deserve recognition for their individual efforts, far too many to list them in this column. Hopefully, they have received more satisfaction from the doing than any small recognition this column could hope to provide. Thanks to all for your continued support of your Association and its good works. Here's to a joyous holiday season for all!



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Department. It also requires employers to remit contributions for unemployment insurance premiums by electronic funds transfer. The requirements will apply to employers with 10 or more employees beginning January 1, 2017, and to all employers beginning January 1, 2018.

State Disability Insurance Eligibility: Waiting Periods

SB 667 changes the eligibility waiting period requirements when an individual files a second disability claim for the same or related condition as his/her initial claim. SB 667 also extends the time between claims that will be considered one disability benefit period. This law is effective July 1, 2016.

Unemployment Insurance: Training Benefits

AB 1514 makes changes related to eligibility for unemployment insurance benefits during a period when the individual is taking specified training or retraining.

DISCRIMINATION AND RETALIATION PROTECTIONS

Several new laws expand employee protections for 2016.

Gender Wage Equality

Under existing California law, employers cannot pay an employee less than the rate paid to an opposite-sex employee in the same establishment for equal work on jobs that require equal skill, effort and responsibility, and could face a lawsuit for such disparity.

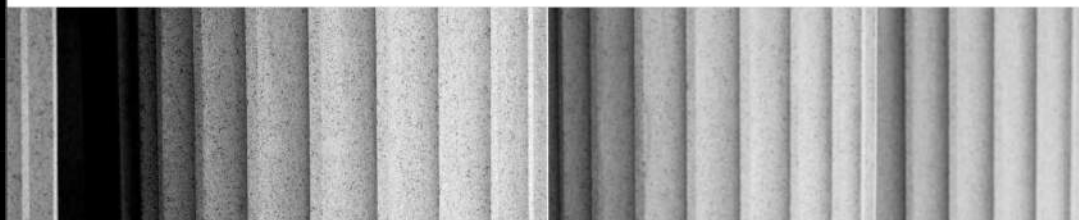
SB 358 (The Fair Pay Act) prohibits an employer from paying any of its employees less than employees of the opposite sex for "substantially similar work, when viewed as a composite of skill, effort and responsibility." In addition, the legislation places specific requirements on employers to affirmatively show that any wage differential is not unlawful but is instead based entirely and reasonably upon one or more of the acceptable listed factors, including seniority and merit systems or other bona fide factors coupled with a showing of "business necessity," as defined.

(2016 Laws continued on page 7)

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Program Administrator

(2016 Laws continued from page 6)

WAGE AND HOUR

Several new laws will increase employers' wage-and-hour obligations in 2016.

Wage Garnishment

SB 501 reduces the prohibited amount of weekly disposable earnings that may be garnished pursuant to a withholding order. This amendment is effective July 1, 2016.

Misclassification Amnesty for Motor Carrier Employers

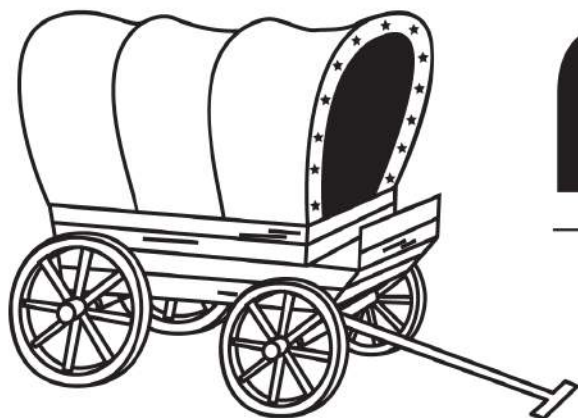
AB 621 establishes the Motor Carrier Employer Amnesty Program for port transportation companies (also known as port of drayage companies). The amnesty program allows motor carrier companies to avoid liability for misclassification of drivers as independent contractors if the companies voluntarily enter into settlement agreements with the Labor Commissioner by January 1, 2017.

WORKERS' COMPENSATION

Several bills relating to workers' compensation were signed into law in 2015:

- AB 1124: Requires the Division of Workers' Compensation to establish a formulary for prescription medications in the workers' compensation system by July 1, 2017.
- SB 623: Ensures that all injured workers receive benefits by clarifying that workers cannot be denied benefits based on citizenship or immigration status.
- AB 438: Requires specified workers' compensation forms, notices and fact sheets to be made available in additional languages by January 1, 2018.
- SB 542: Makes clarifications to medical provider network laws, including requirements about the information a medical provider network must post on its website.
- SB 560: Allows the Contractors State License Board to investigate and enforce the obligation of licensees to secure valid and current workers' compensation insurance.

To see the complete list of 2016 employer laws, please visit www.calchamber.com.



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2015 CMSA Fall Board Meeting Held in Rancho Mirage

In October, the CMSA Board of Directors convened for its annual Fall Board meetings at The Westin Mission Hills Golf Resort & Spa in Rancho Mirage, the site of the 2017 CMSA Convention. About a 20-minute drive from Palm Springs, the resort's lush desert landscaping and stunning mountain views were a great backdrop for the meetings as Board Members discussed important industry issues.

In the meetings, the Board of Directors discussed the business of its four standing committees that represent issues in the industry as well as voted on the 2018 CMSA Convention site.

The Board discussed pending state legislation that would impact the moving and storage industry. The final version of SB 350 had been modified to not negatively impact the moving industry. AB 1509, a bill that CMSA added language to, allows California moving companies to be exempted from the labor contracting liability provisions in AB 1897. CMSA Legal Counsel Mark Hegarty also brought to the Board's attention the Family Sick Leave law and gave some

insight about its impact on the industry.

In military affairs, the Board discussed the U.S. Transportation Command's recent Federal Register notice regarding channeling. There was concern about its impact on industry. Regarding the proposed SDDC intrastate requalification process program, some Board members heard that it has been tabled indefinitely. Our perception was that it was due to TSPs voicing their opposition to the program.

With the goal of bringing younger voices into the Association leadership, the Board discussed the re-establishment of a CMSA Young Professionals group to give the younger generation the opportunity to meet their peers and network. The first meeting will be sometime during the 2016 Convention.

Finally, the CMSA Board members decided the location of the 100th Annual CMSA Convention site, which will be held at the Hyatt Regency Sacramento, just across the way from the state capitol.



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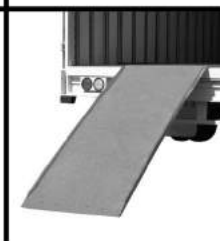
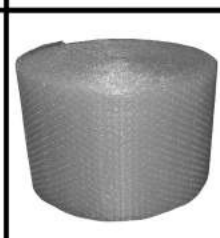
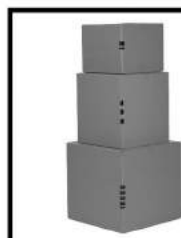
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CMSA College Scholarship 2016

CMSA will offer \$2,000 scholarships to students who will be enrolled in an undergraduate program at an accredited college, university or community college during the 2016-2017 academic school year. Applicants are not limited to any particular field of study.

Each individual must obtain and complete the required documents listed below and submit them to be received no later than noon on **Wednesday, February 10, 2016** to: CMSA, 10900 E. 183rd St., #300, Cerritos, CA 90703 or fax to: (562) 865-2944. Winners will be notified by **March 18, 2016**. The awards recognition will take place at the CMSA's 98th Annual Convention at the Resort at Squaw Creek in Olympic Valley, Calif., during the Scholarship Awards Luncheon, **May 14, 2016**.

Application Requirements:

- 1) Completed scholarship application form.
- 2) Résumé.
- 3) Two letters of recommendation. Whenever possible, letters should be typewritten. One letter should be from a teacher/professor, counselor or school administrator; and one letter should be from a community business member (not family).
- 4) A copy of your most recent transcript/report card.
- 5) Completed essay of 500-1000 words addressing the following topic:

The Olympics' motto, also the 2016 CMSA Convention theme, is "Citius, Altius, Fortius," or "Swifter, Higher, Stronger." It is meant to encourage people to strive to be their best. Describe a time when you strived to be your best and how you benefitted from the experience.

Eligibility Requirements:

- * Student **MUST** be a California resident and an employee or child/grandchild of a CMSA mover or associate member company. The member company must have a current **ACTIVE** membership status for at least one year and no outstanding balance.
- * High school students must have a minimum high school GPA of 3.0.
- * College students must show proof of enrollment and minimum cumulative GPA of 2.0.
- * Student must be enrolled in an undergraduate program at an accredited four-year college, university or community college during the 2016-2017 academic school year.

Criteria for Selection:

Upon meeting the minimum eligibility requirements, scholarship recipients will be selected upon the quality and excellence of the essay.

CMSA scholarship awards will be mailed directly to the recipient in the name of the college or university for use during the 2016-2017 academic school year only.

If you have any questions, please call the CMSA office at (562) 865-2900.

2016 CMSA Scholarship Application

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Last First Middle

Home Address: _____
Street City, State, ZIP

Telephone Number: (____) _____ Cell Number: (____) _____

Email Address: _____

Name of School Currently Attending: _____

Expected College Graduation Date: _____

Name of Employer or Parent/Grandparent (Sponsor) Associated with CMSA:

Name of Company: _____ Position: _____

Address of Company: _____
Street City, State, ZIP

CAL-T Permit number (if applicable): _____

Sponsor's Signature: _____

(CMSA will not fund a scholarship to an ineligible student. If the student was paid before being identified as ineligible, CMSA will take steps to remedy the situation. *See eligibility requirements BEFORE applying for this scholarship.*)

Names of colleges and universities applying to and/or currently enrolled in:

* _____

* _____

Major Field of Interest:

High School GPA: _____ Current College GPA: _____

Student's Signature: _____ Date: _____

Please list your extra-curricular and community activities. Include work experience, family activities and hobbies. (Use separate sheet if needed.)

Please answer the following in your essay in 500-1000 words:

The Olympics' motto, also the 2016 CMSA Convention theme, is "Citius, Altius, Fortius," or "Swifter, Higher, Stronger." It is meant to encourage people to strive to be their best. Describe a time when you strived to be your best and how you benefitted from the experience.

Advanced Password Tips and Tricks

By: Whitney Merrill

Legal Fellow, Division of Privacy and Identity Protection, FTC

Time to create another password? Make it a secure one. A little extra attention when you create a strong password can prevent an attacker from getting access to your account.

Your password should be long, complex and unique. Here are additional steps you can take to help create strong passwords and secure your accounts:

- **Avoid common words phrases, or information.** Don't use information available to others like your birthday, phone number or Social Security number. Attackers often use a dictionary of previously exposed passwords and information gathered from the Internet to help them guess a password.
- **Change passwords quickly if there is a breach.** Attackers who steal data from companies often obtain password informa-

tion. If you receive a notification from a company about a possible breach, change that password and any account that uses a similar password immediately.

- **Consider a password manager.** Most people have trouble keeping track of all their passwords. Consider storing your passwords and security questions in a password manager, an easy-to-access application that allows you to store all your valuable password information in one place. Use a strong password to secure the information in your password manager.

What about security questions? If you forget your password, many companies require you to answer security questions to regain access. Here are some tips to make sure an attacker can't use your security questions as a way to get into your account:

(Password Tips continued on page 13)

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(**Password Tips** continued from page 12)

- **Select security questions where only you know the answer.** Many security questions ask for answers to information available in public records or online, like your ZIP code, mother's maiden name or birth place. That is information a motivated attacker can obtain.
- **Don't use answers to security questions that can be guessed.** An attacker can guess the answer to a security question that has a limited number of responses (dates, colors, states or countries). Avoid questions like "What state were you born in?" or "What color was your first car?", which allow an attacker to guess all possible answers.
- **Don't give a generic answer to a security question.** Find an answer to a security question that you will remember, but is also more complicated than a generic word. For example, if the security question asks "What is your favorite childhood memory?", the answer "watching the Dodgers with my mom" is more secure than "baseball."

CMSA BULLETIN

CMSA Vocational Scholarship Award

The 2016 CMSA Vocational
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Meets the Road: Digital Scanning Brings New Precision to Pavement Reporting

In years past, crews of six would drive every highway and freeway in the state, stopping every mile to examine a 100-foot section. From their observations of that section, they would predict the condition of the entire mile. From those approximations—the best that was available for decades—Caltrans compiled the annual State of the Pavement Report.

That report informs the public of the condition of the state's roads and lays out the resources required to maintain the system. With the more complete picture becoming available from its new high-tech programs, Caltrans will be able to predict resource needs more accurately and precisely.

Instead of six-person crews, Caltrans now deploys specially equipped vehicles that travel

at normal highway speeds, gathering high-definition images of the road surface using lasers and noting the GPS location, depth and width of each crack, rut and bump along the way.



Recently, Caltrans literally looked deeper at wear and tear on pavement. In specially equipped vehicles much like those used for the pavement survey, ground-penetrating radar mapped the entire subsurface of the state highway system. It's like an X-ray of the road. This was the largest ground-penetrating radar pavement survey in the world.

This underground radar mapping adds a new dimension to pavement maintenance planning

(Pavement Reporting continued on page 15)



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(**Pavement Reporting** continued from page 14)

for Caltrans. Before, if Caltrans wanted an idea of what lay beneath the surface, it had to shut down a lane of roadway and take an expensive core sample. Now, by knowing the road's composition, not only on top but beneath, Caltrans can better predict how that stretch of road will wear over time and can make better decision about where to use maintenance dollars.

Caltrans is developing a new way to monitor roads and aid engineers in selecting projects using the Pavement Management System (PaveM). Caltrans will combine data from both the pavement survey and the ground-penetrating radar survey to create models that include all the factors that can contribute to

pavement's wear and tear—from the road's composition, to climate, to traffic flows, to the composition of the ground underneath the road-bed. All this information allows Caltrans engineers to create better predictions of when roads will require maintenance work and make recommendations about the most cost-effective treatments.

Addressing pavement needs early costs about an eighth of what it costs to do major rehabilitative work on a road, and PaveM will help Caltrans better invest taxpayer dollars by helping the department better identify pavement needs.

Source: Caltrans September 2015 Mile Marker Performance Report

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MEMORIAL BULLETIN

Laurence “Larry” Dennis

April 22, 1938–November 6, 2015



CMSA member Larry Dennis of Canova Moving & Storage Co. passed away Friday, Nov. 6, 2015, at North Bay Medical Center.

He was employed with Canova Moving & Storage Co. for 59 years and retired as CEO.

Larry enjoyed restoring old cars, but, most of all, he loved spending time with his family. He spent his time helping others through rough times. His generous character toward his community, friends and family will remain in the hearts of many.

Larry is a past member of the Fairfield Lions

International Club. He was associated with Son Rise Community Fellowship in Vacaville.

He is survived by his daughters, Toni Lee Ellyson of Fairfield, Amber Dennis of New York and Heaven Christensen of Fairfield; son, Jeff Dennis (Gretchen) of Fairfield; grandchildren Kimberlee Parkinson (John), Todd Dennis (Amanda), Loren Dennis, Alyssa Dennis (Anthony Contreras), Clayton Ellyson, Hannah Zachary, Maverick Christensen; eight great-grandchildren; many nieces and nephews; sisters, Darlene Palek and Sally Palek; and brother, Robert Dennis.

Larry was preceded in death by his parents; wife, Joann (Oliphant); son, Rick Dennis; brother, Dean Dennis; sister, Marilyn Johnson.

Tonya McCarty

May 5, 1959–October 23, 2015



CMSA member Tonya Suzette McCarty of Affiliated Transportation Systems in Lawton, Oklahoma, passed away on Friday, October 23, 2015.

Tonya was born on May 5, 1959 in Mobile, Alabama, to Robert and Emily (Price) Cook. She was employed as an Executive Vice President with Affiliated Transportation Systems Inc. for many years. She was also a member of First Baptist Church of Devol, Oklahoma. She loved scrapbooking, and enjoyed being outdoors

camping and fishing. She was a devoted Christian, and a loving mother and grandmother.

Tonya was preceded in death by her mother, Emily Jean Cook; and her sister, Tina Esquibel.

She is survived by her husband, Gene McCarty of Randlett, Oklahoma; her father, Robert Cook of Wichita Falls; her son, Ryan McCarty and wife Ashley of Bixby, Oklahoma; two stepdaughters, Kristi Winton and husband Harold of Waurika, Oklahoma, and Gena Waitman and husband Bobby of Tuttle, Oklahoma; two brothers, David Cook and wife Gail, and Wayne Cook all of Wichita Falls; a granddaughter, Cordelia McCarty; and three step-grandchildren, Brecken Waitman, Brennan Waitman, and Jordan Winton.

The 2016 CMSA Roster Deadline is Monday, November 30!

Please visit <http://bit.ly/1O25xyt> to find the Roster Update Form and submit it to CMSA by fax at (562) 865-2944 or by email at information@thecmsa.org!

As authorized by the CMSA Board of Directors, CMSA is on the search for a new Association logo for its upcoming 100th Annual Convention. In its search, CMSA has collected all previous logos from the past. See how the Association has evolved!

HISTORICAL CMSA LOGOS



Calendar of Events

Tues., November 17	Twin Counties Chapter Meeting	Thurs., February 18	Sacramento Chapter Meeting
Tues., November 17	IC/Workplace Seminar	Sun., February 28	Ventura/S. Barbara Bowling Tournament
Thurs., November 19	IC/Workplace Seminar	Wed., March 9	San Diego Chapter Golf Tournament
Fri., December 4	Northern Region Holiday Crab Feed	Sun., April 10	Greater Los Angeles Day at the Races
Tues., December 8	Greater L.A. & O.C. Joint Chapter Meeting	Wed., April 13	San Diego Chapter Meeting
Wed., January 13	San Diego Chapter Meeting	Sat., April 23	North Bay Chapter Bocce Tournament
Wed., February 10	San Diego Chapter Meeting	2016 CMSA Convention May 10 to 15 Resort at Squaw Creek Olympic Valley, CA	
Wed., February 17	Northern Region Chapter Meeting		

**Congratulations to
CMSA members who won
the CSA Safety Awards at
the SIRVA Agent
Convention in San Diego!**

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CMSA Members Win SIRVA Awards



**Military Packing Customer
Quality Award**

*Congratulations to Mother Lode
Van & Storage and Republic
Moving & Storage for winning
agent awards at the SIRVA
Convention in October!*

*Pictured left is Mark Larson of
Mother Lode Van & Storage
(left) and Andy Kroll (right) of
North American Van Lines. Pic-
tured right is Andy Kroll (left) of
North American Van Lines and
Scott Proseus (right) of Repub-
lic Moving & Storage.*



**Consumer Shipment Growth,
Revenue First-Place Award**

CLASSIFIED ADVERTISING

CHARGES: 1-5 lines \$15; \$2 each additional line. CMSA box number \$5. Special heading/setup extra. Call Brianna Wahlstrom at (562) 865-2900 to place your advertisement.

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 inquiries to: CMSA, Box J2, 10900 E. 183rd St., #300, Cerritos, CA 90703.

EMPLOYMENT OPPORTUNITY

Rebel Van Lines is looking to hire Class A & B drivers. To apply, please email nan@rebelvanlines.com or call 800-421-5045.

EMPLOYMENT OPPORTUNITY

Rebel Van Lines is looking to hire an experienced and aggressive residential Household Goods Salesperson/Estimator for Los Angeles and Orange County areas. Email resume to: nan@rebelvanlines.com.

It pays to advertise!

EMPLOYMENT OPPORTUNITY

Ernie's Van & Storage in Rocklin, CA is searching for an aggressive and experienced HHG salesperson. For more information or to email resume, please contact: msowell@evsmoving.com.

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

Rebel Van Lines is looking to hire an experienced O & I Salesperson and Modular Furniture Salesperson. Please email resume to: nan@rebelvanlines.com.

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.



In the picture above, CMSA members are dressed to the nines in attending the Chairman's Ball at the 1977 CMSA Convention. That year, the Convention was held at the Town & Country Hotel in San Diego.



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