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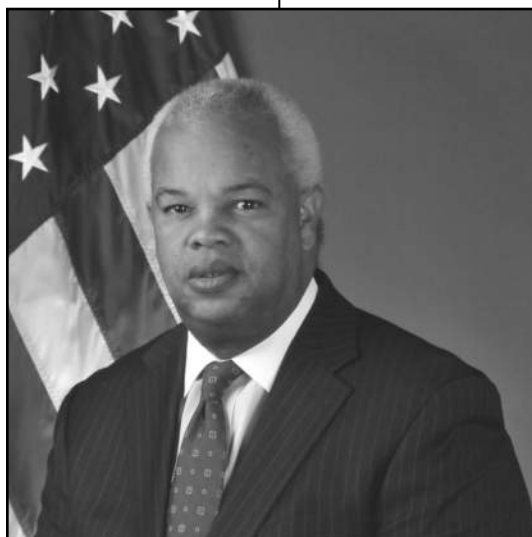
E-Logs, Safety Fitness Rule on FMCSA's Priority List

As the Federal Motor Carrier Safety Administration (FMCSA) readies a long-awaited proposed rule that would use CSA data in making Safety Fitness Determinations for motor carriers, it's also preparing for Phase III of the Compliance, Safety, Accountability program.

In a letter distributed by American Trucking Associations to its state affiliates, Acting FMCSA Administrator Scott Darling outlined what he said were the top five priority initiatives for the year:

Safety Fitness Determination

FMCSA is in the final stages of publishing a proposed rule that would increase the use of inspection data in making Safety Fitness Determinations for motor carriers. This rule will focus on incorporating current on-road safety performance data (i.e., roadside inspection and crash data, as is used for CSA scores) and evaluating carriers based on their own performance.



*Acting FMCSA Administrator
T.F. Scott Darling*

Inspection Modernization

FMCSA launched a new version of its inspection software program—Aspen 3.0. It features a new look and feel and enhanced capabilities. Many of the functions needed at roadside are now integrated into the Aspen system without requiring external software. Law enforcement personnel are also able to obtain direct access to out-of-service notices.

Unified Registration System (URS)

FMCSA will implement a new, revamped system designed to improve the accuracy and timeliness of the information in its database of registered motor carriers based on a 2013 Final Rule. URS will streamline manual processes and combine several forms that regulated entities are required to submit into one unified registration—the electronic “smart form.” “It is important that we get this right,” Darling noted. “As such, we will move forward with a

(FMCSA Priority List cont. on page 6)

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Chairman's Corner

By: Patrick Longo

As we head into the fall and winter months, I look back at a summer that had a lot of ups and downs. But overall, I feel pretty good about how the economy is back on the upswing and business is getting stronger every year. With traditional slowdown in business, it is important that we keep diversifying our companies so we stay strong until our peak summer season arrives once again.

September was a busy month for me. I started my statewide chapter and mover member visits with a great day in the San Diego area, first stopping by Oakley Relocation in Poway. Thank you to Travis, Mariann and Nat for showing us around their fine facility. They are a dual-branded company for Allied and, of course, a fellow North American agent. The Oakley family has built an incredible company to be proud of.

Next, we were off to see former Chairman

Steve DeBolt over at his company, San Diego Van and Storage Co. San Diego Van is a terrific Mayflower agent who, speaking of diversifying, has developed a strong business in specialized warehousing and delivery.

Our last stop of the day before heading to the chapter meeting was to see Larry Lammers at Ace Relocation Systems, an Atlas Van Lines agent. Larry, his brother Dan and their team run quite an operation down there. You can see they really have a passion for this industry and are very proud of their recently created cloud-based warehousing load and unload board.

After Ace Relocation, it was off to my first chapter meeting of the California tour. There, we were treated to a great turnout led by the San Diego Chapter President RaeDeane VanMeter, winner of last year's Chapter of the Year award. Particularly nervous for my first speech, I mumbled through the beginning (Yes, Tim, I will take pepper with my salad. Thank you.) inside joke, but finished strong thanks to all the members' support.

My next stop was out to Twentynine Palms to visit former Chairman PJ Welch and his father, Pat, at their company, Cardinal Van and

(Chairman's Corner cont. on page 4)

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President's Comments

By: Steve Weitekamp

September is the beginning of the CMSA chapter meeting season and a busy time for the Association office as we help chapters get going on their meetings and finalize our agendas and meeting schedules for our annual Fall Board meeting. We also traveled to Washington, D.C., to represent the Association at the American Moving and Storage Association's fall board meeting and Moving Day on the Hill event.

On the legislative front, over the last year, CMSA has been quietly working to address a concern related to AB 1897 that became law in 2015. You may recall that CMSA sent out a Member Alert in response to this legislative action. We drafted language, recently included in AB 1509 bill, that will correct this issue. AB 1509 addresses an issue having to do with the client employer and labor contractor relationship as established by AB 1897. AB 1897 defined a

"client employer" as a business entity that obtains or provides workers to perform labor within its usual course of business from a labor contractor. Under these provisions, a client employer is required to share with a labor contractor all civil legal responsibility and civil liability for all workers supplied by that labor contractor for both 1) the payment of wages and 2) failure to secure valid workers' compensation coverage. However, existing law exempts certain employers from these provisions, including a motor carrier of property subcontracting with or otherwise engaging another motor carrier to provide transportation services using its own employees and commercial motor vehicles.

AB 1509 now exempts household goods carriers from liability. Specifically, it clarifies in the state Labor Code that moving companies are included in the exemption by duplicating the motor carrier exemption and makes the appropriate reference to "household goods carriers."

Now for some good news! Our legislative efforts have resulted in the passing of AB 1509 through the legislature and signed by the Governor Brown. In addition, I am unaware of any other "business friendly" independent contractor

(President's Comments cont. on page 5)



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(Chairman's Corner cont. from page 2)

Storage Co., an Atlas agent specializing in military business. Pat and PJ were kind enough to take us out to the Marine Corps Air Ground Combat Center (MCAGCC) in Twentynine Palms where we met with the DMO Anthony Jackson. I learned an incredible amount about the military business during this afternoon visit. After this, we headed over to the Twin Counties Chapter meeting. Now, mind you, it took us about an hour and a half to get there. Just a typical journey for PJ and Pat along with many of the members who made it to the meeting. I really admire the dedication they show to our association and are a big reason for our success. Chapter President PJ Welch and the members welcomed us warmly. I again got off to a slow and embarrassing start by thanking all for coming to the Orange County meeting. That's all good, except for Orange County was scheduled for the next night. OOPS! Sorry again, Twin Counties!

As I said, the next day we were off to Orange County. We began our day with a visit to La Habra Relocations, a Wheaton World Wide Moving agent managed by current O.C. Chapter President Tom Smith. They have a really nice

facility that they seem to be outgrowing, which is a great dilemma to have and means things are going well.

After La Habra Relocations, we headed over to California Relocation Services in Garden Grove. We were welcomed by Shiree Dolman and Joe Hammer Jr., who are the granddaughter and son respectively of former CMSA Chairman Joe Hammer Sr. Joe Jr. took us on a tour and shared with us how they got to where they are today specializing in the international overseas containerization market.

Then, it was off to our last meeting of the month to speak at the Orange County Chapter meeting. Chapter President Tom Smith and chapter members were great and it was a really nice way to end my first group of visits.

This was a terrific start to what I know will be an incredibly rewarding as well as learning experience visiting with the very-impressive CMSA mover and associate members throughout our state. Thank you all for letting me be a part of it all.

Finally, I would like to promote the CMSA team for the upcoming Walk to End Alzheimer's at the Angel Stadium in Anaheim on Nov. 14.

(Chairman's Corner cont. on page 5)



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(Chairman's Corner cont. from page 4)

This is my Chairman's Choice Charity and, at present time, we have already raised more than \$3,500 and filled more than 20 team spots for the walk. For more information, call the CMSA office at (562) 865-2900 or look for updates in

The Communicator to find out how to contribute.

Looking forward to our next group of chapter meetings in Ventura/Santa Barbara, Central Valley and, my home chapter, the Greater Los Angeles areas.

Be safe everyone and let's keep making a difference!

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(President's Comments cont. from page 3)

legislation in this legislative session!

To help members stay updated on these issues, we have included in this issue a registration form for our November Independent Contractor/Workforce seminars. At these seminars, CMSA Legal Counsel Mark Hegarty and other presenters will review issues related to independent contractors, employees and staffing options. If you have not signed up yet, I would strongly encourage you to do so today as space will be limited.

In other news, it has come to our attention that California Fish and Wildlife inspectors are stopping household goods carriers at border inspection stations and requiring a visual inspection of all watercraft for Zebra Mussel (*Dreissena polymorpha*) infestation. If they are unable to access a watercraft to conduct a visual inspection, you will be required to unload the shipment at the inspection station or not be allowed to enter the state. There is no self-inspection option and there is no minimum size to watercraft. Even kayaks are required to be inspected. If an inspector can't see it, you won't be allowed to enter California.




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(FMCSA Priority List cont. from page 1)

new phased implementation that will ensure a successful launch.” A Federal Register notice will be published in October that will provide details on the updated implementation timeline.

CSA Phase III

In preparation for a successful launch of the final two CSA interventions—off-site investigations and cooperative safety plans—FMCSA is lining up the necessary training for federal and state investigators and outreach to the industry.

FMCSA is also moving forward on a new type of investigation, the crash BASIC investigation, which focuses on identifying trends in carrier crash behaviors.

FMCSA also will be fine-tuning the SMS algorithm to better identify carriers for investigation, so it can intervene more quickly with those found to be at greatest risk. A second Federal

Register notice announcing the preview of the changes will be published in the coming months.

Electronic Logging Devices (ELD)

A Final Rule on ELDs is being reviewed by the Office of Management and Budget and is scheduled to be out later this year.

On ELDs, Darling said: “Although we cannot discuss the provisions of a Final Rule before it is made public, I can say that the rule is designed to benefit everyone by improving hours of service (HOS) compliance, which we estimate will prevent about 20 fatalities and [more than] 400 injuries each year; helping businesses cut paperwork and save money; protecting drivers from harassment; and making it easier for law enforcement and safety inspectors to review driver HOS records.”

Source: TruckingInfo.com HDT



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CARB Re-Adopts Low Carbon Fuel Standard

*Requires 10 Percent Reduction in Carbon Intensity
of Transportation Fuels by 2020*

SACRAMENTO—The California Air Resources Board (CARB) re-adopted a Low Carbon Fuel Standard (LCFS), which requires a 10 percent reduction by 2020 in the carbon intensity of transportation fuels. The LCFS delivers more clean fuels for Californians, and reduces emissions of greenhouse gases and other air pollutants.

"[This] action builds on years of successful implementation and will continue reducing carbon emissions from the transportation sector. Transportation is the largest source of greenhouse gases in the state," said CARB Chair Mary D. Nichols. "This program is a key element of California's plans to enact Governor Brown's Executive Order mandating a 50 percent cut in petroleum use by 2030."

The program requires that transportation fuels used in California meet a baseline target for

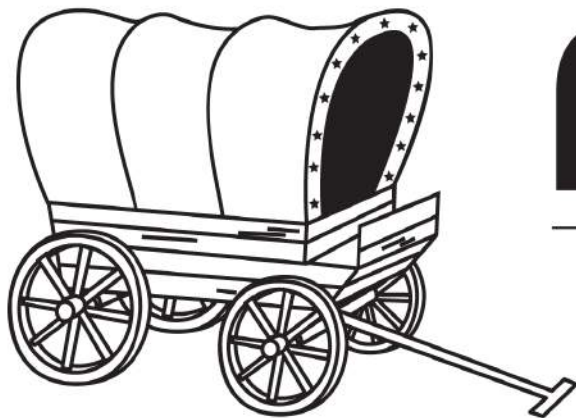
carbon intensity. That target is reduced each year. If a product is above the annual carbon intensity target, the fuel incurs deficits. If a product is below that target, the fuel generates credits which may be used later for compliance, or sold to other producers who have deficits. So far, fuel producers are over-complying with the regulation.

Carbon intensity is determined through a life cycle analysis measuring the amount of carbon generated during the extraction, production, transportation and combustion of a fuel. The LCFS does not require use of any specific fuel,

only that regulated parties find a blend of fuels and credits that will meet the declining target each year.

The regulation is also intended to spur innovation in transportation fuels and to reduce

(CARB Adopts Standard cont. on page 8)



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(CARB Adopts Standard cont. from page 7)

California's dependence on petroleum.

The decline in the LCFS carbon intensity targets was frozen due to a legal challenge. To address the court's ruling and to strengthen the program, CARB re-adopted the LCFS regulation following public testimony delivered Sept. 24 at the first of a two-day Board meeting.

The re-adopted version of the LCFS includes a number of modifications developed with stakeholder input. These include:

- Incorporating additional cost containment in response to stakeholder concerns about possible price spikes by including a mechanism to cap LCFS credit prices;
- Streamlining the application process for alternative fuel producers seeking a carbon intensity score; and
- Improving the process for earning LCFS credits by charging electric vehicles.



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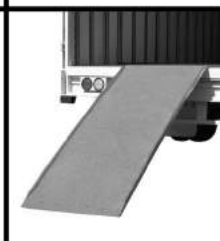
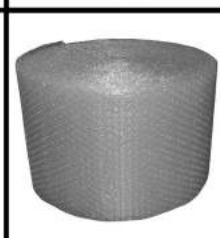
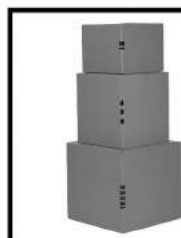
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Succession Planning is Difficult: Particularly for Family Businesses

By: Paul Finkle, *Shared HR*

According to the Family Business Institute, family businesses are critical to economies throughout the world representing 80 percent of all companies worldwide. In the U.S., family businesses employ approximately 60 percent of all workers and create 78 percent of new jobs.

Yet, the majority of family businesses do not make it to the second generation. The Family Business Institute found that only 30 percent of family businesses last into the second generation; 12 percent continue into the third generation and a meager 3 percent operate into the fourth generation and beyond.

Why Do So Many Family Businesses Fall Apart?

There can be multiple reasons for a family business to discontinue, but most of the reasons can be summarized by observing that the majority of family businesses failed across the chasm from an entrepreneurial business to a professionally managed, long-term sustaining organization. One reason for this phenomenon is, in our observation, a failure to engage in succession planning. Succession planning can be defined as the discipline of mapping out a vision, long-term strategic direction, and identifying organization charts or staffing plans to supply the organization with the required skills in the future. In order for a family business to cross the chasm to long-term sustainability, it is necessary to bring on professional managers in key roles. It is the rare family business, in any industry, that possesses family members with the critical skills necessary to carry the business into the next generation. The second key factor, is the inability of a family business to adopt a governance structure that enables family members and

professional managers to work in harmony.

What Not To Do

In our experience, the number one mistake made by family businesses is ignoring the reality of the need for succession. In short, the train is allowed to run off the track. The old saying applies aptly to family businesses, "If you fail to plan, then you are planning to fail." A patriarch running a business with an iron grip and planning to bequeath it to his eldest offspring has less than a 30 percent chance of success, according to the Family Business Institute.

Messing Up the Transition

In the sea sweep succession of an organization is where two-thirds of family businesses came off the tracks, according to a recent Harvard Business Review article. This includes failing to attract the right kind of talent with the right kind of skill sets

to fill future roles is critical. The family business must transition from certain people being the center of the universe to organization charts with the right skill sets support the future infrastructure of the business.

The last big area we will touch on in this article where many family businesses fail in the area of succession is governance. Families have certain behaviors and accepted roles which relate to governance in the family business. These roles fall apart quickly when professional managers are brought in with expectations of running the organization according to logical, skill-based roles. The key ingredient in this area, according to our experience, is to bring in outside consultants and directors. Trusted individuals who can hold up a mirror to key family players, make the case for change in

(Succession Planning cont. on page 11)



(Succession Planning cont. from page 10)

allowing professional managers to be involved and providing insight into good decision-making. According to the Harvard Business Review article, family board rank themselves performing much worse than non-family boards, especially in the area of succession and talent management. Only 10 percent of family-only boards rated themselves effective at attracting, hiring, retaining or firing employees. There is a key role in strategic planning, governance and succession planning that outside directors can play (on either a formal or a family advisory board) if the goal is to transition to a long-term sustaining organization.

Hallmarks of Success

We have seen the best transitions occur when the following factors are present:

- Long-Term Vision
- Core Values to Support Professional Managers Making Decisions
- A Living Strategic Plan
- A Professional Environment Where Non-Family Managers Can Flourish

Significance

Succession planning is a sensitive, complicated and difficult area for a family business. Failing to address it, however, is likely to result in either a sale of the business, liquidation or other unfavorable demise. Long-term planning is the answer; the sooner that a family business recognizes this, the better off it will be, and the more likely the organization built by generation one will effectively transfer to future generations.

Calculating Sick Leave for Employee with Multiple Rates of Pay

How do I pay for sick leave under California's new law when an employee has more than one rate of pay? Do I pay the rate they would have earned on the day they called in sick?

Under California's new Healthy Workplaces, Healthy Families Act, an employer can pay sick leave at the employee's "regular rate of pay" for that week, which is based on a weighted average of all rates the employee earned in that workweek.

Example

If an employee works on Machine A at \$10 per hour and Machine B at \$12 per hour, and each week the number of hours on each machine varies, the weighted average regular rate of pay will vary from workweek to workweek and thus the sick leave pay would vary as well.

If an employee worked 24 hours on Machine A and 8 hours on Machine B during the workweek, add the \$240 he/she earned on Machine A and the \$96 he/she earned on Machine B for a total of \$336. Divide the \$336 by the total number of hours worked (32), which would result in a regular rate of pay for that week of \$10.50. If the employee took 8 hours of sick

leave that week, he/she would be paid his/her sick leave at a rate of \$10.50 per hour.

Machine A (\$10/hour) x 24 hours = \$240

Machine B (\$12/hour) x 8 hours = \$96

\$240 + \$96 = \$336 earned in the week

\$336 ÷ 32 hours worked = \$10.50 rate of pay

8 hours sick leave used: 8 x \$10.50 = \$84

If instead the employee worked 8 hours on Machine A and 24 hours on Machine B during a workweek, his/her regular rate of pay for that week would be \$11.50 per hour ($\$80 + \$288 = \368, divided by 32 hours = \$11.50). Thus, any sick leave taken in that week would be paid at \$11.50 per hour.

Optional 90-Day Look Back Method

An employer also has the option of a 90-day "look back" calculation that requires dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment.

Source: California Chamber of Commerce, *Alert*

Trucking Execs: Autonomous Trucks Are Coming, Believe It or Not

By: Lyndon Finney, *TheTrucker.com*

DALLAS—Gather a group of executives involved in some facet of trucking and let them start talking about autonomous vehicles and in particular autonomous trucks, and the picture becomes crystal clear—they are coming, like it or not, believe it or not.

But they won't dominate the market until mid-century.

That was the consensus after an hour of discussion by a panel of four Wednesday at the Commercial Vehicle Outlook Conference under way at the Omni Hotel in Dallas.

The conference is being held in conjunction with the Great American Trucking Show that begins Thursday at the Kay Bailey Hutchison Convention Center, adjacent to the Omni Hotel.

Panelists included:

- Josh Switkes, CEO of Peloton Technology, which assists commercial drivers and fleets with safety and efficiency;

- Bill Kahn, a principal engineer at Peterbilt Motors Co., who is the OEM's manager of advanced concepts;
- Derek Rotz, manager of advanced engineering at Daimler Trucks North America, where he has worked the past 10 years to fuel efficiency research and development; and
- Sandeep Kar, an expert in heavy truck systems and technology.

The panel was moderated by Paul Menig, who was head of electronics, brakes and safety systems at Daimler from 1994–2012. Menig set the stage for the discussion by telling the audience of trucking industry stakeholders that “people are interested in automated vehicles, but they are scared. ...”

The advancement of automation is divided into four levels, with Level 4 being the most advanced and requiring no driver. Level 3 is about

(Autonomous Trucks cont. on page 13)

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(Autonomous Trucks cont. from page 12)

half-automated, half-driver involvement. That's when totally autonomous vehicles will have noticeably penetrated the market, but far from a dominant presence.

Switkes said platooning is a level of automation. It connects trucks through vehicle-to-vehicle and vehicle-to-cloud communication and begins with an active braking system that is always engaged.

In platooning, two tractor-trailers travel in tandem about 40 feet apart. The cloud monitors the vehicles' movement and, for instance, will apply the brakes of the trailing truck when the lead truck engages its brakes.

"The brakes of both trucks will be applied simultaneously and dramatically faster than the best human driver, who takes 1-2 second to apply the brake," Switkes said.

Platooning also allows trucks to travel closer together and the aerodynamics saves fuel, 4-5 percent on the lead truck and 10 percent on the

trailing truck, he said.

Switkes said platooning would eventually allow cross-OEM and cross-fleet utilization.

Kahn pointed to Peterbilt's Advanced Driver Assistance System that was developed as part of a program to improve efficiency of Wal-Mart transportation trucks. It was designed to improve driver performance and equipment fuel efficiency.

Kahn said Peterbilt was "beating the bushes every day" as it seeks to improvement fuel efficiency.

The Wal-Mart truck has the capability of following traffic lanes autonomous of driver involvement.

"The system knows where the truck is going, where to start, where to stop and when the driver should take over," he said. "The truck has proven to be able to eliminate 80 percent of active steering."

Rotz said Daimler is looking to integrate and harmonize all driving operations as it develops autonomous trucks.



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Professional Movers Head to Congress for Moving Day on the Hill

Industry Leaders to Fight for Highway Funding and Stronger Consumer Protections

ALEXANDRIA, Va.—More than 100 owners and executives from moving companies both large and small visited with members of Congress during Moving Day on the Hill, Thursday, Sept. 17. This annual event, hosted by the American Moving & Storage Association (AMSA), brings together industry leaders and stakeholders from across the country who will urge Congress to pass a long-term highway funding bill and strengthen consumer protections for household goods moves.

"[AMSA] strongly supports congressional

action on the DRIVE Act to fully fund badly needed investments in the nation's bridges and roads," said Scott Michael, president and CEO. "Our members operate a fleet of [more than] 100,000 trucks and other vehicles that drive tens of millions of miles each year. Their workplace is our nation's highways, and they ought to have a robust transportation system so they can do their jobs safely and successfully."

Members who attended Moving Day on the Hill focused on several legislative

(Moving Day on the Hill cont. on page 15)



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(Moving Day on the Hill cont. from page 14)
priorities, including:

- Supporting a long-term highway reauthorization bill, including the DRIVE Act (H.R. 22), which provides higher funding levels for infrastructure projects;
- Supporting a permanent rollback of the commercial driver hours-of-service 34-hour restart rule, which allows drivers greater flexibility to rest at more convenient times with no adverse impact on safety;
- Establishing a household goods consumer protection working group that

reduces the paperwork burden on consumers and improves the educational materials given to consumers during an interstate household goods move; and

- Supporting the nationwide fight against moving fraud.

"[AMSA] fights to roll back harmful regulations that unnecessarily increase costs on businesses while harming job growth and the ability to hire new workers," said Dan Veoni, vice president of government affairs. "At the same time, we support strong consumer protections and our federal partners in removing criminals from the industry."

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MEMORIAL BULLETIN

John W. Steiner

April 7, 1942–September 16, 2015



John W. Steiner passed away on Sept. 16, 2015, at the age of 73. He was the chairman of Ace Worldwide Group of Companies.

John was an industry leader for more than 50 years. He helped create the company's current business model, expanded

operations across the country and diversified the company's business operations. Besides his contribution to Ace Worldwide, he also held a position on the Atlas Board of Directors since 1981.

Besides his passion for the moving and storage industry, he was a philanthropist and held other board positions for groups, such as the Zoological Society and the Children's Hospital Foundation.

John is survived by his wife; his one brother and three sisters; two children; and six grandchildren.



Join CMSA Chairman Longo & Friends in the Charity Walk to End Alzheimer's!

**Saturday, November 14
Angel Stadium in Anaheim**

7:00 AM Registration

8:30 AM Ceremony

9 AM Walk

Visit the link below or call the CMSA office at (562) 865-2900 to join as a walker or donate to Team CMSA
Chairman's Choice Charity:

<http://bit.ly/1Lt0reR>

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Calendar of Events

Thurs., October 15	Central Valley Chapter Meeting	Thurs., December 17	Sacramento Chapter Meeting
Wed., October 21	Northern Region Chapter Meeting	Wed., January 13	San Diego Chapter Meeting
Thurs., October 22	Sacramento Chapter Meeting	Wed., February 10	San Diego Chapter Meeting
Mon., October 26	Greater Los Angeles Chapter Meeting	Wed., February 17	Northern Region Chapter Meeting
Wed., November 11	San Diego Chapter Meeting	Thurs., February 18	Sacramento Chapter Meeting
Tues., November 17	Independent Contractor/ Workplace Seminar	Wed., March 9	San Diego Chapter Golf Tournament
Thurs., November 19	Independent Contractor/ Workplace Seminar	Wed., April 13	San Diego Chapter Meeting
Fri., December 4	Northern Region Holiday Crab Feed	2016 CMSA Convention May 10 to 15 Resort at Squaw Creek in Olympic Valley, CA	
Tues., December 8	Greater L.A. & O.C. Joint Chapter Meeting		

2016 CMSA Convention
May 10 to 15
Resort at Squaw Creek
in Olympic Valley, CA



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San Diego Members Donated Services to Village

CMSA members in San Diego have rolled up their sleeves to assist Operation Homefront Village, a nonprofit organization that provides transitional housing to military personnel and their families, relocate from Oceanside to Mission Viejo. Moving companies donated moving services for the organization from July through September.

CMSA members who donated their services include **Atlas Transfer & Storage Co., Covan World-Wide Moving, Ace Relocation Systems, Republic Moving & Storage** and **Priority Moving**.

Operation Homefront Village residents and staff had nothing but glowing reviews about their experience with CMSA members:

"The movers have been amazing! It has been such a long day and they have been so positive and fast."

"The movers were great! Professional and quick."

"The movers were here bright and early, and they were great throughout the entire day."

Operation Homefront Village provides transitional housing to wounded or ill military members leaving the service and their families. In addition to providing free rent, utilities and furnishings, the organization also offers financial planning, employment coaching and a support network for service members and their families to lean on in hard times.



Atlas Transfer & Ace Relocation Moving Goods for Operation Homefront Village.



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What We Do:

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CMSA President Elected to AMSA Board



CMSA President Steve Weitekamp has been elected to the AMSA Board of Directors. He takes the place of Patricia McLaughlin, executive director of the Illinois Movers' and Warehousemen's Association, who announced her retirement from the board. Weitekamp has been a strong advocate for the association's almost 400 members on state regulation and compliance issues.

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Move for Hunger August 2015 Reports

Top Three Associations in Enrolled Movers		Top Three Associations in Event Pounds		Top Three Associations in Regular Pounds	
California (CMSA)	50	Pennsylvania (PMSA)	891,718	New Jersey (NJWMA)	38,009
Southwest Movers (SMA)	46	California (CMSA)	547,926	Southwest Movers (SMA)	37,209
Illinois (IMAWA)	37	Southwest Movers (SMA)	410,675	California (CMSA)	30,519

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.

It pays to advertise!

EMPLOYMENT OPPORTUNITY

McCarthy Transfer & Storage is looking to hire an experienced (at least one year) residential Household Goods Salesperson/Estimator/Surveyor for the San Diego County area. Please email your resume to thomas@mccarthytransfer.com.

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.

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 O & I Salesperson and Modular Furniture Salesperson. Please email resume to: nan@rebelvanlines.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.

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Time to get ready for summer, 40-foot drop frame flatbed trailer for sale. Great for city vault deliveries or pickup. Holds 7 5-foot SIT vaults. Has 7-foot deck. 1970 Western Flatbed Trailer. Hook up and drive away for \$2,500.00. Has clear title. Call Tim McCarthy at 619-596-2594.

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.



This photo was taken during the CMSA's 58th Annual Convention in 1976. That year, CMSA members gathered together for convention meetings and networking events at the Marriott Hotel in Newport Beach.



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Tuesday, November 17, 2015

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Holiday Inn Dublin

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Thursday, November 19, 2015

10:00 am – 2:30 pm

The Holiday Inn at Long Beach Airport

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(562) 498-5440

Price (Including Lunch):

CMSA MEMBERS: \$140.00 ~ **NON-MEMBERS:** \$240.00

Seminar Attendees Will Learn:

- ❖ Which Federal and State agencies are leading the charge, will they gang up, double dip;
- ❖ What fines and penalties your company could be facing;
- ❖ What it means for Independent Contractors to be arms-length businesses;
- ❖ What facts and practices an auditor will examine to build a case against your company;
- ❖ What are the determining factors when deciding whether someone is an Independent Contractor or an Employee with special focus on Moving Industry examples;
- ❖ How to legally and legitimately tweak your contracts, paperwork, protocol and practices to tip the “balance of factors” in your favor;
- ❖ What might an Independent Contractor audit questionnaire look like;
- ❖ Why you should not blindly follow the lead of your past practices, the Van Line or your esteemed colleague or competitor; it’s time to think for yourself and take action;
- ❖ Common employment traps for the moving industry; and
- ❖ Alternative labor options and the impact on risk.

Presenters:

CMSA Association Counsel Mark Hegarty, Hegarty Law Offices

CMSA President Steve Weitekamp

Paul Hanson Partners

Complete and return with payment to: CMSA, 10900 E. 183rd Street, Suite 300, Cerritos, CA 90703;
or FAX: (562) 865-2944; or Email: information@thecmsa.org. Call CMSA at (562) 865-2900 for more information.

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Company Name:			
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City:	State:	ZIP:	
Published Mailing Address:			
City:	State:	ZIP:	
Phone #:	Toll-Free #:		
FAX #:	Published Website Address:		
Published Email Address:			
Name of Principal Company Officers / Position Title: (Check (✓) one person to receive postal mailing. All names listed with email addresses will receive emails regarding chapter notices, link to online Communicator and announcements. Use additional sheet if needed.)			
<input type="checkbox"/> Name:	/ Title:	Email Address:	
<input type="checkbox"/> Name:	/ Title:	Email Address:	
<input type="checkbox"/> Name:	/ Title:	Email Address:	
Branch Offices: (\$5 additional fee per month for each branch listed. <u>DO NOT</u> include main office.)			
Address:		Phone #:	
City:	State:	ZIP:	FAX #:
Manager Name:		Email:	
Address:		Phone #:	
City:	State:	ZIP:	FAX #:
Manager Name:		Email:	
(Use additional sheet if needed.)			
IF YOU ARE A HOUSEHOLD GOODS MOVER, PLEASE ANSWER THE FOLLOWING:			
	<u>Main Office</u>	<u>Branch #1</u>	<u>Branch #2</u>
1. Name of van line affiliation if any.			
2. Do you have a warehouse?			
3. If yes, give square footage.			
4. Do you have a public scale?			
5. If yes, state capacity in pounds.			
(Note corrections or additions in <u>any</u> public scale listing in current ROSTER on page 2.)			
Did you check your Roster? Yes <input type="checkbox"/> No <input type="checkbox"/>		Did you check the CMSA website? Yes <input type="checkbox"/> No <input type="checkbox"/>	
Signature:	Position:	Date:	
Please return to: CMSA, 10900 E. 183 rd St., Suite 300, Cerritos, CA 90703, or FAX to: (562) 865-2944			
Email: information@thecmsa.org Phone #: (562) 865-2900			
RETURN BY NOVEMBER 30, 2015			
(ASSOCIATE MEMBERS PLEASE SEE PAGE 2)			

IF YOU ARE AN ASSOCIATE MEMBER - Please mark the appropriate box(es) below.

One category listing is free. Additional category listings cost \$20 per category per year.

Attorneys	<input type="checkbox"/>	Mobile Storage	<input type="checkbox"/>
Auctioneers	<input type="checkbox"/>	Moving Equipment Rentals	<input type="checkbox"/>
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Claims Adjusting Service	<input type="checkbox"/>	Paper Products / Packing Materials	<input type="checkbox"/>
Computer Services	<input type="checkbox"/>	Payroll Services	<input type="checkbox"/>
Consultants	<input type="checkbox"/>	Printing Services	<input type="checkbox"/>
Crates / Containers	<input type="checkbox"/>	Recycling Services	<input type="checkbox"/>
Custom Trailer Manufacturer	<input type="checkbox"/>	Repairs, Sales, Truck, Trailers	<input type="checkbox"/>
Document Destruction	<input type="checkbox"/>	Telephone Services	<input type="checkbox"/>
Drug / Alcohol Testing	<input type="checkbox"/>	Third Party Specialty Services	<input type="checkbox"/>
Freight Forwarders	<input type="checkbox"/>	Truck Sales / Rentals	<input type="checkbox"/>
Furniture Rental	<input type="checkbox"/>	Uniforms / Apparel / Design	<input type="checkbox"/>
Independent Contractors	<input type="checkbox"/>	Van Line Companies	<input type="checkbox"/>
Insurance / Financial Services	<input type="checkbox"/>	Vehicle & Boat Relocation	<input type="checkbox"/>
Leasing – Employee Equipment	<input type="checkbox"/>	Warehouse Racking / Rental Equipment	<input type="checkbox"/>
Manufacturer – Commercial Vans / Trucks	<input type="checkbox"/>	Other: _____	<input type="checkbox"/>

NOTE ANY CORRECTIONS OR DELETIONS IN PUBLIC SCALE LISTING (IN BACK OF ROSTER) BELOW:

Company Name:		
Address:	City:	State:
County:	ZIP:	Phone #:
Company Name:		
Address:	City:	State:
County:	ZIP:	Phone #:
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