

# *The Communicator*

T H E C A L I F O R N I A M O V I N G &amp; S T O R A G E A S S O C I A T I O N

## Governor Visits LA to Sign California Minimum Wage Bill

Gov. Jerry Brown was in Los Angeles Monday [April 4, 2016] to sign legislation that will raise the state's minimum wage to \$15 an hour by 2022.

The governor signed SB 3 during a morning ceremony at the Ronald Reagan State Building in downtown Los Angeles.

The state Assembly and Senate both approved the legislation, despite opposition from Republicans and business leaders.

"California is proving once again that it can get things done and help people get ahead," Brown said last week. "This plan raises the minimum wage in a careful and responsible way and provides some flexibility if economic and budgetary conditions change."

Under the legislation, California's \$10-an-hour minimum wage will increase to \$10.50 in January 2017, then to \$11 on Jan. 1, 2018. The minimum wage will then go up by a dollar in each of the following years until it reaches \$15 in 2022, after which

it will continue to rise each year by up to 3.5 percent to account for inflation.

Businesses with 25 or fewer employees get an extra year to raise their wage, so that workers will be paid \$15 by 2023.

The plan also gives the governor the ability to temporarily halt the raises if there is a forecasted budget deficit of more than one percent of annual revenue, or due to poor economic conditions such as declines in jobs and retail sales.

Government workers who provide in-home health services will receive an additional

three paid sick days under the plan.

The wage hike will affect 5.6 million workers, or about one-third of the statewide workforce, officials said.

The proposal is similar, although slightly slower, than an already-approved increase [Sic.] in the city



(MINIMUM WAGE Continued on page 5)



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CHAIRMAN'S CORNER  
by **Patrick Longo**

I think I'm ready for the Peak Season to begin. It felt like it would never get here, but I'm so glad it has. Let's rally the troops, get your patience hat on, and make this the best summer yet. Treat every phone call,

estimate, pack and load as if it's your last. Every customer is a VIP customer so let's not lose focus of the fact that we have an opportunity in our industry to help make transitions into new homes go smoothly and help get people started on the right foot in a new chapter of their lives.

Peak season also means the start of Spring. I hope everyone had a wonderful Easter and Spring Break with their families! I had a chance to go out to Spring training with my son Cooper and visit my Vice Chairman Bob Fraser in Scottsdale to watch his beloved Giants play the Padres. We had a great time hanging out and Coop got his first autograph from a big league player; former Dodger Matt Kemp. The Next day we headed over to Tempe to watch

the Angels play. Thank you Bob for your hospitality we had a really fun time.

It's hard to believe but I am almost at the end of my Chairman year. It has been a terrific ride for sure. I was fortunate enough to be able to meet so many incredibly dedicated professional men and women in our great industry. So many wonderful things happened this year. I had the opportunity to honor my late father by establishing a Chairman's Choice Charity, for which we did a *Walk to End Alzheimer's* and raised over \$5,300 in his name and for the many families who have been stricken with this awful disease. I visited and spoke at 12 Chapters, toured over 25 mover member offices and warehouses, including the Twenty Nine Palms Marine Base; I attended five Chapter fundraising events, including the one this past March in San Diego for its chapters annual golf tourney. Great job Thomas and Raedeane for doing an incredible job putting it together, as usual. I had a blast and even won a raffle for a change, taking home a well-needed new driver to add to my golf bag. I also had the privilege of attending this year's Legislative Day in Sacramento on March 2nd. Thank you to Chuck Cole of Advocation Inc. and to Steve Weitekamp for orga-

(CHAIRMAN'S CORNER Continued on page 4)



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## PRESIDENT'S COMMENTS by **Steve Weitekamp**

March saw the issue of highway access on the northern section of Highway 101 become a problem once again. Back in 2009, a team from the California Moving and Storage Association (CMSA) worked with the California Highway Patrol (CHP) and the California Department of Transportation (Caltrans) to develop a program where Household Goods Carriers could access what had become a prohibited section of Highway 101 north of San Francisco and south of Eureka, which passes through Richardson's Grove. The Caltrans construction project (with no proposed finish date at this time) required trucks in excess of 65' to take a "direct alternative route" that bypassed the Richardson Grove section of Highway 101. This detour added hundreds of miles to a trip and included interstate travel. The CMSA proposed that a more reasonable compromise was needed and

pushed for the creation of the Interim Access Agreement and Protocol which allowed permitted HHG carriers who comply with the terms of the agreement to use the section of Highway 101 noted above. Thirty-five CMSA member companies originally filed the required information to participate in this program. Currently only a few companies have the required up-to-date information on file with the CHP.

Recently, the CHP stopped allowing any carriers, including our participating members previously granted access to this section of highway. Furthermore, the equipment for accessing the section of highway 101 was placed out of service. Through discussions with the CHP, the CMSA was able to restore the Interim Access Agreement for the benefit of our compliant members. However, the CHP has stated that they will strictly enforce the terms of the agreement and that carriers not following the regulations of the agreement could find any violating equipment placed out of service and even be prohibited from future access. If you are interested in accessing this section of the highway, please review the CMSA's Interim Access Agreement and

*(PRESIDENT'S COMMENTS Continued on page 5)*



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(CHAIRMAN'S CORNER Continued from page 2)

nizing these great meetings with Michael Sutherland from ARB, Assemblyman Adam Gray, Sue Kateley from the Assembly Committee on Utilities and Commerce, Nick Zanjani from the CPUC, and Patrick Welch Capitol Director from Senator Hill's office. To end the day we spoke with Lt. Brian Goldhammer and Cullen Sisskind of the CHP. We learned so much from all of these meetings and believe we made great strides as an association continuing to battle legislature on the topics we have to deal with on a daily basis regarding our industry in the state of California.

Thank you to all the board members for their hard work and dedication to our association. It was a pleasure working with them all.

I want to thank the terrific CMSA staff for their hard work keeping this association running smoothly. I thank our CMSA President, Steve Weitekamp. Spending time traveling up and down the state with him gave me a new appreciation of his hard work for our association. Steve, I appreciate everything you do and value our friendship even more.

I also wanted to thank everyone at our com-

pany, Andy's Transfer & Storage, along with my incredibly supportive family, Jill, Abby, and Cooper for allowing me to take this journey. I know it took me away from the office and home a lot so I appreciate the support you have given me all year.

Finally, everywhere I went, I had so many mover and associate members thank me for my commitment as Chairman of the Association. It is I who need to thank all of you for everything you do. This has been a life-changing experience and an honor to serve as your 2015-2016 CMSA Chairman.

*Keep making a difference and see you at the convention in May!*

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(PRESIDENT'S COMMENTS  
Continued from page 3)

Protocol posted in the Member's Only section of the CMSA website. Be sure to provide the CHP the requested information 72 hours in advance of your travel. The contact information for the CHP is listed in the protocol. I would suggest having it on file now. Additionally we would appreciate you notifying the CMSA of



your plans to file in relation to this agreement.

Congratulations to Chairman Pat Longo on his year of service to the Association, job well done! His column covers many of his activities as Chairman but in addition to visits, columns, and leading meetings he was a valuable resource to me and I know that he will remain highly engaged in CMSA issues for many years to come. Thank you for your service, Pat.

On a final note, if you have not signed up for the upcoming, May 2016, CMSA Convention there is still time but don't wait any longer!

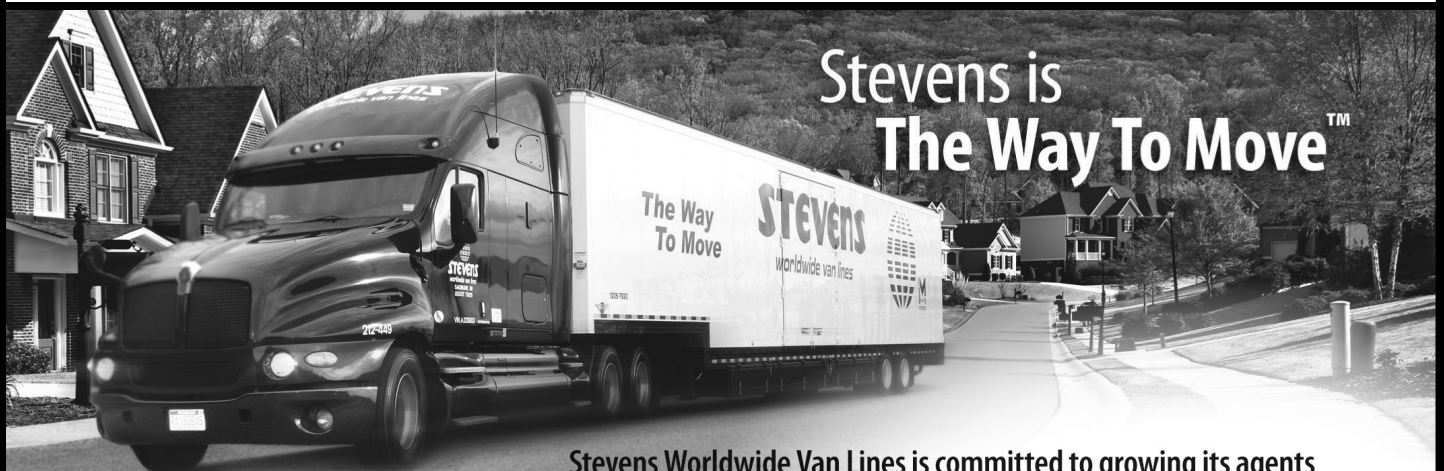
(MINIMUM WAGE Continued from page 1)

of Los Angeles minimum wage. Under the city ordinance, the minimum wage will increase to \$10.50 on July 1 and eventually reach \$15 per hour in 2020, with future increases pegged to the Consumer Price Index. The same wage hike schedule was also adopted for the unincorporated areas of

Los Angeles County.

Other California cities have also enacted wage increases, some even earlier than Los Angeles. San Jose's wage rose to \$10.30 per hour in Jan. 1, 2015, and is set to continue climbing depending on the CPI. San Francisco's minimum hourly wage,

(MINIMUM WAGE Continued on page 11)



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## CMSA PSA Billboard Campaign



In order to increase public awareness of the CMSA and its membership, the board of directors initiated an advertising program that will consist of six billboards on display for 28 days or more in various advertising markets statewide.

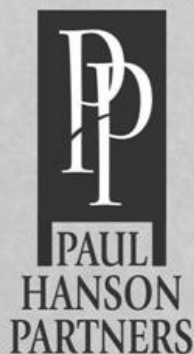
The first three CMSA billboards are located at the following locations:

**Billboard 1:** Magnolia & Claybourn, Burbank, CA; start date: 3/21

**Billboard 2:** Artesia Freeway at Lakewood (Facing West), Bellflower, CA; start date: 3/14

**Billboard 3:** I-10 east of Pepper in San Bernardino, CA; start date: 4/18

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# Guidance to Help Employers to Keep on Trucking (Part 2)

by Michelle R. Ferber

## Alcohol/Drug Testing

In 1991, the United States Congress passed the Omnibus Transportation Employee Testing Act (OTETA) to require agencies regulated by the Department of Transportation (DOT) to implement drug and alcohol testing for safety-sensitive transportation employees. The Federal Motor Carrier Safety Administration (FMCSA) promulgated regulations beginning with 49 CFR Part 382, and specifically preempts any state laws regarding drug and alcohol regulations and testing. Under these regulations, drivers are not allowed to possess alcohol on duty, register a .04 blood alcohol concentration (BAC) or higher, use alcohol during or before duty, use alcohol after an accident, refuse a required drug/alcohol test, report for duty while under the influence of a controlled

substance unless prescribed by a doctor and approved for use while driving, or remain on-duty or perform safety-sensitive functions after testing positive for drugs.

To effectuate these regulations, Employers have several affirmative duties in regard to testing prospective and current employees. Employers have to maintain records for testing processes, testing results, substance abuse professional evaluations, and violation of the regulations. Employers must also provide

the aforementioned and more information to new employers when a departing driver applies for a new position. Such required information includes the prospective driver's alcohol tests that exceed .04 BAC, refusals to be tested, and positive

*(GUIDANCE PART 2 Continued on page 8)*



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(GUIDANCE PART 2 Continued from page 7)

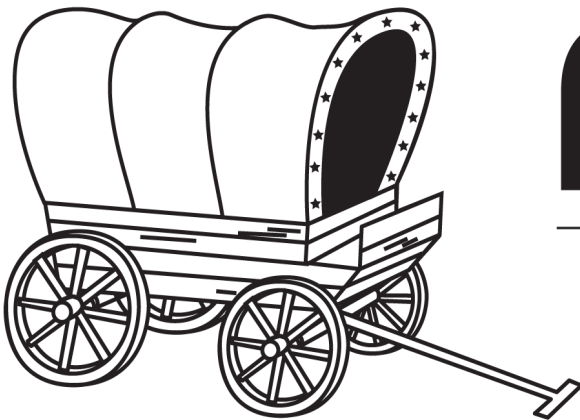
drug tests. If the above information is not obtained, the prospective employer must prohibit the employee from performing safety-sensitive functions for more than 14 days. Employers must also provide supervisors with at least two hours of drug and alcohol training.

If a driver engages in conduct that violates the regulations, the employer must: 1) remove the driver from safety-sensitive functions, 2) refer the driver to a substance abuse professional unless the positive alcohol test was between .02 and .04 BAC, 3) obtain a negative test result prior to allowing the driver to return to duty, and 4) subject a driver to unannounced follow-up tests following a return to duty after a positive test. Employers must also use DOT forms for alcohol tests. Prior to hiring, employers must subject drivers to a test for controlled substances. The employer can choose to test for alcohol as well, and in either case cannot allow the employee to drive prior to receiving a verified negative test. After an accident, an employer must test a driver for alcohol if the accident involved a fatality. The employer must also test if the driver received a citation within eight hours of the accident and the

accident involved either bodily injury requiring medical treatment or one of the vehicles involved sustains disabling damage requiring that it be towed. The analysis for controlled substances is the same, except that if the accident involved bodily injury or debilitating vehicle damage, the truck driver had to have received a citation within 32 hours of the accident. While the federal regulations supersede any state regulations, California has promulgated laws which deal with the damages recoverable when an employer's driver injures another motorist. Under California Civil Code section 3333.7, an employer may be liable for triple damages if the employee-driver was under the influence of drugs or alcohol at the time of the accident and if at the time of the injury, the employer willfully failed to comply with the regulations. *(Part three of Michelle's article will appear in the June issue of The communicator)*

*Michelle R. Ferber is an attorney specializing in employment law and litigation. Ms. Ferber is Of Counsel to Nemecek & Cole in Sherman Oaks, and is the managing shareholder of Ferber Law, P.C. in San Ramon, enabling her to provide efficient representation to her clients state-wide.*

*Disclaimer: Because of the generality of this article, the information provided herein may not be applicable in all situations and should not be acted upon without specific legal advice based on particular situations.*



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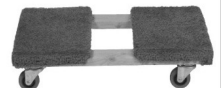
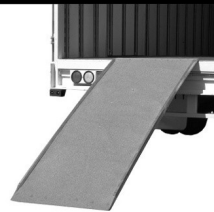
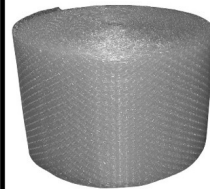
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# What's Your Airplane Speech? (Part 1)

## How to Engage Almost Anyone

by Jim Mathis, CSP

### Flying Lessons

I was traveling across the country from Detroit to Los Angeles last month. Seated next to me on the flight was a gentleman on his way home who had just attended a conference where the speaker sold him a copy of her book; it was on how to be a speaker! So we struck up a conversation.

"What do you do for a living?" he asked me. It was a perfect opportunity to introduce myself.

Now, I could have said I'm a professional speaker but that was too easy. Instead, I got his attention with my response and told him, "I help people like you who want to reinvent themselves in changing economies."

When I told him more, he couldn't believe that he was talking to someone who actually does what he was reading about. I get the same response when I answer what I do; "How do you do that?"

I use this technique everywhere I go and with whomever I speak on the phone. That is why I don't believe in waiting for my phone to ring; I make other people's phones ring and taking advantage of that opportunity. I do not wait for someone to take the initiative and call me first, because they usually won't! It's great when they do, but I want to take the initiative and engage my clients and prospects right away.

To achieve a reaction like that for yourself, you can craft an "airplane speech." Have you ever heard of an "elevator speech?" In business, it's the statement you make on an elevator when someone asks what you do for a living. I noticed that unless the power goes out, no one is on the elevator for too long!

The basic idea of an elevator speech is that you answer with a catchy phrase that sums up what you do so that strangers will "open the door" for you to say more. What's the problem with this? The elevator door does open and either they get off or you do.

So instead of an elevator speech, I have an airplane speech. Why? You are on a plane with people for a much longer time (including the time sitting as others board the plane). This affords you a better

opportunity to share what you do that benefits them, share cards and information.

Despite calling it an airplane speech, I use it everywhere. I know you aren't always on an airplane, but if you reinvent your thinking to opportunities where you are in close proximity with others who would benefit from sharing what you do, you will orient your lifestyle to achieve greater success.

That is why I tell what I do in a manner that allows the person to engage by allowing them to ask for more from me. If you can craft a statement that is short, to the point and makes the individual ask, "How do you do that?" you'll increase receptivity... and profits.

Most people are wasting other people's time telling them information they don't care about in a manner that makes you and I say, "No." I want you to learn how to entice the person you are speaking with to say, "Yes, tell me more!" You will never hear someone else say, "Tell me more," until you entice them with benefits. *(Part two of Jim Mathis' Airplane speech will appear in the June 2016 Issue of The Communicator)*



*Jim Mathis, CSP is The Chief of Reinvention Nation™, an international Certified Speaking Professional and best-selling author of Reinvention Made Easy: Change Your Strategy, Change Your Results.*

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# MEMORIAL BULLETIN

## MARGIE LAMBERT

August 10 1924—March 23, 2016



Marjorie (Margie) Lambert passed away March 23, 2016, in her home in Toluca Lake, California.

Margie and her late husband, Rene Lambert, founded Rene's Van & Storage, Inc. in 1945. Margie and Rene loved working side by side along with their three sons and daughters-in-law. The success of Rene's Van & Storage allowed them to purchase an old studio in Hollywood that was in need of vast repairs. They relocated their moving companies to this new location from where they managed them as they continued renovation on the studio. In 1984, they opened Ren-Mar Studios with the slogan, "Your home in the heart of Hollywood." Ren-Mar evolved into a quaint, warm, and friendly rental facility for the motion picture and television industry. In their lifetimes, Margie and Rene had four separate moving companies that were run simultaneously. Margie is survived by her three sons, Russell Sr. Rene Jr., and Ricky, as well as 11 grandchildren, an abundance of great-grandchildren, and one great-great grandson.

## DON ESTRIN

March 12, 1928—March 20, 2016



Don Estrin of Huntington Beach Passed away a week after turning 88 years old.

Don was born in Cleveland, Ohio to William and Gertrude Estrin. He served in the US navy just prior to the end of WWII. He started and sold several companies over the years but worked mainly in the moving industry. In retirement, Don Volunteered for the Huntington Beach Police Department.

Nancy (Pollack), His wife of 63 years preceded him in death in 2014. He is survived by his sons Brad (Michele), and Glenn (Karen), grandchildren: Matt (Trista), Rachel, Benjamin, and Tori and great granddaughters, Samantha and Riley.



*(MINIMUM WAGE Continued from page 5)*

now at \$12.25, will go up to \$13 on July 1 and to \$15 in 2018, followed by further increases based on CPI, under a measure approved by that city's voters in 2014.

Republicans and business leaders opposed the statewide minimum-wage hike, arguing it will lead to businesses reducing the size of their work force or increasing prices to cover the costs of the increased wages.

"This bill will add to the challenges that include recent Affordable Care Act mandates, recent minimum wage increases, new mandatory paid sick leave and increases in workers' compensation," Assemblyman Bill Brough, R-Dana Point, said. "Small business workers' compensation is based on

payroll. As payroll increases so does workers' comp. This isn't even considering local permits and other regulatory agencies small businesses have to comply with."

But supporters, primarily Democrats, rallied behind the proposal, saying workers earning minimum wage should be able to pay for basic necessities.

"Wages are not keeping pace with the cost of living in California. Income inequality continues to grow," said Assemblywoman Toni Atkins, D-San Diego. "This proposal will help millions of hard-working Californians while protecting taxpayers and small businesses if the economy experiences a downturn. We can be prudent and make sure workers are paid a reasonable, livable wage at the same time. It doesn't have to be a choice."

## ALERT: Hoverboards Banned From Transport Due To Fires

After making a huge splash over the holidays last year, the device inventors have decided to call the hoverboard is gradually being banned from almost all types of transportation services. Beginning December 2015, they were banned from public transportation, the US Postal Service, Amazon.com, and from most major airlines, having been labeled as “dangerous goods” following investigations from the Consumer Product Safety Commission. In New York, the hoverboard has been made illegal, while in the UK, it was the subject of a mass confiscation. Public concern is due to numerous reports and media coverage of hoverboards catching fire, causing personal and monetary damage.



The main issue lies with the quality of the lithium batteries used on knock-off products. According to Tony Le, the CEO and founder of the hoverboard company Glitek, the hoverboards in question are mass-produced in factories that are set up almost overnight, by factory workers who have no training. Further, factories such as these do not take any measures to ensure the product's safety and they cut cost all around by using cheaply made,

Chinese branded lithium batteries that have no internal or external protection.

Due to the high probability of combustion, there is no question that it is better to be safe than to risk up to millions of dollars worth of damage.

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## Chipman Relocation & Logistics Partners With Habitat For Humanity



Pictured above are the Chipman General Managers and Sales Representatives who participated in the Habitat for Humanity project during their annual Sales Conference. Chipman had over 40 volunteers from eight different offices painting, cleaning, hammering and laying rebar at six Martinez, CA homes on Thursday, March 17, 2016. Participants stated, "It's great to give back to the community!"

## Stay Connected with CMSA!



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### Protect Yourself From Ransomware

Lately there has been a bit of buzz around what the tech industry termed *Ransomware*. This is essentially a virus that is installed in your computer by a third party in order to take control of all your files. Hackers then ask for money in exchange for your files. If you refuse to pay, they threaten to destroy your files—hence the name, *Ransomware*. Usually, hackers ask for a minimum of \$500 and go upwards from there. Most people think this is inevitable, but ransomware can be avoided if you take *very simple* and *regular* steps to fortify your computer and software.



#### Avoid Clicking On Suspicious Emails and Never Open Attachments

NEVER open a suspicious email and NEVER *download* an attachment from someone you do not know. Unless you initiated contact with a business or a person you know you can trust, leave the attachment alone. If you received a suspicious email

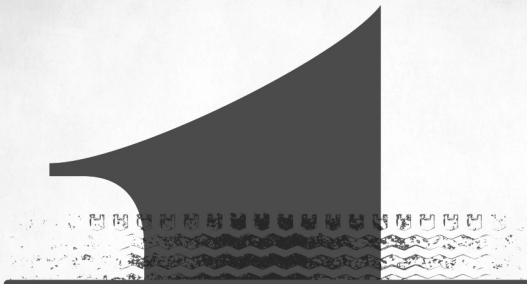
from someone *you do know*, double check with them about it before opening any attachments or the email itself. Chain emails are also to be avoided, especially at work, even if it is from someone you know. With chain emails, there is *always* the risk of downloading malware and viruses that can threaten everything on the company's server. The same goes

for links to websites that are emailed to you. Only click the link or visit the website if you know it is legitimate. Again, do not follow a link that is sent by someone you don't know. It's better to forego clicking the link than to risk viruses.

#### Keep Your Technology Up To Date

This applies to all mobile devices, laptops, and desktop computers. This also means you should keep the operating systems and apps (for items such as tablets and mobile phones) up-to-date to prevent hackers from taking advantage of software

(RANSOMWARE Continued on page 15)



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(RANSOMWARE Continued from page 14)

weaknesses. Hackers used to only be able to hack the Windows operating system, but they have since expanded their effectiveness to Android, Mac, and Linux operating systems.

### Use External Data Backup Methods and Backup Regularly

Keeping your files on an external harddrive where you can keep copies of your files will give you an advantage if *Ransomware* ever makes it onto your computer. Since this is a device that does not rely on the network or server to function, it will protect your files from being reached (if it is not plugged in to your computer at the time!) Experts recommend backing up files *weekly* to keep them safe and most recent. With this method, it is important that the drive or external backup unit is not connected to the network or your computer when it is not in use since hackers will also have access to it. With something like this, you have control. But let's say you don't have data backup.

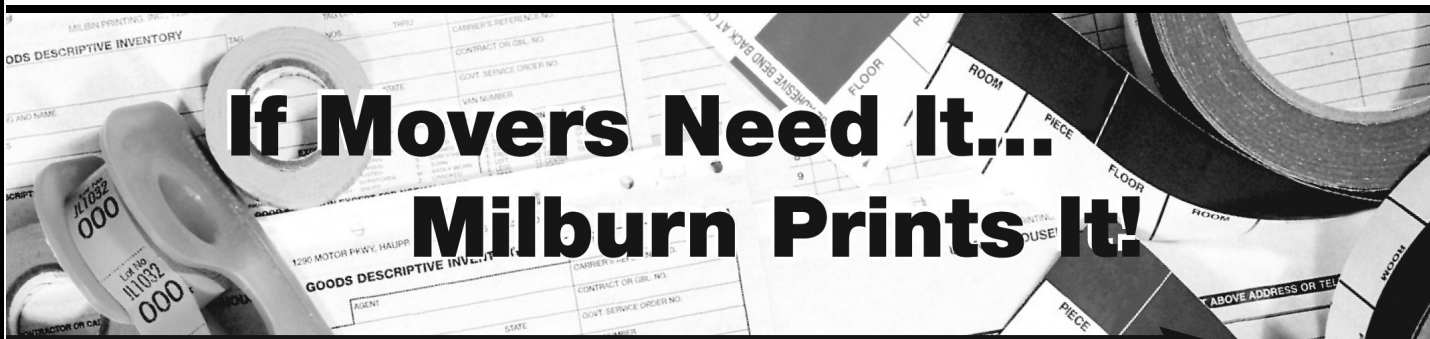
### Do Not Pay Hackers

Assume your computer has been compromised. The decision to pay the hackers for your files is

completely yours. However, consider what experts advise on the subject. **Paying hackers only fuels their criminal industry by funding their efforts.** The more money they make, the faster **they can develop more intricate ways of delivering viruses to your computer.** If no one paid hackers, there would be no "hacker industry." Additionally, paying hackers does not guarantee your files will be relinquished. So keeping them backed up is your safest security net against any kind of attack. Without it, you're playing a high-risk game.

### Knowledge Is Your Best Defense

One of the best ways to protect your computer and devices from cybercriminals is to be informed on best practices. It is always a good idea to be up to date and alert to new threats. In addition to avoiding suspicious emails and files, experts advise you consult with technicians who know about security software and to have one installed on your devices. According to experts, the installation of malware on your devices is very much preventable with the minimum amount of effort and knowledge you can have on the subject. Adding to this the security software, you can be protected from malware infections almost 100%.



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	Association	Total Lbs.
1	Pennsylvania (PMSA)	906,002
2	Illinois (IMAWA)	623,875
3	California (CMSA)	595,274
4	Southwest Movers (SMA)	575,601
5	New Jersey (NJWMA)	500,232

	Association	Enrolled Movers
1	California (CMSA)	51
2	Southwest Movers (SMA)	46
3	Illinois (IMAWA)	36
4	Florida (FMWA)	28
5	North Carolina (NCMA)	27

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# CMSA 98<sup>th</sup> ANNUAL CONVENTION SCHEDULE

## TUESDAY, MAY 10

3:00 p.m. – 5:00 p.m. Executive Committee Mtg  
6:00 p.m. – 10:00 p.m. Movers & Shakers Reception/Dinner for Board, Committee Members, & Chapter Presidents (By Invitation Only)

## WEDNESDAY, MAY 11

8:00 a.m. – 6:00 p.m. Registration Desk Open  
8:00 a.m. – 9:00 a.m. Insurance Committee Mtg  
9:00 a.m. – 10:00 a.m. Government Affairs Committee Mtg  
10:00 a.m. – 11:00 a.m. Membership Committee Mtg  
11:00 a.m. – 12:00 p.m. Military Affairs Committee Mtg  
1:30 p.m. – 5:00 p.m. Board of Directors Mtgs  
3:00 p.m. – 5:00 p.m. Early Exhibitor Setup

## THURSDAY, MAY 12

8:30 a.m. – 8:30 p.m. Registration Desk Open  
10:30 a.m. Golf Tournament  
8:00 a.m. – 4:00 p.m. Exhibitors Setup

## THURSDAY, MAY 12 (continued)

4:00 p.m. – 5:30 p.m. Young Professionals Mtg  
5:00 p.m. – 6:00 p.m. Associate Member Committee Mtg  
6:30 p.m. – 9:00 p.m. Exhibitors Welcome Reception

## FRIDAY, MAY 13

7:30 a.m. – 12:00 p.m. Registration Desk Open  
8:00 a.m. – 9:00 a.m. Squaw Creek Breakfast  
9:00 a.m. – 12:00 p.m. General Business Session  
12:30 p.m. – 2:00 p.m. Olympic Valley Luncheon  
2:00 p.m. – 4:00 p.m. Military Breakout Session  
6:30 p.m. – 9:00 p.m. Mardi Gras Theme Dinner

## SATURDAY, MAY 14

8:00 a.m. – 12:00 p.m. Registration Desk Open  
8:00 a.m. – 9:00 a.m. Alpine Sunrise Breakfast  
9:00 a.m. – 12:00 p.m. General Business Session  
12:30 p.m. – 2:00 p.m. Gold Medal Luncheon  
12:30 p.m. – 3:00 p.m. Booth Tear-Down  
6:00 p.m. – 7:00 p.m. Chairman's Reception  
7:00 p.m. – 11:00 p.m. Chairman's Dinner/Ball

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## The San Diego Chapter Hosts Its 24th Annual Golf Tournament

On March 9, 2016, the San Diego Chapter hosted its 24<sup>th</sup> Annual Scholarship Fundraising Golf Tournament at the Rancho Bernardo Inn. Just under 100 golfers showed up to enjoy a beautiful day of golf and camaraderie. Golfers were treated to steel drums, a putting contest, free drinks and a great day of golf! After the tournament

concluded a raffle giveaway began and a great luau-style buffet was enjoyed. Several *Taylor Made* golf clubs were raffled off and many went home with a prize.

The success of this tournament in raising money for the CMSA Scholarship Fund is due largely in part to all the sponsors. **The Pasha Group** was the event's premier sponsor, special thanks to The Pasha Group who had many participants come down



to join in our tournament. Additionally, we couldn't have done it without the help of **Republic Moving & Storage** as the Lunch Sponsor, **Golden State Container** as the Golf Cart Sponsor, and **Ace Repair** as the Dinner Sponsor. The San Diego Chapter would also like to thank: **Ace Relocation Systems**, **Arpin**,

**Arrow Truck Sales**, **Atlas Transfer**, **Boyer Moving**, **Cal Relo**, **Champion Risk**, **Compumove**, **COVAN**, **CVNS TNPI HIDQ Twentynine Palms, CA**, **Enterprise Rent-A-Truck**, **J&S Paper**, **Kentucky Trailer**, **Mayflower**, **McCarthy Transfer**, **Oakley Relocation**, **Olsen & Felding**, **Pioneer**, **Priority**, **Ship Smart**, **Suddath**, **Tax & Financial Group**, **Vanliner**, **Wheaton World Wide Moving**, and **Wright Way**.



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## CALENDAR OF EVENTS

<b>Tue., April 5</b>	<b>Mid Valley Memorial Spaghetti Dinner</b>
<b>Sun., April 10</b>	<b>Greater Los Angeles Day at the Races</b>
<b>Wed., April 13</b>	<b>Northern Region Chapter Golf Tournament</b>
<b>Mon., April 18</b>	<b>Sacramento Chapter Golf Tournament</b>
<b>Wed., April 20</b>	<b>San Diego Chapter Mtg</b>

<b>Sat., April 23</b>	<b>North Bay Chapter Bocce Tournament</b>
<b>Wed., April 26</b>	<b>First Annual Twin Counties Shoot Off</b>
<b>2016 CMSA Convention, May 10-15 Resort at Squaw Creek Olympic Valley, CA</b>	
<b>Fri., Oct. 7</b>	<b>Monterey Bay Chapter Golf &amp; Bocce Tourn.</b>

## CLASSIFIED ADVERTISING

CHARGES: 1-5 lines \$15; \$2 each additional line. CMSA box number \$5. Special heading/setup extra.  
Email Maribel at [mnavarro@thecmsa.org](mailto:mnavarro@thecmsa.org) to place your advertisement.

### EMPLOYMENT OPPORTUNITY

Foster Van Lines is searching for an aggressive & experienced HHG salesperson for the San Francisco & Oakland market. Please send resume to [jobs@fostervanlines.com](mailto:jobs@fostervanlines.com)

### EMPLOYMENT OPPORTUNITY

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### 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](mailto:nan@rebelvanlines.com).

### EMPLOYMENT OPPORTUNITY

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### 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](mailto:nan@rebelvanlines.com) or call 800-421-5045.

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We are looking for a Household Goods International Forwarding Manager to ideally reside at our Corporate office in Phoenix, AZ, though this is negotiable. IATA license, dangerous goods certification and HHGFAA membership required. For more information or to forward resume email : [marysloane@smmoving.com](mailto:marysloane@smmoving.com).

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

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# HISTORICAL PHOTO

As the CMSA closes in on its 100th year, join us in looking back down memory lane at these wonderful historical pictures. If you have any pictures you would like to share, please email them in JPEG format to: [mnavarro@thecmsa.org](mailto:mnavarro@thecmsa.org).



*In 1971 (pre-cell phone era), this is how messages were shared at the convention*



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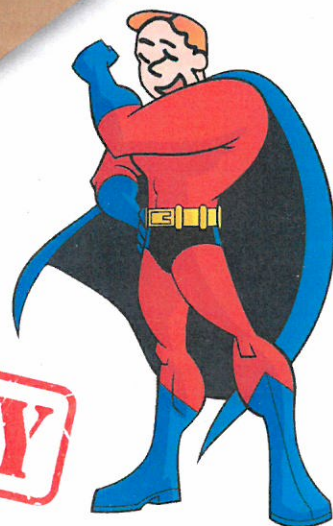
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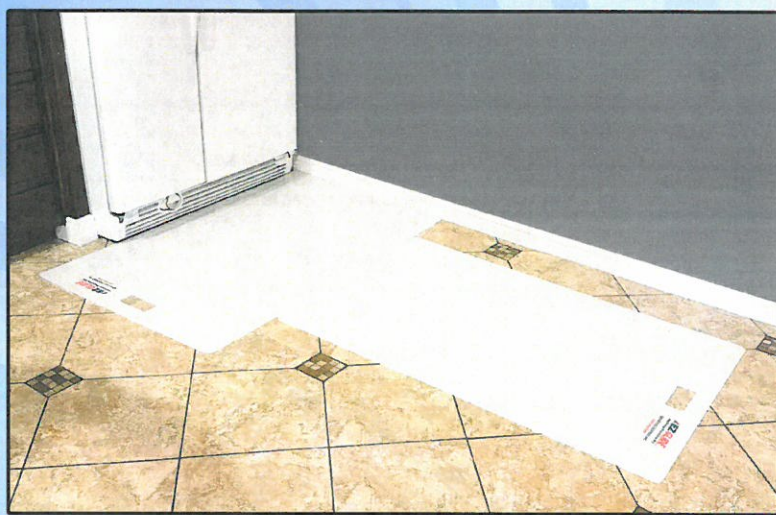
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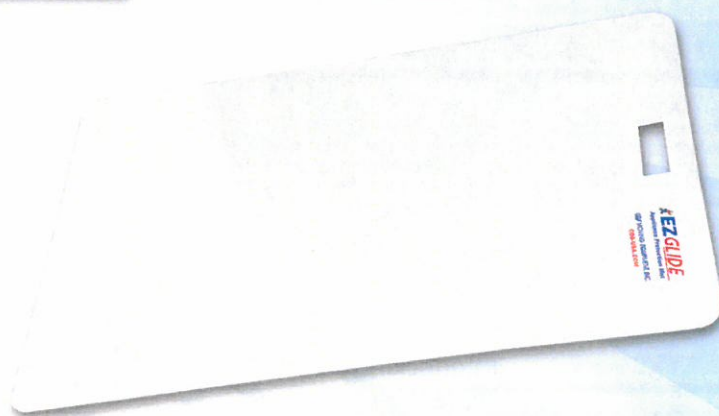


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