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California Job Growth Outpaces Nation

The Federal Reserve finally moved forward with its plans to begin normalizing interest rates in mid-December by raising the federal funds rate by one-quarter percentage point. The Fed also noted in its policy statement that it intends to gradually raise interest rates over the course of 2016 and 2017, pushing interest rates up by about one percentage point each year.

Rising interest rates typically serve as a brake on economic activity and there is some evidence activity may already be cooling off in anticipation of the Fed's move. Expectations for higher interest rates have pushed the dollar higher against most major foreign currencies and have pulled commodity prices lower.

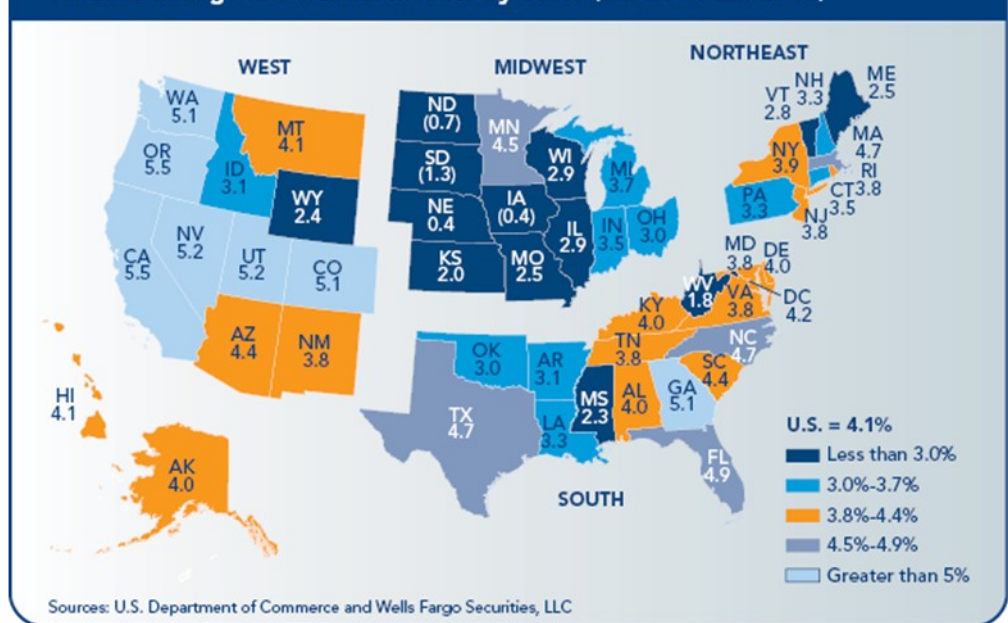
Employment growth has held up relatively well, however, as many of the sectors most directly impacted by the stronger dollar, lower commodity prices and slower growth overseas tend to be capital intensive. More labor-

intensive parts of the economy, including health care, professional and technical services, and the leisure and hospitality sector, have been less impacted.

The rise in interest rates and expectations for additional rate hikes in coming years raises risks for the California economy in the coming year. Recently, hiring in the Golden State has risen at a pace one-and-a-half times stronger

(Job Growth cont. on page 4)

Percent Change in Personal Income by State (Q2 2014-Q2 2015)



**Register for the 2016 CMSA Convention
Resort at Squaw Creek ¥ May 10-15, 2016**

**Darren Kavinsky, attorney and host of
Investigation Discovery Channel's TV show, *Deadly Sins*
set to be the keynote speaker at the convention!**



Chairman's Corner

By: Patrick Longo

The holiday season came and went very quickly this year for some reason. I hope everyone enjoyed the season with friends and family.

The terrorist attack in San Bernardino last month was a tremendous tragedy that really hit home with my family as well as our CMSA family. I have a mother and three sisters who live very close by and one of my sisters actually attends counseling sessions periodically with the social workers in that building. Also, Glenn Willwerth of J&S Paper found himself caught in the middle of the action. J&S is located across the street from the shooting sight. Glenn happened to be in the office that day and turned out to be a star witness in the manhunt of the shooters. Great job, Glenn we appreciate everything you did to help and thankfully you came out of it unharmed. Now more than ever, it is the time to reflect on the importance of every day. Appreciate loved ones as well as all your coworkers, for you never know

what tomorrow brings us.

I had a chance to attend the LA/OC Joint Chapter Holiday Party this month over at Clearman's North Woods Inn in La Mirada hosted by Chapter Presidents Eric Ortiz and Tom Smith. Both Chapters represented well as usual, collecting more than 100 toys for kids less fortunate. It is always a great feel-good time to kick off the holiday season. Great job Eric, Tom and all of our sponsors: New Haven Moving Equipment, Dewitt Move World Wide, Ship Smart, Paul Hanson Partners, Mirliss Auto Relocation Services and CDS Moving Equipment.

Hope everyone hangs in there during the lean months of December-February know that spring and summer is just around the corner. In the meantime try and diversify as much as you can this will help get us through.

I am looking forward to our next group of Chapter visits in January: Mid Valley, Monterey and Central Coast. Remember to register early for our 98th Annual CMSA Convention at the beautiful Resort at Squaw Creek in Olympic Valley, California from May 10-15 2016. Happy New Year everyone! Let's make this the best year ever.

Keep making a difference!!

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President's Comments

By: Steve Weitekamp

Welcome to 2016! We are starting the second half of the second decade of the 21st Century. A lot has changed in the first 15 years and we can expect the pace of change to only increase. We have been told that we need to be nimble and accept that lifelong learning will be a requirement to succeed in our work and world. While we can appreciate and accept this reality, it can still catch us by surprise. Even just a couple of years ago, who would have imagined that a limit on the number of times you click on a website in an hour (a new regulation on military short fuse shipment booking limiting clicks per hour) would be an issue in the moving industry.

Our December column reviewed the comments that CMSA filed in the Federal Register expressing our members concerns with an SDDC proposed pilot Channeling Volume Move program. Since our last issue SDDC has postponed implementation of this program. Their re-

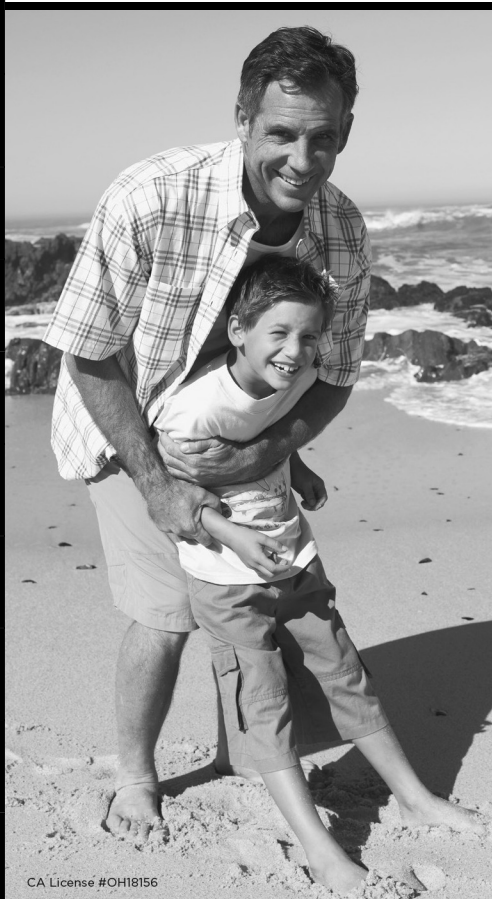
cent Advisory included the following statement:

"Due to ongoing evaluation of Federal Register Notice comments and assessment of the overall impact to the Defense Personal Property Program (DP3), the HHG Channeling Pilot will not begin in Spring CY16; further execution and associated timing decisions have not been made at this time. We will continue to re-evaluate the CONOPS and will collaborate with industry on any future HHG initiatives."

We will face many challenges in the years ahead, some known and others yet to be revealed. Regulatory issues are an area that requires the constant vigilance and a strong advocacy in support of reasonable implementation for legitimate businesses that can best be provided by an industry Association. Our Association has long been a supporter of a system of safety and rule regulations that protects consumers and carriers alike.

The next five months are an active time for your Association. There are many opportunities

(President's Comments cont. on page 4)



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(President's Comments cont. from page 3)

to participate in upcoming Chapter meetings and fundraising events leading up to our 98th annual convention May 10–15 at the beautiful Resort at

Squaw Creek in Olympic Valley, CA. I would encourage you to register now and be a part of what is certain to be an educational and fun filled annual meeting of the California Moving and Storage Association.

(Job Growth cont. from page 1)

than the rest of the country.

Overall economic conditions, however, encompass a sizable divide between the stronger-growing metropolitan areas along the coast and the slower-growing inland areas. Every metropolitan area has shown improvement over the past year and gains have been significantly more even than in prior years. The state's economy continues to be driven by information technology, life sciences and tourism, which tend to be focused in and around the larger metropolitan areas along the coast.

Employment Up

Nonfarm employment in California is up a solid 2.9% year over year, not far from the state's three-year average of 3.1%. The Golden State has added 464,000 net new jobs from October of last year on a nonseasonally adjusted

basis. Gains have been broad-based across a majority of industry sectors.

California's steady pace of hiring has pulled the state's unemployment rate down below 6% to 5.8% in October, its lowest reading since October 2007. On a year-to-date basis through October, the largest gains have been seen in the professional and business services sector, which added 130,000 new jobs.

Technology

Hiring has ramped up considerably in California's technology sector in recent years. The San Francisco Bay Area continues to benefit from the growth of new innovative enterprises.

Ride-hailing service company Uber recently revealed its plan to build its global headquarters in the Bay Area by 2017. The company will have a seven-story office building in Oakland, as well as two offices in San Francisco's Mission Bay neighborhood. In total, Uber's three locations will

(Job Growth cont. on page 5)



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(Job Growth cont. from page 4)

account for more than 800,000 square feet of real estate and is projected to house between 2,000 and 3,000 employees. Uber's office in Oakland furthers the strong recent momentum in that market.

Additionally, Cupertino-based Apple has been snatching up office space across Silicon Valley to keep up with its rapidly expanding workforce, which now totals about 25,000 in the Santa Clara Valley. Apple's new campus, "the spaceship," is still under construction and is expected to have 13,000 workers upon completion.

In addition, cloud storage company Dropbox recently announced plans to centralize its headquarters in San Francisco's South of Market (SOMA) neighborhood, and will expand into three buildings in the area.

Housing

Housing remains a significant challenge for California. Home prices have continued to rise much faster than income, creating a large affordability hurdle for many homebuyers. According to the California Association of Realtors, the

median single-family home price in California rose 5.6% year over year to \$480,630 in October.

There have been signs of slowing price appreciation more recently in the month-to-month data; weaker global economic growth is likely beginning to weigh on foreign demand. California home sales have ramped up over the year, with existing single-family home sales up 5.8% over the year on a three-month moving average basis.

Residential construction also is on the upswing. Single- and multifamily housing permits have made notable gains and are currently at post-recession highs. A significant portion of growth has come from apartments, particularly in the San Francisco Bay Area and Los Angeles.

Conclusion and Outlook

California's economy has thrived amid what has otherwise been a somewhat disappointing economic recovery. Job growth has consistently outpaced the nation in recent years and personal income and gross state product are

(Job Growth cont. on page 6)




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(Job Growth cont. from page 5)

both expanding at some of the fastest rates in the nation.

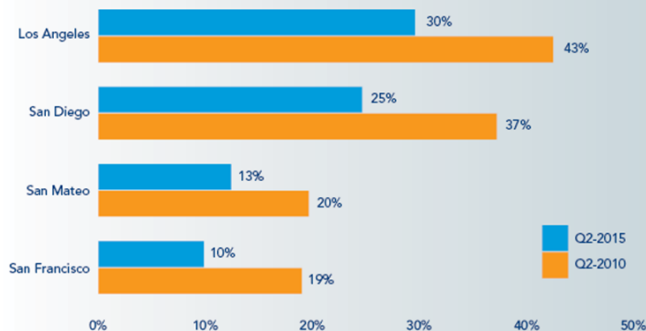
The state's economic recovery has been extremely uneven, however, with the strongest growth coming along the coast, particularly in areas benefitting from the state's leading position in the rapidly growing information technology and life sciences sectors. Tourism and international trade also are growing solidly. These industries, however, do not tend to generate anywhere near as many high-paying jobs as the tech sector does. Moreover, growth in the interior of the state, which is more dependent on agriculture, has tended to lag.

With so much growth concentrated in the state's larger metropolitan areas, housing costs have skyrocketed. There also have been persistent efforts underway to raise the minimum wage and several local communities have already done so. Businesses also have left the state in fairly large numbers, seeking both lower operating costs and less regulatory burden.

That said, California has not only held up relatively well, but somehow managed to thrive, at least on an overall basis. The council expects

Housing Affordability Index by Region

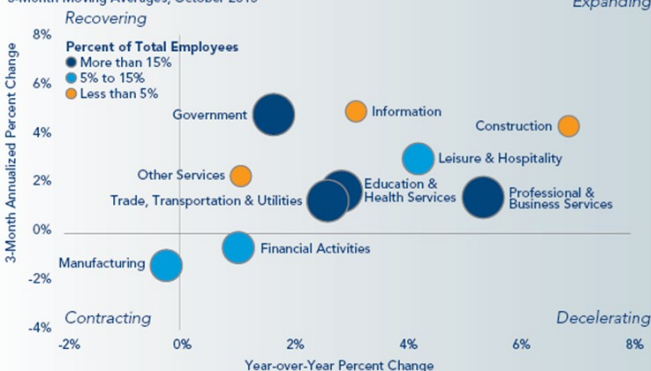
Percentage of Households That Can Afford Median-Priced Homes



Sources: California Association of Realtors and Wells Fargo Securities, LLC

California Employment Growth by Industry

3-Month Moving Averages, October 2015



Sources: U.S. Department of Labor and Wells Fargo Securities, LLC

(Job Growth cont. on page 7)

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(Job Growth cont. from page 6)

California's good fortune to hold for at least another year. Employment gains may moderate somewhat, however, as access to capital begins to tighten a bit amid rising interest rates.

Home sales and new home construction, which have seen only a modest recovery so far, also may see activity improve a bit more slowly, as higher mortgage rates further crimp housing affordability.

Despite all these challenges, the state's economic growth should still easily outpace the national average in 2016 and the unemployment rate should approach the national rate toward the end of the year.

Source: California Chamber of Commerce, *Alert*

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MEMORIAL BULLETIN

Francine J. Myers

November 1, 1943–September 15, 2015



Francine J. Myers, the wife of 49 years of former CMSA Chairman Ralph L. Myers (1985-86), passed away on September 15, 2015.

Francine battled pancreatic cancer for three years. During this time, she developed the phrase, "I have a lot of love left to give" as her mantra. Because of this and the expert care and treatment she received in the Bellingham, WA Cancer Care Center and at the Virginia Mason Cancer Research Center in Seattle, she lived longer than many victims of pancreatic cancer.

Francine passed away peacefully at home with her husband Ralph, close relatives and family at her side.

Francine is survived by her husband Ralph, daughter Maria, son-in-law and two grandchildren ages nine and seven. Francine was preceded in death by her son Tom Myers in 1993.



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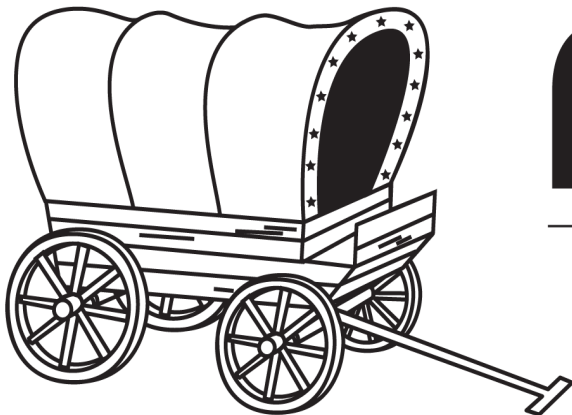
New Member Spotlight



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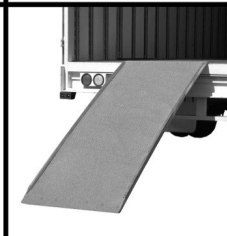
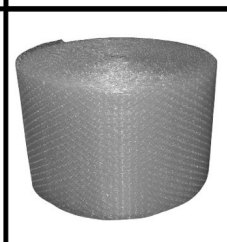
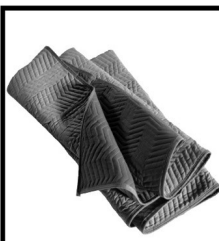
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Accident Event Recorders – Minimizing Your Exposure to Risk

By Mark Raby, President of Champion Risk & Insurance Services L.P.

With the start of the new year, why not treat your company to some of the newest technology that will enable you to overall reduce your insurance costs as well as to keep your employee's safe. More and more, Accident Event Recorders (AER's) are being used all around the country in buses, taxi cabs, trucking companies as well as moving and storage companies.

Most companies in the moving industry who are best in class as it pertains to their safety programs or if they participate in Captive Insurance Programs due to the fact that they are sharing in the risk are utilizing this technology. Trust me when I tell you, the technology works very well and could prevent one of your drivers from having a sizable claim.

Reducing Risky Driving Behaviors:

Depending which model you purchase, certain AER's continuously monitor and capture driving behavior while simultaneously providing real-time driver feedback. If the predetermined speed limit and/or G-force settings should be exceeded, the driver is notified with an audible chime. The audible chime or "alert" is a reminder to drivers that helps reinforce safe driving habits. The AER continuous video helps fleets monitor and confirm that safe practices are consistently maintained by drivers. Instant driver feedback is the equivalent of a safety expert sitting side by side with drivers and training them on safe practices that result in behavioral changes and fewer accidents.

Increasing Safety



The continuous dual video recording system provides all the benefits of event based recording with the added benefits of continuous recording. This enables fleets to review video of driver behavior to identify risky actions before an event occurs. The result is a proactive "Prevent the Event" approach to safety which reduces the risk of catastrophic accidents far beyond "event only" type recording devices or standard mobile DVR systems with minimal event or driver feedback capabilities.

Lowering Costs

Again, depending on the model, certain AER's increase a fleets productivity and profitability by improving driver performance at a fraction of the cost of event only, Wi-Fi and DVR recording technologies. Let AER's protect your bottom line by reducing fuel consumption, stopping dangerous driving habits before they lead to accidents, & lowering insurance premiums by reducing accident claims!

(*Event Recorders* cont. on page 11)

(Event Recorders cont. from page 10)

Complete Security for Your Vehicle

With the new third camera option, AER's are now able to provide video recording behind the vehicle or on the side of the vehicle with the simple addition of a side view camera or backup camera. The main unit mounts on the inside of the windshield and provides a clear 310° of both the exterior and interior of the vehicle providing front facing views, people entering the door, driver, and front row passengers day or night. The third camera option is able to be installed anywhere inside or outside the vehicle and provides unmatched video coverage that allows you to better manage behavior and resulting activities to ensure complete vehicle security.

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AER'S assists fleet managers to comply with federal law that bans all commercial drivers from using handheld devices. Drivers who violate the restriction can face federal civil penalties of up to \$2,750 for each offense and disqualification from operating a commercial motor vehicle for multiple offenses. Companies that don't prevent their drivers from using handheld cell phones while driving are liable for millions of \$\$\$ if "compliance processes" are not in place or effective.

There are many types of AER camera's / options to choose from. For further information please contact me at mraby@championrisk.net or 858-369-7911.

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Caution: Cap Rules for Paid Sick Leave, Paid Time Off Differ

We want to implement a combined vacation and sick leave paid time off (PTO) policy to meet the paid sick leave mandate. An employee will earn and be capped at 48 hours/year. Is this OK?



No. The paid sick leave cap rules and the PTO/vacation policy allowable cap rules are completely different. Although you may use PTO to meet the paid sick leave requirements, the PTO policy still must comply with both the paid sick leave requirements and the vacation/PTO policy rules.

Paid Sick Leave Cap

Under the mandatory paid sick leave law, employers may cap sick leave accrual at 48 hours, or six days (whichever is greater), a year. If an employer separates the vacation policy from its sick leave policy, the mandatory paid sick leave law allows an employer to cap the sick leave accrual at 48 hours, or six days (whichever is greater), and limit the use to 24 hours in the year.

The sick leave is not a vested benefit and accrued hours do not have to be paid out at termination of employment. Reinstatement of accrual may apply in certain circumstances.

Vacation/PTO Cap

In contrast, under vacation/PTO laws, absent a collective bargaining agreement, hours earned for vacation and PTO policies are vested and cannot be forfeited.

The Division of Labor Standards Enforcement (DLSE) does allow an employer to place a cap on the amount of vacation/PTO accrued; however, the accrual may not be

(Cap Rules cont. on page 12)

(*Cap Rules cont. from page 11*)

capped within the year it is earned or in a very limited time following the earning period.

Pursuant to DLSE guidelines, allowable caps for PTO policies must provide a fair and equitable period for an employee to use accrued PTO. DLSE has found a cap of 1.5 times the PTO hours accrued yearly to be acceptable.

For example, if an employee earns 48 hours of PTO in the year, a valid cap would be 1.5 times the 48 hours, which results in a 72-hour cap. Earned vacation and PTO are never lost and are paid out at termination.

Understand Differences

This article discusses the capping rules for PTO and the sick leave-only policies. It is important to understand the differences between implementing a sick leave-only policy or using a PTO policy to meet the paid sick leave mandate.

Using a cap policy is not required, but if you choose to use a cap, follow the guidelines specific to your chosen method.

Source: California Chamber of Commerce, *Alert*

Darren Kavinsky Convention Keynote Speaker

Darren Kavinsky is the creator and host of the TV shows, *Deadly Sins*, *Did He Do It?*, and *Breaking Point*, which all air on Investigation Discovery. *Deadly Sins* is the #1 show on the network. He is also an expert legal analyst, "misbehavior" expert, and Host from HLN's *After Dark*, *In Session*, *Entertainment Tonight*, *The Insider*, *Dr. Drew*, *Dr. Phil*, *Today*, and countless other TV and radio shows.



Perhaps more important than his professional accomplishments is the compelling inspirational tale he has to share. Darren is living proof that massive change can happen in a moment, and personifies triumph over adversity to rise to the level of success he now enjoys.

(*Darren Kavinsky cont. on page 13*)

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(Darren Kavinsky cont. from page 12)

Once an overweight kid from a dysfunctional family, he went on to suffer from his own addiction issues at a very young age which plagued him for many years. To call this downward spiral a “bottom” is an understatement; Darren lost everything.

However, after two decades of unsuccessfully battling with his demons, in May of 2000 change happened in a moment, and Darren has gone on to achieve previously unthinkable levels of success. The kid who wore “husky” sized Toughskins has completed seven Ironman triathlons and has done several ultra-marathons. The bankrupt attorney who once swept floors in a furniture store to make ends meet has since created several multi-million dollar businesses, including a law firm that now employs more than 30 people.

Darren is a true “misbehavior expert” – his own and other people’s! These incredible life experiences have given Darren a unique perspective that is truly refreshing. Darren has the innate ability to communicate authentically with people from all walks of life, from white collar to blue collar to no collar, a talent that has resulted

in many favorable jury verdicts, and rave reviews from TV producers and live audiences alike.

Main Speaking topic: Be The Billboard

People are creatures of habit. We have conscious and subconscious patterns that rule our lives – thoughts, processes, and relationship patterns, at home and at the office. Some patterns, of course, are good, but many patterns are limiting and hold you back from what you truly want to accomplish – new projects, bigger goals, business growth.

Breaking bad patterns can lead to amazing breakthroughs. If only it were that simple. Darren Kavinsky is an expert in transforming limiting patterns into pathways to success. Darren runs a successful law firm, is a regular commentator on national news channels, and has his own show on Investigation Discovery. However, Darren’s path to success wasn’t typical and, in fact, was unexpected.

Darren fought a life-long battle with drug addiction that nearly cost him his life. He tried multiple times to break his harmful habits, and

(Darren Kavinsky cont. on page 14)



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(*Darren Kavinsky cont. from page 13*)

failed. It wasn't until he realized and utilized three key strategies that he finally conquered his addiction.

Darren experienced his own pivotal moment of change in May, 2000, and now he shares with audiences around the world how the three strategies that ended his addiction have also been essential to his business success.

Darren uncovers a misconception about ending limiting behavior, reveals the fastest way to break bad habits (and talks about why most people get this step wrong), and a crucial psychological barrier that hold people back, but no one ever talks about it.

Darren's speech has heart, humor, and most of all, clear strategies that you can use right away!

**CMSA 98th Annual Convention
Resort at Squaw Creek
May 10–15, 2016**

Electronic Logging Devices to be Required Across Commercial Truck and Bus Industries

The U.S. Department of Transportation's Federal Motor Carrier Safety Administration (FMCSA) announced the adoption of a Final Rule that will improve roadway safety by employing technology to strengthen commercial truck and bus drivers' compliance with hours-of-service regulations that prevent fatigue.

"Since 1938, complex, on-duty/off-duty logs for truck and bus drivers were made with pencil and paper, virtually impossible to verify," said U.S. Transportation Secretary Anthony Foxx. "This automated technology not only brings logging records into the modern age, it also allows roadside safety inspectors to unmask violations of federal law that put lives at risk."

The Final Rule requiring the use of electronic logging devices (ELD) will result in an an-

(*Electronic Logging cont. on page 15*)



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(Electronic Logging cont. from page 14)

nual net benefit of more than \$1 billion – largely by reducing the amount of required industry paperwork. It will also increase the efficiency of roadside law enforcement personnel in reviewing driver records. Strict protections are included that will protect commercial drivers from harassment.

On an annual average basis, the ELD Final Rule is estimated to save 26 lives and prevent 562 injuries resulting from crashes involving large commercial motor vehicles.

“This is a win for all motorists on our nation’s roadways,” said FMCSA Acting Administrator Scott Darling. “Employing technology to ensure that commercial drivers comply with federal hours-of-service rules will prevent crashes and save lives.”

An ELD automatically records driving



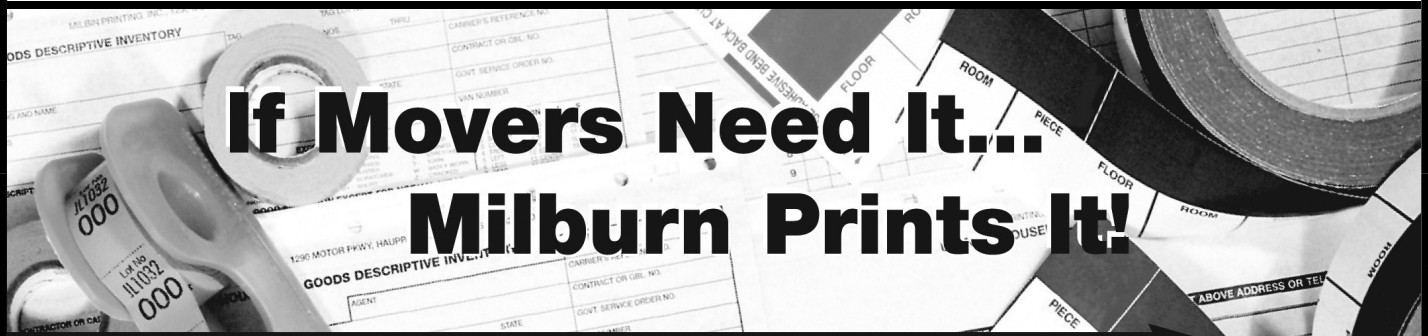
time. It monitors engine hours, vehicle movement, miles driven, and location information.

Federal safety regulations limit the number of hours commercial drivers can be on-duty and still drive, as well as the number of hours spent driving. These limitations are designed to prevent truck and bus drivers from becoming fatigued while driving, and require that drivers take a work break and have a sufficient off-duty rest period before returning to on-duty status.

The four main elements of the ELD Final Rule include:

- Requiring commercial truck and bus drivers who currently use paper log books to maintain hours-of-service records to adopt ELDs within two years. It is anticipated that approximately three million drivers will be impacted.

(Electronic Logging cont. on page 16)



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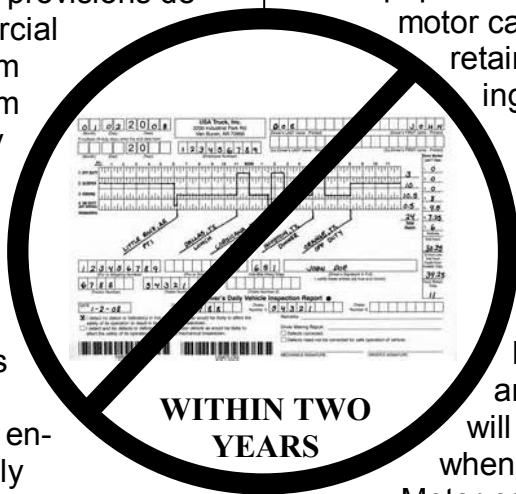
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(Electronic Logging cont. from page 15)

- Strictly prohibiting commercial driver harassment. The Final Rule provides both procedural and technical provisions designed to protect commercial truck and bus drivers from harassment resulting from information generated by ELDs. [A separate FMCSA rulemaking further safeguards commercial drivers from being coerced to violate federal safety regulations and provides the agency with the authority to take enforcement actions not only against motor carriers, but also against shippers, receivers, and transportation intermediaries.]
- Setting technology specifications detailing performance and design requirements for ELDs so that manufacturers are able to produce compliant devices and systems – and purchasers are enabled to make in-



formed decisions.

Establishing new hours-of-service supporting document (shipping documents, fuel purchase receipts, etc.) requirements that will result in additional paperwork reductions. In most cases, a motor carrier would not be required to retain supporting documents verifying on-duty driving time.

The ELD Final Rule permits the use of smart phones and other wireless devices as ELDs, so long as they satisfy technical specifications, are certified, and are listed on an FMCSA website. Canadian- and Mexican-domiciled drivers will also be required to use ELDs when operating on U.S. roadways.

Motor carriers who have previously installed compliant Automatic On-Board Recording Devices may continue to use the devices for an additional two years beyond the compliance date.

A copy of the ELD Final Rule is available at: <https://www.fmcsa.dot.gov/hours-service/elds/electronic-logging-devices-and-hours-service-supporting-documents>.

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CMSA 98th 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

7:00 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)

4:30 p.m. – 6:00 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
6:00 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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FMCSA's Final Rule Prohibits Coercion, Protects Commercial Truck and Bus Drivers From Being Forced to Violate Safety Regulations

WASHINGTON – The U.S. Department of Transportation's Federal Motor Carrier Safety Administration (FMCSA) announced the publication in the Federal Register of a Final Rule to help further safeguard commercial truck and bus drivers from being compelled to violate federal safety regulations. The Rule provides FMCSA with the authority to take enforcement action not only against motor carriers, but also against shippers, receivers, and transportation intermediaries.

The Final Rule addresses three key areas concerning driver coercion: procedures for commercial truck and bus drivers to report incidents of coercion to the FMCSA, steps the agency could take when responding to such allegations, and penalties that may be imposed on entities found to have coerced drivers.

"Any time a motor carrier, shipper, receiver, freight-forwarder, or broker demands that a schedule be met, one that the driver says would be impossible without violating hours-of-service

restrictions or other safety regulations, that is coercion," said FMCSA Acting Administrator Scott Darling.

In formulating this Rule, the agency heard from commercial drivers who reported being pressured to violate federal safety regulations with implicit or explicit threats of job termination, denial of subsequent trips or loads, reduced pay, forfeiture of favorable work hours or transportation jobs, or other direct retaliations.

Some of the FMCSA regulations drivers reported being coerced into violating included: hours-of-service limitations designed to prevent fatigued driving, commercial driver's license (CDL) requirements, drug and alcohol testing, the transportation of hazardous materials, and commercial regulations applicable to, among others, interstate household goods movers and passenger carriers.

See more at: <https://www.fmcsa.dot.gov/newsroom/final-rule-prohibits-coercion-protects-commercial-truck-and-bus-drivers-being#sthash.Wk4vQtQZ.dpuf>



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The 2016 CMSA College & Vocational Scholarship applications and required documents are due Wednesday, February 10, 2016, at noon!



Calendar of Events

Tues., January 19	Mid Valley Chapter Mtg	Sun., February 28	Ventura/S. Barbara Bowling Tournament
Wed., January 20	Monterey Bay Chapter Meeting	Wed., March 9	San Diego Chapter Golf Tournament
Thurs., January 21	Central Coast Chapter Meeting	Thurs., March 17	Sacramento Chapter Golf Tournament
Mon., January 25	Sacramento Chapter Bowling Tournament	Sun., April 10	Greater Los Angeles Day at the Races
Wed., February 10	San Diego Chapter Meeting	Wed., April 13	San Diego Chapter Meeting
Tues., February 16	North Bay Chapter Meeting	Sat., April 23	North Bay Chapter Bocce Tournament
Tues., February 16	O.C./Beach Cities Chapter Bowling Tournament	2016 CMSA Convention May 10-15 Resort at Squaw Creek Olympic Valley, CA	
Wed., February 17	Northern Region Chapter Meeting		
Thurs., February 18	Sacramento Chapter Meeting		
		Fri., Oct. 7	Monterey Bay Chapter Golf & Bocce Tourn.

CLASSIFIED ADVERTISING

CHARGES: 1-5 lines \$15; \$2 each additional line. CMSA box number \$5. Special heading/setup extra. Call CMSA 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.

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

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North Bay Moving (NorthAmerican agent) is looking to hire an experienced (at least one year) residential household goods sales person for the San Francisco bay area & Sonoma & Marin counties. Please email your resume to: info@northbaymoving.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

Ernie's Van & Storage in Rocklin, CA is looking to hire a qualified & experienced HHG/NAC salesperson. For more information, please contact msowell@evsmoving.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: rhifumi@thecmsa.org.



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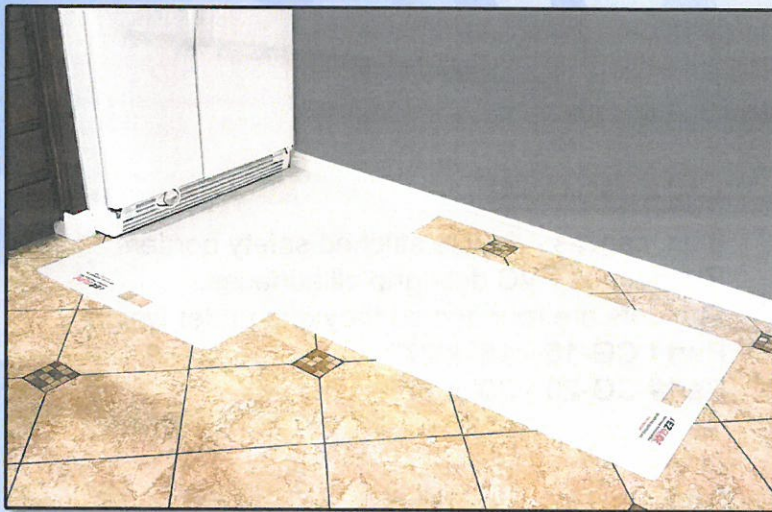
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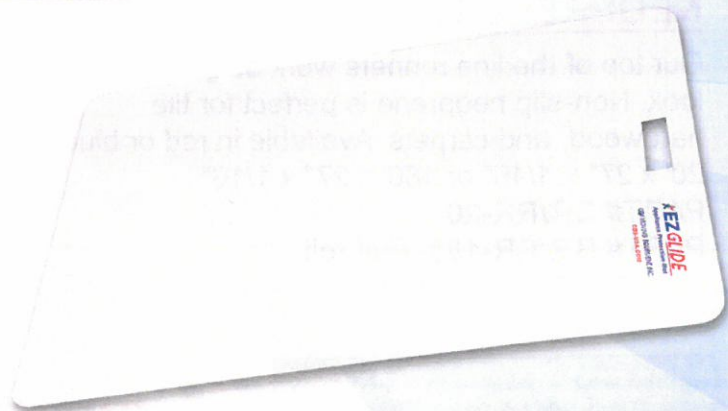


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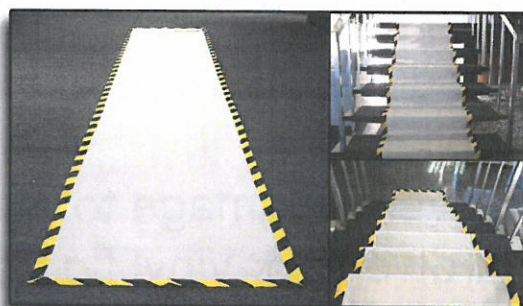
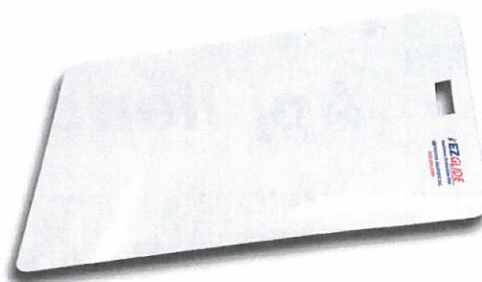
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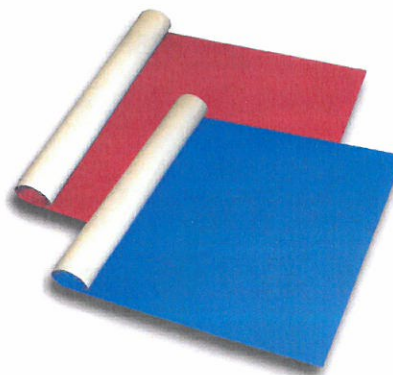
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