

The Communicator

THE CALIFORNIA MOVING & STORAGE ASSOCIATION

Nationwide Migration Trends Show Moving is Down in 2016

Idaho and Wyoming see the highest amount of inbound and outbound traffic respectively this year

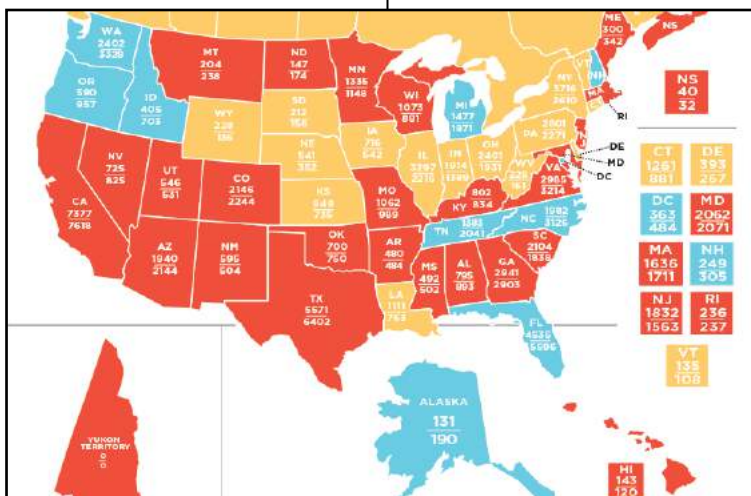
EVANSVILLE, Ind., December 28, 2016

— According to one of the nation's leading movers, the 2016 Atlas Van Lines Migration Patterns study found that 11 U.S. states, along with the nation's capital, experienced a shift in migration status in 2016. The study also found that 26 states registered as balanced — meaning that moves in and out of the states were roughly equal — 15 as outbound, and 9 as inbound, in addition to Washington, D.C. Furthermore, the data showed the overall number of moves was down from 2015. The company has conducted the study since 1993 to track the nation's inter-state (between states) moving patterns year to year as reflected in moves handled by Atlas.

The 10 states with the highest percentage of inbound moves and outbound moves are included in order below. This is the first year Idaho has been the study's inbound leader. Wyoming topped the outbound list back in 2012 as well.

Inbound

1. Idaho (63 percent)
2. Oregon (62 percent)
3. North Carolina (61 percent)
4. Tennessee (60 percent)
5. Alaska (59 percent)
6. Washington (58 percent)
7. Michigan (57.2 percent)
8. Washington D.C. (57.1 percent)
9. Florida (56 percent)
10. New Hampshire (55.1 percent)



Outbound

1. Wyoming (63 percent)
2. Nebraska (61 percent)
3. Illinois (60 percent)
4. Delaware (59.5 percent)
5. Louisiana (59 percent)
6. Connecticut (58.9 percent)
7. New York (58.7 percent)
8. West Virginia (58.6 percent)
9. Indiana (58 percent)
10. South Dakota (57.6 percent)

Former inbound states Alabama, Maine, North Dakota, Rhode Island and Texas

(2016 MIGRATION TRENDS continued on page 5)



CHAIRMAN'S CORNER

By Robert Fraser

I hope everybody had a great holiday season. I know I did! I love celebrating the Christmas holiday with family and friends and winding down the year to celebrate the new one.

Typically, our industry allows us this time to reflect on the past year to recognize the successes and failures that we all experienced in our businesses so that we can make changes to assure success in the new year. I'm thinking of a phrase that I'm sure you're all familiar with: "hope springs eternal." Most of us associate those words to celebrate the upcoming baseball season each year and the desires for our home team to win the World Series. If you look up that phrase on Google, you'll find that it was derived from a quote in 1734. As far as I know, I don't think there were any baseball teams vying for a championship back then. The other fact that is amazing to me is that it is from

a proverb that suggests 'it is human nature to always find fresh cause for optimism'. Wow. When was the last time our media allowed for the possibility of any cause for optimism? It seems they work on promoting causes for pessimism in our society, but I digress.

We all know that our industry is on the cusp of some pretty big changes, whether we like it or not. Optimism is a virtue and never more so than with our California Moving & Storage Association. We can have a tremendous impact on those changes if we stay positive and committed to the goals we want to achieve. Get involved and ask others to get involved. If there are movers and competitors in your areas who are not CMSA members, go talk to them. Find out what their challenges are and ask them to join our Association. There really is strength in numbers. We do have somewhat of a window of opportunity here to coalesce ideas and strategies to shape the future of our industry and Association. With the start of a fresh new year, my fellow members, ask not what your Association can do for you ... you know the rest.

(CHAIRMAN'S CORNER continued on page 4)



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PRESIDENT'S COMMENTS

By Steve Weitekamp

Happy New Year! As we begin a new year, it is appropriate to look both back and forward to assess what worked and what didn't and to hopefully start the annual cycle with a renewed

optimism.

January will see two very high-profile household moves and, as with any move, we can expect changes. On January 20, one first family will move out of the White House and another will move in. Moving is always a time of change; in this case, the changes will be on a national scale and we expect them to be significant.

Political change and policy change is coming to the country, but California sees it different. Our state Legislature now has a Democratic super-majority and our Democratic governor is in firm control. The bureaucratic agencies that we must engage with — California Public Utilities Commis-

sion (CPUC), California State Transportation Agency (CALSTA), California Air Resources Board (CARB), Employment Development Department (EDD), Department of General Services (DGS) and others — will be impacted and, in some cases, emboldened by this political climate. Whether this is to your liking or not, it is the current reality in which we must operate and therefore we will need to plot our course accordingly.

For example, please read this issue's article on the 20-cent tax on fuel to pay for infrastructure improvements — pay close attention to who is speaking as infrastructure means different things to different people. If you're like me, it means roads, bridges and tunnels. But to many in government, it means bike lanes, medians and the occasional roundabout. The strategy is to make personal car and, by extension, truck travel so unpleasant that we will approve any bond and pay any price to develop mass transit and surrender our autos.

In my June 2016 column, I reviewed activities of the CPUC and their intent to increase household good carriers' fees. The agency's position remains the same: the

(PRESIDENT'S COMMENTS continued on page 4)



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(CHAIRMAN'S CORNER continued from page 2)

I'd like to remind all of you to register early for our last double-digit CMSA Convention in May. In case you haven't heard, we are fast approaching our 100-year anniversary. This year's 99th Convention will be at The Mission Hills Golf Resort & Spa in Rancho Mirage. Get all of the information and reser-

vation forms on the CMSA website or call the CMSA office. Register now for reduced rates and look forward to a lot of fun in the sun with your families, friends and movers and shakers.

We can ALL be winners. Hope springs eternal.

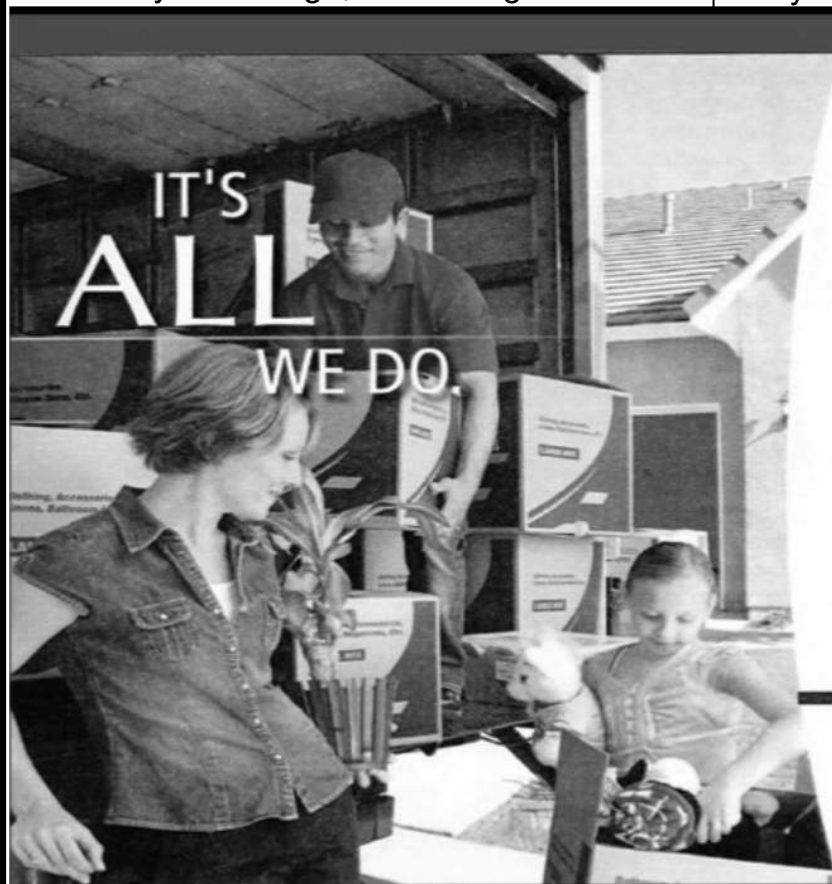
(PRESIDENT'S COMMENTS continued from page 3)

Transportation Rate Fund (TRF) does not have the financial resources to fund their activities. My position is that their financial issue is a result of their own actions, accounting issues that resulted in a one-time clawback of a large percentage of the fund, and inaction by failing to stop the increasing percentage of moves performed by illegal operators. My understanding is that the CPUC is hard-pressed to understand why revenue (carrier fees) continues to decline. They see a relatively stable, based upon the last numbers we were provided, number of carriers and an improving economy, so why are carrier fees continuing to decline? What gives?

Well, from years of visits to and conversations with carriers —an approach that, to the best of my knowledge, a state regulator has-

n't even contemplated — it appears that more than a few carriers have decided that doing CPUC regulated work is not for them, based upon the environment that currently exists. This group of carriers believes that in an environment where illegal operators compete openly, they will look for other opportunities. These moving opportunities include but are not limited to: interstate, international, office and industrial, and record storage and warehousing. These are areas of business that CMSA provides support but generally fall outside the scope of CPUC regulation.

To learn more about current and pending regulation as well as alternative moving opportunities, I encourage you to join us for the 2017 convention in Rancho Mirage. Register today!



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(2016 MIGRATION TRENDS continued from page 1)

became balanced in 2016. After spending 2015 as balanced states, Michigan, New Hampshire and Washington, D.C., became inbound while Kansas shifted to outbound. In addition, Minnesota, New Jersey and Wisconsin changed from outbound to balanced in 2016.

In 2016, the total number of interstate and interprovincial moves reached 75,427, down from 77,705 in 2015. For the fifth consecutive year, the states with the highest number of total moves were California (14,995), Texas (11,973) and Florida (10,231).

Northeast Region

The Northeastern states saw four major changes from 2015 to 2016, with New Hampshire shifting from balanced to in-

bound and New Jersey from outbound to balanced. After spending 2015 as inbound, Rhode Island and Maine both became balanced in 2016. New Hampshire was the only inbound state in the region this year. New York has been outbound for more than 14 years.

CALIFORNIA

| | Year Inbound | Outbound |
|--------|--------------|----------|
| ■ 2016 | 7,618 | 7,377 |
| ■ 2015 | 8,076 | 6,897 |
| ■ 2014 | 7,599 | 6,368 |
| ■ 2013 | 7,716 | 6,789 |
| ■ 2012 | 6,918 | 5,960 |
| ■ 2011 | 7,803 | 6,758 |
| ■ 2010 | 7,160 | 6,529 |
| ■ 2009 | 6,526 | 6,188 |
| ■ 2008 | 7,705 | 6,834 |
| ■ 2007 | 8,530 | 8,064 |


South Region

The Southern region experienced three changes. Alabama shifted from inbound to balanced, and Texas shifted from inbound to balanced. Before this year, Texas had registered as inbound for more than a decade. Washington, D.C. changed from balanced to inbound.

Midwest Region

In 2016, the Midwest registered three new balanced states, with Minnesota and Wisconsin both moving from outbound to balanced. For the first time since 2010,

(2016 MIGRATION TRENDS continued on page 6)




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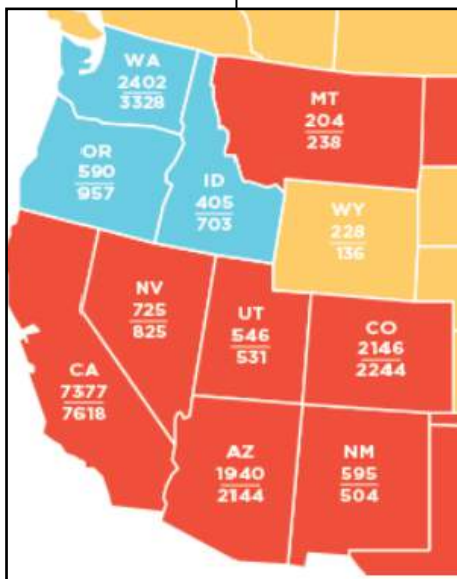
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(2016 MIGRATION TRENDS continued from page 5)

North Dakota shifted from inbound to balanced. Kansas went from balanced to outbound, and Michigan from balanced to inbound. Michigan was the only inbound state in the Midwest this year, a classification it hasn't experienced in more than 10 years. In 2016, the region had its least amount of outbound states in recent years.

West Region

While the Western states experienced no classification changes from 2015 to 2016, the region did have the state with the highest percentage of inbound moves in the country, with Idaho registering 63 percent of moves entering the state. The region also registered Wyoming with the highest percentage of outbound moves in the U.S., with 63 percent of moves exiting the state.



Three of the Canadian provinces registered changes from 2015 to 2016, with Newfoundland and Labrador moving from balanced to inbound. Nova Scotia shifted from balanced to outbound, and Prince Edward moved from balanced to inbound in 2016.

How Status is Determined

Each state's or province's status is determined by its threshold value, which is the total number of shipments multiplied by 0.55 (i.e., in a state with 100 moves, at least 55 must be outgoing to be considered outbound). All other states or provinces in which outbound or inbound numbers don't exceed the threshold are classified as

balanced. Shipments noted for Canada are cross-border to the U.S. or from the U.S. (not inter-provincial).

To view the full results of the 2016 migration patterns, visit <http://atlasvanlines.com/migration-patterns/>.

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CALENDAR OF EVENTS

Wed., January 18 Monterey Bay Chapter Meeting

Wed., February 8 at noon CMSA College & Vocational Scholarship Deadline

Wed., February 8 Greater Los Angeles Chapter Meeting

Tue., February 21 North Bay Chapter Meeting

Wed., February 22 Northern Region Chapter Meeting

Thu., February 23 Sacramento Chapter Meeting

Sat., February 25 Sacramento Chapter Bowling Tournament

Thu., March 9 San Diego Chapter Golf Tournament

Tue., March 21 Twin Counties Chapter Meeting

Wed., March 22 Central Coast Chapter Meeting

Sun., April 2 Greater Los Angeles Day at the Races

2017 CMSA Convention
May 2-7
The Westin Mission Hills Golf
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Fri., October 6 Monterey Bay Chapter Golf & Bocce Tournament



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James Shurr

October 12, 1934–December 27, 2016



CMSA member and 1986–1987 CMSA Chairman James (Jim) Shurr passed away peacefully at his home. His family owns Golden Gate Moving & Storage Co. in Concord.

He was a loving husband, father and grandfather.

His family includes his wife, Barbara; sons James Jr., Patrick, Jack (deceased); daughters Stephanie and Maribeth; and grandchildren James III, Jacob, Barbara, Courtney, Billy and Kendall.

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Bekins Van Lines Inc. Celebrates 125th Anniversary

INDIANAPOLIS — This winter marks the 125th anniversary of Bekins Van Lines Inc., one of the oldest moving companies in the United States. To commemorate the anniversary, Bekins has released a special 125th anniversary logo.

"It gives me great pride in joining Bekins' employees, agents, owner-operators and customers in celebrating this extraordinary milestone," said Mark Kirschner, CEO of Bekins Van Lines. "We will reflect on past successes and look forward to many more years of serving our customers."

Bekins was founded by brothers John and Martin Bekins in 1891 in Sioux City, Iowa, with only three horse-drawn vans and 12 employees. Over the years, Bekins has been involved in many important milestones within the moving in-

dustry, such as:

- Using the first motor moving trucks in 1903
- Occupying the first concrete steel warehouse in 1906
- Operating the first transcontinental motor van move in 1928
- Becoming the first van line to earn Certified Professional Movers status in 1996



Bekins has survived from generation to generation by offering unrivaled expertise and a commitment to customer service in the moving and storage industry. Bekins is now the fourth-largest household goods carrier in

the U.S. with more than 150 corporate employees based in Indianapolis and 150 locally owned and operated agents throughout the U.S.

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EPA Grants Petition for Lower Engine Standard

By Matt Schrap

Well, just when the light at the end of the tunnel was drawing near, the trucking industry is again seeing the one-eyed freight train of environmental regulation headed right at them. This week, the Environmental Protection Agency (EPA) released a response the petition filed by the California Air Resources Board (CARB), South Coast Air Quality Management District (SCAQMD) and San Joaquin Valley Air Pollution Control District (SJVAPCD) et al. requesting a federal rulemaking for a lower oxides of nitrogen (NOx) engine standard to take effect in 2024. EPA has granted their request and will begin a 24-month period for technical research with a rulemaking coming in 2019 for a 2024 implementation date.

While this may all sound familiar, these new standards are not the kind that are designed to enhance fuel economy, like the Phase 1 and Phase 2 greenhouse gas standards. These are the type that directly

control criteria pollutants and tend to degrade fuel economy. In this case, the criteria pollutants under control are the directly emitted NOx, which forms ozone in the atmosphere when it reacts with sunlight. This eventually results to the ever-familiar shroud of smog that blankets many major cities and metropolitan areas in the world.

Since California is under strict federal standards to meet National Ambient Air Quality Standards (NAAQS) for ozone attainment, its main focus to meet those standards outside of recent rulemakings, is the low NOx engine standard. Now that CARB is done decimating the in-state fleet through in-use rules, they have been granted passage into the next phase of their quest for clean air: a federal engine standard that no one can escape.

The challenge in California, especially Southern California and the central valley, is that the NAAQS cannot be met without a lower federal NOx engine standard because

(EPA GRANTS PETITION continued on page 13)



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(EPA GRANTS PETITION continued from page 12)

the majority of trucks operating on California roads are from out of state.

These fleets (for the most part) turn over to newer engine technology through natural attrition due to higher mileage accumulation and therefore avoid in-use standards because the technology they are using is ahead of the California rules. So, enter the federal government. With a federal standard, the natural turnover would eventually lead to the implementation of the lower NOx standard across the out-of-state fleet with the in-state legacy fleet following close behind. In theory, anyway.

Of course, there will be a formal rulemaking procedure beginning sometime in 2019, where California will be leading the charge for the standard they feel they need, the .02 standard. The OEMs and possibly the EPA might take a more reasonable approach with a slightly higher standard but lower than current standard, possibly with a maintenance and warranty enhancement such as the CARB is currently pursuing.

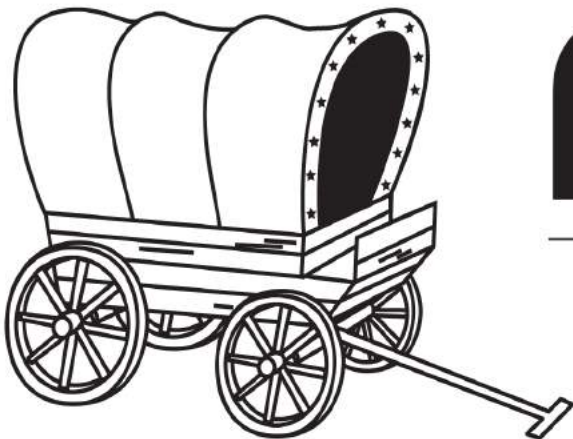
The new administration has been quiet

on the new engine standard so far. Nevertheless, any attempt in unwinding what the Golden State has started may prove more complicated than it appears. The first hurdle is that California is mandated to meet the NAAQS as directed by the Clean Air Act. If they can't meet the goals, the EPA steps in to do it for them.

The quandary for the new administration will boil down to whether they are going to play nice with California or face imminent litigation that will result in California getting their way anyway. Unless Congress changes the Clean Air Act, California will get its engine standard one way or another: nationwide or California only. For the Golden State, there is no other way and currently, the EPA agrees.

Based on California's emissions modeling, they cannot meet the federal standards without the low NOx engine. It has been made clear to industry and everyone else that the 2010 technology will not be enough to get them to their attainment goals. This is

(EPA GRANTS PETITION continued on page 14)



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Reading Between the Weeds: Proposition 64 Stays Out of the Workplace

By Erika Frank

On November 8, California voters decided for California to legalize adult recreational use of marijuana. Proposition 64, also known as the Adult Use of Marijuana Act, legalizes the recreational use of marijuana for adults 21 years old and over, imposes a 15 percent excise tax on marijuana sales

and establishes a regulatory framework for the sale of marijuana.

Legalization of marijuana for recreational purposes will be a significant change to current law. However, several things will *not* change.

For example, smoking or ingesting marijuana in public will remain unlawful, as will smoking or ingesting marijuana in places

(READING BETWEEN THE WEEDS continued on page 15)

(EPA GRANTS PETITION continued from page 13)

relatively bad news for a just recently beat up California-based trucking industry. While the CARB has given indication that no new, in-use, on-road rules will be implemented, there is little stopping local districts in pursuing facility caps in environmental justice areas to force the turn over to the cleaner standard.

While the in-state fleet thought they were out of the woods with the 2010 technology, cold engine operation and deterioration of

emissions controls in 2010 engine technology is resulting in much higher in-use emissions than anticipated, according to recent research findings. So, CARB has the data and will be able to make a compelling case for the cleanest standard because, in their collective mind, there is no other pathway. If the Feds try and stop them, they will sue, they will win and we will all be back to square one. Maybe a couple years later, but square one nonetheless. Never a dull moment.



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(READING BETWEEN THE WEEDS continued from page 14)

where smoking tobacco also is prohibited. Similarly, driving under the influence of marijuana will remain illegal.

But what about smoking weed at work?

When it comes to the workplace, California employers can take a deep breath of fresh air, because Proposition 64 is intended to maintain the status quo for employers seeking to maintain a drug- and alcohol-free

workplace.

In other words, employer policies related to drug possession, use and impairment as well as testing should not be compromised with the legalization of marijuana use under Proposition 64.

California and Marijuana

Legalizing marijuana at the ballot box is not new in California. In fact, this was the third time legalization of marijuana was before California voters.

The first time was 10 years ago when voters enacted the Compassionate Use Act of 1996, which allowed for the medicinal use of prescription marijuana, but did not allow for recreational use.

In an effort to extend legalization to recreational use, Proposition 19 went before the voters in 2010. However, Proposition 19 failed to pass by a vote of 46.5 percent to 53.5 percent. The California Chamber of Commerce opposed Proposition 19 because it provided protections to employees who used marijuana and prohibited employers from maintaining a drug-free workplace.

(READING BETWEEN THE WEEDS continued on page 16)

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(READING BETWEEN THE WEEDS continued from page 15)

However, the same is not true with Proposition 64 — workplace protections are intended to remain.

Proposition 64's Workplace Protections

In Proposition 64, adult recreational use of marijuana is permitted; however, such use stops short at the workplace. Proposition 64 states explicitly that it is intended to “allow public and private employers to enact and enforce workplace policies pertaining to marijuana.”

The initiative also provides that it will not be construed or interpreted to *amend, repeal, affect, restrict or pre-empt*:

“The rights and obligations of public and private employers to maintain a drug and alcohol free workplace or require an employer to permit or accommodate the use, consumption, possession, transfer, display, transportation, sale or growth of marijuana in the workplace, or affect the ability of employers to have policies prohibiting the use of marijuana by employees

and prospective employees, or prevent employers from complying with state or federal law.” (Section 11362.45 (f))

These provisions set Proposition 64 separate and apart from the failed 2010 initiative, which did not protect employer policies concerning the use of marijuana in the workplace. Moreover, these provisions demonstrate that the intent of the initiative is not to disrupt the current status quo concerning workplace safety and drug prevention.

Maintaining a Drug-Free Workplace

California employers are accustomed to variations between federal and state law. The same will be true with the legalization of recreational marijuana. Although the enactment of Proposition 64 legalizes recreational use of marijuana in California, marijuana will still remain an illegal Schedule I substance under the federal Controlled Substances Act. Therefore, employers may continue to prohibit use, possession and

(READING BETWEEN THE WEEDS continued on page 17)

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(READING BETWEEN THE WEEDS continued from page 16)

impairment at work, as well as continue to test for use when appropriate. Similarly, both federal and state laws require employers contracting with the government to maintain a workplace free from drugs and certify that the business is drug-free. Both federal and state drug-free workplace acts prohibit use of "controlled substances," as defined under the federal Controlled Substance Act.

Finally, both state and federal law impose strict drug testing and other related requirements on employers and operators engaged in commercial transportation. As such, employers must continue to comply with these drug-free workplace laws.

What about pre-employment drug testing policies? Pre-employment drug testing also is a lawful mechanism employers currently may use to maintain a drug-free workplace.



California employers may conduct pre-employment drug testing of all applicants before hire and deny employment if the drug test comes back positive, even if the applicant was legally using marijuana under the state's Compassionate Use Act, as affirmed by California's high court in the 2008 decision of *Ross v. RagingWire*. Proposition 64 does not intend to interfere with these workplace policies or practices. In short, these rights and practices aimed at maintaining a safe and drug-free workplace may continue even after marijuana is legalized for recreational use. The challenges facing employers won't be maintaining their drug free policies and practices, but rather communicating and enforcing these policies and practices as adults are now permitted to use marijuana for recreational purposes.

(READING BETWEEN THE WEEDS continued on page 18)

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(READING BETWEEN THE WEEDS continued from page 17)

Don't Let Workplace Policies Go Up in Smoke

Proposition 64's provisions related to the legalization of marijuana and workplace protections have taken effect November 9, the day after the election. Therefore, employers should review existing policies and remind employees not only about the company's drug-free workplace policy and practices, but also specify that marijuana is also prohibited.

Employees also should be reminded that impairment on the job will not be tolerated, even if impairment was due to a morning smoke before leaving the house for work. When reviewing existing policies or creating new ones, make sure your policy clearly states the company's position on drugs in the workplace, including marijuana. In addition, if you conduct pre-employment drug testing, inform all applicants of this policy and clarify that they will also be tested for marijuana use.

Finally, once your policy is reviewed and distributed, be sure to follow the policy and steer clear of any exceptions because mak-

ing an exception for one person could undermine the policy and set your company up for future litigation.

A few other things to consider when developing a drug-free workplace policy:

- Establish a policy banning the use, possession or sale of drugs in the workplace and on company property as well as being under the influence of an illegal or controlled substance while on the job, including alcohol and marijuana.
- Train all supervisors about the company's drug-free workplace policy, emphasizing the seriousness and importance of the policy.
- Train your supervisors to identify signs of drug or alcohol use.

Clearly communicate your policy and consider redistributing the policy on an annual basis.

Source: California Chamber of Commerce, *Alert*



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Random Controlled Substance Testing Rate to Remain at 25 Percent

WASHINGTON — The Federal Motor Carrier Safety Administration (FMCSA) said last month that the controlled substances random testing rate for regulated motor carriers will remain at 25 percent for calendar year 2017.

FMCSA regulations require that truck and bus companies that employ CDL holders conduct random drug and alcohol tests upon these individuals at a nationally prescribed percentage, which is informed by the results of an annual survey.

“For the safety of everyone traveling on our highways and roads, no driver should ever get behind the wheel under the influ-

ence of drugs or alcohol,” said FMCSA Administrator Scott Darling. “Commercial motor vehicle companies must comply with the crucial safety responsibility of conducting rigorous drug and alcohol testing programs for all of their CDL drivers.”

For calendar year 2016, FMCSA lowered the minimum annual drug testing rate from 50 percent to 25 percent following three consecutive calendar years (2011-2013) of drug testing data received in the Management Information System (MIS) survey, which indicated that the positive rate for controlled substances was less than 1

(SUBSTANCE TESTING RATE continued on page 20)

CLASSIFIED ADVERTISING

CHARGES: 1-5 lines \$15; \$2 each additional line. CMSA box number \$5. Special heading/setup extra.
Email Renee Hifumi at rhifumi@thecmsa.org to place your advertisement.

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

Register Today for the 2017 Convention!

Call CMSA at 562-865-2900 for more info.

EMPLOYMENT OPPORTUNITY

S&M Moving Systems in Santa Fe Springs is interviewing for the following positions: National Account Sales, COD Sales, Warehouse Manager and Warehouseman. Sales Training available for persons with industry experience wanting to take that next step. Please email resume to pamelawest@smmoving.com or call 562-567-2100

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.

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.

ADVERTISING OPPORTUNITY



Need to place a *Communicator* ad? Call CMSA at 562-865-2900 for info.

EMPLOYMENT OPPORTUNITY

Circle Moving is looking to hire an experienced residential salesperson for Los Angeles and Orange County area. Email resume to circlemoving@circlemoving.com

EMPLOYMENT OPPORTUNITY

Santa Clarita based agent for Stevens Worldwide Van line looking for driven sales person to perform in-home estimates, close sales, and generate new business through various networking opportunities. Please email resume to wmsads@yahoo.com or call 888.928.4424

FOR SALE

35 Used Storage Vaults. Standard/excellent condition/\$95 ea. Mercury.movers@verizon.net 760-375-5666/760-499-9383

SUBHAULING OPPORTUNITY

Top rated 24 year L.A. and Ventura County office and HHG mover is looking to contract with QUALITY licensed and insured SUBHAULERS. Mostly local moving. Top compensation and top rates in the area. For more info email abcmoving99@gmail.com – ABC Moving Systems

VAULTS FOR SALE

Just completed a successful auction and have 100 Vaults for sale in Santa Fe Springs. Please contact Pamela West at 562-567-2100 or email to pamelawest@smmoving.com

(SUBSTANCE TESTING RATE continued from page 19)

percent. FMCSA conducts the MIS survey to ensure compliance with the set testing rates. According to federal regulations, when data received in the MIS for two consecutive calendar years indicates that the positive rate for controlled substances is less than 1 percent, the FMCSA Administrator has the discretion to lower the annual testing rate to a minimum of 25 percent of a carrier's driver positions. If, however, at any time the positive rate for controlled substances exceeds 1 percent, the testing rate will automatically revert upward to 50 percent.

"We will continue to monitor the data closely, and should the positive rate for drug use rise above the 1 percent threshold in the upcoming 2015 survey, the national random testing rate requirement will be immediately increased to 50 percent," Darling said.

FMCSA's Drug and Alcohol Testing Survey measures the percentage of CDL drivers who test positive for drugs and/or alcohol, as a result of random and non-random (i.e., pre-employment, post-crash and reasonable suspicion/follow-up) testing. In

2014, FMCSA required carriers to randomly test 50 percent of their CDL drivers for drugs and 10 percent of their CDL drivers for alcohol.

According to the survey, for random drug and alcohol testing conducted in 2014 (the most recent data available):

- The estimated positive usage rate for drugs in 2014 was 0.9 percent. For 2012 and 2013, the estimated positive usage rate for drugs was estimated to be 0.6 percent and 0.7 percent, respectively.
- The estimated violation rate for alcohol usage (the percentage of drivers with a blood alcohol content or BAC of 0.04 or higher) in 2014 was 0.08 percent. For 2012 and 2013, the alcohol usage violation rates were 0.03 percent and 0.09 percent, respectively.

Source: The Trucker News Services



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GUAM

We are the Guam experts. Our all in rates include fuel surcharges and delivery services anywhere in **Guam.**

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You're Invited to the California Moving & Storage Association's 99th Annual Convention!

Meet your California colleagues in Rancho Mirage, Calif., May 2 – 7, 2017,
and learn about issues affecting both the California & National Moving Industry.

Visit the CMSA website at www.cmsa.org and go to the Convention Calendar
or go directly to the CMSA Convention Kiosk Webpage at:
<http://bit.ly/2017ConventionKiosk>

Check out the convention room rate at the Westin Mission Hills Golf Resort & Spa!

CMSA ROOM RATE: \$195 Per Night + Tax*
Call toll-free 877-253-0041 and reference the "CMSA 2017 Annual Convention Block."
You may also book your room online at: <http://bit.ly/CMSA-RoomBlock>

The Westin Mission Hills Golf Resort & Spa is located at 71333 Dinah Shore Drive, Rancho Mirage, CA 92270. The above rate also applies three (3) days before and after the CMSA official convention dates based on availability if you decide to extend your stay.

*Hotel rate is for single or double occupancy and subject to the prevailing state and local taxes (currently 13.065%).

We have an informative and fun-filled schedule of events planned for the Convention.

Enjoy a perfect escape in Rancho Mirage with championship golf courses, picturesque mountain views and a secluded location. Lounge by the pool or unwind at the spa during your desert convention. Don't forget to sign up for CMSA's Annual Golf Tournament being held at the Gary Player Golf Course on Thursday, May 4, 2017.

Convention Registration Fee - \$475

Check our website for Convention and Exhibitor Registration forms at: www.thecmsa.org

CMSA CONVENTION SPONSOR/ADVERTISING/DOOR PRIZE FORM

EVENTS AVAILABLE FOR SPONSORSHIP

- | | | |
|-----------|-------|--|
| 1. Tues. | May 2 | Movers & Shakers Reception * |
| 2. Tues. | May 2 | Movers & Shakers Dinner ♦* |
| 3. Thurs. | May 4 | Golf Tournament ♦ |
| 4. Thurs. | May 4 | Exhibitors Reception ♦ |
| 5. Fri. | May 5 | Mission Hills Breakfast |
| 6. Fri. | May 5 | Rancho Mirage Luncheon ♦ |
| 7. Fri. | May 5 | Friday Night Dinner Event <i>(Unlimited sponsorships available for this event.)</i> |
| | | |
| 8. Sat. | May 6 | Desert Sunrise Breakfast |
| 9. Sat. | May 6 | Oasis Awards Luncheon ♦ |
| 10. Sat. | May 6 | Chairman's Reception & Dinner ♦ |

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* Invitation Only Event / ♦ Sponsorship of Major Event (includes 2 Free Registrations) - \$2,600 /
 All Other Sponsorships (includes 1 Free Registration) - \$1,600

Event # _____ Amount \$ _____

PERSON CLAIMING FREE CONVENTION REGISTRATION(S):

Name _____ Badge First Name _____

♦Name _____ Badge First Name _____

Company _____

Phone _____ E-mail Address _____

Special Food Requests (e.g. vegetarian, gluten-free, vegan, etc.): _____

We will notify you whether your requests can be accommodated and if any additional fees are necessary.

For any additional persons registering, be sure to use the Convention Registration form.

Convention Advertising Opportunities (*does not include free registrations*):

| | | | |
|----------------------------------|-------|------------------------------|----------|
| _____ Half-Page Ad (4.5" x 3.5") | \$175 | (Sold) Program Back Cover Ad | \$550 |
| _____ Full-Page Ad (4.5" x 7.5") | \$325 | _____ Flyer Insert* | \$400 |
| (Sold) Program Inside Cover Ad | \$450 | Total Amount | \$ _____ |

Sponsors receive 20% off Convention Advertising! Ads are printed in black and white.

*Company must supply and ship inserts at their own expense.

Make checks payable to CMSA or use your Visa, MasterCard or Discover Card.

() Check enclosed () Visa () MasterCard () Discover

Name on Card _____ Card # _____

Exp. Date _____ Three-Digit Code on Back of Card _____

Billing Address _____ Billing ZIP _____

~~~~~

☒ YES, I want to support CMSA with a door prize.

Contact Name \_\_\_\_\_ Company \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

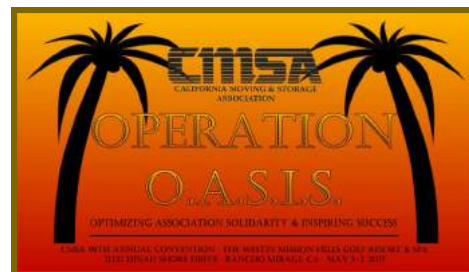
Door Prize(s) \_\_\_\_\_

**Return with payment and/or door prize(s) to CMSA, 10900 E. 183<sup>rd</sup> St., #300, Cerritos CA 90703  
 or fax form to: (562) 865-2944. For questions, call Renee Hifumi at (562) 865-2900.**

# CMSA 99th Annual Convention Registration Form

## May 2-7, 2017

**EARLY REGISTRATION DEADLINE: MARCH 2, 2017**  
**FULL registrations paid by March 2, 2017 are eligible for the**  
**drawing to win \$50 CASH on May 6, 2017!**



First CMSA Convention? (Y/N) \_\_\_\_\_

Interested in joining the CMSA Young Professionals Group? (Y/N) \_\_\_\_\_

Register the following company's representatives.

CMSA Member \_\_\_\_\_ Badge First Name \_\_\_\_\_

Guest \_\_\_\_\_ Badge First Name \_\_\_\_\_

Guest \_\_\_\_\_ Badge First Name \_\_\_\_\_

Company \_\_\_\_\_ Phone (\_\_\_\_) \_\_\_\_\_ Email \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Date of Arrival \_\_\_\_\_ Date of Departure \_\_\_\_\_

### **REGISTRATION FEE:** (See reverse side)

|                                  | <b><u>Before</u></b><br><b><u>March 2</u></b> | <b><u>After</u></b><br><b><u>March 2</u></b> |
|----------------------------------|-----------------------------------------------|----------------------------------------------|
| CMSA MEMBER or GUEST (13+ yrs.)  | \$475.00                                      | \$575.00                                     |
| CHILDREN'S PRICE (up to 12 yrs.) | \$325.00                                      | \$350.00                                     |
| NON-MEMBERS (each)               | \$625.00                                      | \$725.00                                     |

Sponsors & Exhibitors—Please use appropriate forms to ensure proper handling of complimentary registrants.

Special Food Requests (e.g. vegetarian, gluten-free, vegan, etc.): \_\_\_\_\_  
*We will notify you whether or not your requests can be accommodated and if any additional fees are necessary.*

**Enclose registration fees with this form.** Make checks or money orders payable to **CMSA** or use your **Visa, Discover or MasterCard**. Credit card registrations may be faxed to (562) 865-2944.

( ) Visa ( ) DIS ( ) MC ( ) Check enclosed Amount \$ \_\_\_\_\_

Name on Card \_\_\_\_\_ Card # \_\_\_\_\_ Exp. Date \_\_\_\_\_

Card Billing Address \_\_\_\_\_

Three-Digit CVV Number \_\_\_\_\_

**\*\*CANCELLATIONS:** Cancellations made before **April 2, 2017** will be subject to administrative fees plus any incurred costs (not to exceed 50% of total fees paid). After **April 2, 2017**, we will be unable to make refunds. Substitutions will be accepted, but we need to know one week in advance.

**ROOM RESERVATIONS:** Call The Westin Mission Hills Golf Resort & Spa at (877) 253-0041 to make reservations and reference the **CMSA Annual Convention Block** to receive the special group rate. A reservation link can also be found online by visiting [www.thecmsa.org](http://www.thecmsa.org) and clicking on the Convention Calendar webpage. Reservations must be made by 5 p.m. on **April 2, 2017** to guarantee the special group room rate. All major credit cards are accepted for deposit

RETURN COMPLETED FORM TO: CMSA, 10900 E. 183RD ST., STE 300, CERRITOS, CA 90703  
OR FAX TO: (562) 865-2944

## **2017 CONVENTION EVENTS**

**ALL GENERAL SESSIONS AND PANEL DISCUSSIONS ARE FREE TO ATTEND**

**Thursday, MAY 4**

**YOUNG PROFESSIONALS GROUP MEETING**

A new group started to engage young members and groom them for leadership roles within CMSA!

**EXHIBITORS WELCOME RECEPTION**

Food, Beverage, Latest in Industry Products and Service Technologies

**Friday, MAY 5**

**MISSION HILLS BREAKFAST**

**CMSA GENERAL SESSION**—Free Admission

**RANCHO MIRAGE LUNCHEON**

**MILITARY BREAKOUT SESSION**—Free Admission

**CINCO DE MAYO DINNER EVENT**

**Saturday, MAY 6**

**DESERT SUNRISE BREAKFAST**

**CMSA GENERAL SESSION**—Free Admission

**VAN LINE PANEL DISCUSSION**—Free Admission

**OASIS AWARDS LUNCHEON**

**CHAIRMAN'S RECEPTION & DINNER/BALL**



# Exhibitor Registration Form

99th CMSA Annual Convention

EXHIBIT DATES: May 4-6, 2017

**IMPORTANT!:** Steele Tradeshow Services (STS) will be the official exhibit services contractor, and will be in contact with you after you register. STS can assist you with shipping materials and handling special requests.

## STEP 1: RESPONSIBLE PARTY INFORMATION

1. \_\_\_\_\_  
Full Name of Attendee Responsible for Booth

\_\_\_\_\_

First Name to Appear on Badge

\_\_\_\_\_

Company Name to Appear on Exhibitor ID Sign

\_\_\_\_\_

Telephone \_\_\_\_\_ Fax \_\_\_\_\_

\_\_\_\_\_

E-Mail Address (Registration Confirmation will be sent via E-mail)

Special Food Requests: \_\_\_\_\_

**CMSA reserves the right to reject registration from exhibitors deemed inappropriate by the CMSA President and/or the CMSA Board of Directors.**

## STEP 2: ADDITIONAL ATTENDEES

2. \_\_\_\_\_  
Full Name

\_\_\_\_\_

First Name to Appear on Badge

\_\_\_\_\_

E-Mail Address

Special Food Requests: \_\_\_\_\_

3. \_\_\_\_\_  
Full Name

\_\_\_\_\_

First Name to Appear on Badge

\_\_\_\_\_

E-Mail Address

Special Food Requests: \_\_\_\_\_

USE ADDITIONAL SHEET TO LIST MORE ATTENDEES.

## STEP 3: ASSESS EXHIBITOR FEES

Booth registration **includes** one (1) convention registration, an 8x10 pipe & drape display booth, a six-foot skirted table, two chairs, wastebasket and exhibitor ID sign.

Booth Registration

Before April 2, 2017 @ \$1,200 \$ \_\_\_\_\_

After April 2, 2017 @ \$1,500 \$ \_\_\_\_\_

Booth Electricity ☐ \$125 per booth \$ \_\_\_\_\_

Additional Attendee(s):

Members \$475 ea./Non-Members \$625 ea. \$ \_\_\_\_\_

Grand Total: \$ \_\_\_\_\_

**\$20 from each exhibitor's booth fee will be included in the CMSA Scholarship Fund Donation & Booth Bingo Raffle!**

Refunds for any cancellations done before April 2, 2017 will be subject to administrative fees plus any incurred costs (not to exceed 50% of total fees paid). No refunds will be made after April 2, 2017.

## STEP 4: CHOOSE YOUR BOOTH

Priority will be given according to seniority and date registration form was received. See booth diagram for choices.

RESERVE BOOTH # (s) \_\_\_\_\_ FOR MY EXHIBIT.

In case your first choice is taken, please list alternate booth #s.

2nd Choice (s) \_\_\_\_\_ 3rd Choice (s): \_\_\_\_\_

Companies you don't want to be next to: \_\_\_\_\_

Saturday Booth Raffle Drawing? ☐ Yes ☐ No

## STEP 5: SELECT METHOD OF PAYMENT

☐ Check Enclosed ☐ Charge to Credit Card

CREDIT CARD INFORMATION:

☐ VISA ☐ MasterCard ☐ Discover Card

\_\_\_\_\_

Name on Credit Card

\_\_\_\_\_

Credit Card Number

\_\_\_\_\_

Exp. Date

\_\_\_\_\_

Billing Address

\_\_\_\_\_

Billing Zip Code

\_\_\_\_\_

3-Digit Code on Back of Card

\_\_\_\_\_

Authorized Signature

\_\_\_\_\_

Date

## STEP 6: RESPONSIBILITY AGREEMENT

**By registering to be an Exhibitor at the CMSA Convention, you are agreeing to the terms below:**

Exhibitor shall be fully responsible to pay for any and all damages to property owned by The Westin Mission Hills, its owners or managers which results from any act of omission of Exhibitor. Exhibitor agrees to defend, indemnify and hold harmless the California Moving & Storage Association, The Westin Mission Hills, its owners, managers, officers or directors, agents, employees, subsidiaries and affiliates from any damages or charges resulting from or arising from or out of the Exhibitor's use of the property. Exhibitor's liability shall include all losses, costs, damages or expenses arising from or out of or by reason of any accident or bodily injury or other occurrences to any person or persons, including the Exhibitor, its agents, employees, and business invitees which arise from or out of Exhibitor's occupancy and/or use of the exhibition premises, The Westin Mission Hills or any part thereof. The Exhibitor understands that The Westin Mission Hills does not maintain insurance covering the Exhibitor's property and that it is the sole responsibility of the Exhibitor to obtain such insurance.

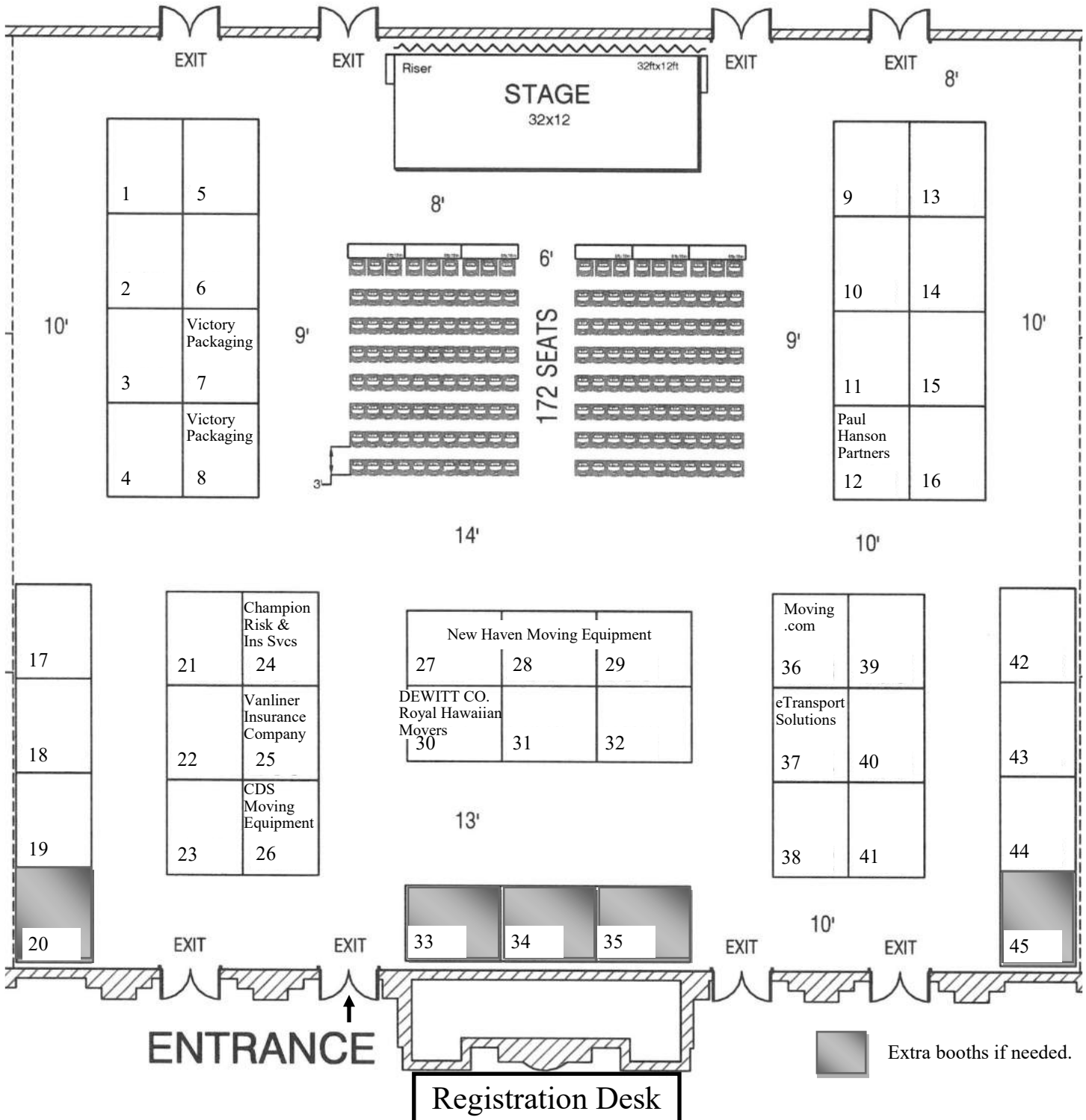
**Exhibit Dates: May 4-6, 2017**

Early set-up available after 3pm on Wed., May 3, 2017.

CMSA, 10900 E. 183rd Street, Suite 300, Cerritos, CA 90703; Fax: (562) 865-2944; Email: [information@thecmsa.org](mailto:information@thecmsa.org)

# California Moving & Storage Association

99th Annual Convention □ Booth Diagram  
 The Westin Mission Hills Golf Resort & Spa  
 71333 Dinah Shore Drive  
 Rancho Mirage, CA  
 Exhibit Dates: May 4-6, 2017



# CMSA ANNUAL GOLF TOURNAMENT REGISTRATION FORM

Gary Player Golf Course  
70705 Ramon Rd  
Rancho Mirage, CA 92270  
(760) 770-2908

THURSDAY, May 4, 2017  
8:30 AM SHOTGUN START  
(Golfers should arrive at course by 8:00 a.m.)



## Acceptable Golf Attire:

Men—Collared shirt; slacks or shorts

Women—Collared shirt; shorts, skirts, or slacks.

## Unacceptable Golf Attire:

T-shirt, tank top, athletic shorts, swim wear,  
cut-offs or denim. Metal spiked shoes.

**Failure to comply with proper dress attire will result in loss of playing privileges.**

**SPONSORED BY: CHAMPION RISK & INSURANCE SERVICES, L.P.  
and VANLINER INSURANCE COMPANY**

**Entry fee -- \$130.00 per person / Includes: green fee, shared cart, range balls & box lunch w/ soft drink.**

## Primary Contact:

Golfer 1: \_\_\_\_\_ Company: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

List golfers in your foursome. (Foursomes will be formed by golf co-chairs unless listed below.):

Golfer 2: \_\_\_\_\_ Company: \_\_\_\_\_

Golfer 3: \_\_\_\_\_ Company: \_\_\_\_\_

Golfer 4: \_\_\_\_\_ Company: \_\_\_\_\_

## **HOLE-IN-ONE CONTEST**

Sponsored by: **TRANSGUARD INSURANCE CO. OF AMERICA**

**\*Refunds are subject to a \$20 processing fee. No refunds for cancellations after April 13, 2017.\***

Enclose golf fees with this form. Make checks payable to **CMSA**, or use your Visa, MasterCard or Discover Card.

( ) Visa ( ) MC ( ) DISCOVER ( ) Check enclosed Amount: \_\_\_\_\_

Name on Card: \_\_\_\_\_ Card #: \_\_\_\_\_

Exp. Date: \_\_\_\_\_ Three-Digit Code: \_\_\_\_\_

Billing Address & ZIP Code: \_\_\_\_\_

Phone: \_\_\_\_\_ Email Address: \_\_\_\_\_

**GOLF CLUB RENTAL FEES ARE PAID DIRECTLY TO THE PRO SHOP—NOT CMSA.**

**If you would like to reserve a set of golf clubs, please provide a count below so that the pro shop will be sure to have enough on hand and ready for you to pick up. Callaway Club rentals are available at the pro shop at a rate of \$55 per set and include six golf balls per set.**

**Enter # of Rental Sets: \_\_\_\_\_ Men's RH \_\_\_\_\_ Men's LH \_\_\_\_\_ Women's RH \_\_\_\_\_ Women's LH**

**Please mail this form, with payment to: CMSA, 10900 E. 183rd St., Suite 300, Cerritos, CA 90703  
or fax to: (562) 865-2944.**



**2017 CMSA CONVENTION - INDIVIDUAL EVENT TICKET FEES:**

|               |                                    | <u>Adult</u> | <u>Child</u> |
|---------------|------------------------------------|--------------|--------------|
| Thurs., May 4 | Exhibitors Welcome Reception       | \$150.00     | \$100.00     |
|               | Golf Tournament Registration       | \$130.00     | \$130.00     |
|               | (USE GOLF FORM)                    |              |              |
| Fri., May 5   | Mission Hills Breakfast            | \$35.00      | \$25.00      |
|               | Rancho Mirage Luncheon             | \$60.00      | \$42.00      |
|               | Cinco de Mayo On-Site Dinner       | \$100.00     | \$50.00      |
| Sat., May 6   | Desert Sunrise Breakfast           | \$35.00      | \$25.00      |
|               | Oasis Awards Luncheon              | \$60.00      | \$42.00      |
|               | Chairman's Reception & Dinner/Ball | \$150.00     | \$100.00     |

**Additional Ticket(s) Order Form:**

| ATTENDEE NAME | EVENT | FEE   |
|---------------|-------|-------|
| _____         | _____ | _____ |
| _____         | _____ | _____ |
| _____         | _____ | _____ |
| _____         | _____ | _____ |
| _____         | _____ | _____ |
| GRAND TOTAL:  |       | _____ |

Special Food Requests (e.g. vegetarian, vegan, etc.): *We will notify you whether or not your requests can be accommodated and if any additional fees are necessary.*

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**TICKETS WILL BE COLLECTED AT THE DOOR PRIOR TO ALL FOOD FUNCTIONS!**

Tickets will be included in your registration packet. Cancellations made before April 2, 2017 will be subject to administrative fees plus any incurred costs (not to exceed 50% of the fees paid). After April 2, 2017, no refunds will be given.

Contact Name \_\_\_\_\_ Company \_\_\_\_\_  
Phone \_\_\_\_\_ Email \_\_\_\_\_

(    ) Visa      (    ) DISCOVER    (    ) MC    (    ) Check Enclosed    Amount \$ \_\_\_\_\_

Name on Card (if different) \_\_\_\_\_

Card # \_\_\_\_\_ Exp. Date \_\_\_\_\_ Three-Digit Code on Back of Card \_\_\_\_\_

Card Billing Address \_\_\_\_\_ Card Billing ZIP \_\_\_\_\_

Return completed order form and payment to: CMSA, 10900 E. 183<sup>rd</sup> St., Ste. 300, Cerritos, CA 90703  
or fax to: (562) 865-2944. For questions, call Renee Hifumi at (562) 865-2900.