

The Communicator

THE CALIFORNIA MOVING & STORAGE ASSOCIATION

Review of New California Employment Laws for 2018

The California Chamber of Commerce Capitol News Report highlighted three important new laws that employers need to be aware of in 2018: parental leave for small employers, restrictions on salary history questions, and the ban-the-box-law.

In the video at www.calchamber.com/videos, CalChamber Executive Vice President and General Counsel Erika Frank recaps the significant changes employers will see in their hiring and leave practices in 2018.

Parental Leave for Small Employers

An important new law requires that small employers provide new parents with up to 12 workweeks of unpaid leave.

SB 63, the New Parent Leave Act, requires small businesses with 20 or more employees to provide eligible employees up to 12 weeks of unpaid, job-protected leave to bond with a new child. The leave must be taken within one year of the child's birth, adoption, or foster care placement.

"Employers need to note that under the

law they must guarantee the right to reinstatement to the same or comparable position before the leave begins," Frank says.

The New Parent Leave Act will have

the greatest impact on employers with 20 to 49 employees who are not currently required to provide baby bonding leave under the federal Family and Medical Leave Act or the California Family Rights Act.



No More Salary History

Questions

Another new 2018 law, AB 168, restricts the types of salary questions employers can ask job applicants.

Frank explains: "Under this law, an employer is forbidden from asking about the prior salary of an applicant. The new law also prohibits an employer from asking a recruiter to find out about the salary of an applicant."

In addition, employers cannot rely on salary history information as a factor in determining whether to hire the applicant or how much to pay the applicant.

(EMPLOYMENT LAWS continued on page 6)



**Register for the 2018 CMSA Convention
Hyatt Regency Sacramento, April 17-22, 2018
Matt Booth, "Attitude Expert" author and speaker, is
set to be the keynote speaker at the convention!**

See page 8 for article.



CHAIRMAN'S CORNER

by John Lance

December is usually a fairly busy month and this year was no different. Every year from just before Thanksgiving all the way through the end of the year we tend to be very busy with agent pickups, most of this due to our Professional Van Operators shutting down for the holidays. As a hauling agent in the moving business, I see this year after year. The tonnage lists load up with available shipments to haul, similar to our peak summer season, and then come January 1st these tonnage lists dwindle down to almost nothing, in some cases as all the Van Operators are ready to go again and dispatchers are putting loads together. The holidays also add to our busy schedules with family get togethers, shopping for gifts, decorating your home and making sure you have not forgotten anybody. Bernie and I are blessed

with five grandchildren, and they are most important in our world. I hope all of you had a Merry Christmas and a safe and Happy New Year!

Steve and I headed north once again in the beginning of December for a make up meeting with the North Bay Chapter. Their original meeting that was scheduled for October was cancelled due to the wild fires that ripped through their community and destroyed home after home. Vidal Serna of Schultz Bros. Van & Storage is the President of the North Bay Chapter, and he put together an outstanding meeting. Throughout the evening we had great conversation. Most of the people in the room that evening had been affected in one way or another by the fires. Everybody seemed to have a connection with each other. It was great to see the way people come together and help each other through these times. Some of the stories I heard that evening were mind boggling. Senior Chairman Bob Fraser took me and Steve for a short tour of some of the neighborhoods that this fire went through. Some 5600 plus homes and businesses

(CHAIRMAN'S CORNER continued on page 4)





PRESIDENT'S COMMENTS

By Steve Weitekamp

Happy New Year! 2018 is going to be an eventful year for our Association.

Now is the time to register to be a part of CMSA's historic 100th year convention. We will have a valuable program and celebrate, as only our members can, the long and successful history of our Association. Check into the Convention Kiosk on the CMSA website to download registration forms (or call our office) and to book your hotel rooms for this not-to-be-missed event.

In addition to a program filled with important information and fun-filled gatherings, we will be rolling out a new CMSA logo. A board initiative that has been several years in the making, our new logo has a more contemporary look while not veering too far off the road we have traveled.

One of the major focuses of the last sev-

eral months has been the regulatory changes involving the transfer of regulatory authority for Household Goods Carrier from the California Public Utilities Commission (CPUC) to the Department of Consumer Affairs (DCA). A focus of our efforts was to develop relationships and open channels of engagement with the new agency. As a part of this process, we requested a seat on the DCA Advisory Council that meets with the department that will oversee our regulators. Former CMSA Chairman Chris Higdon and I have been appointed council members.

Towards the end of the year, we had our first meeting as members of DCA BEARHF-TI Advisory Council at their Sacramento office. We are working hard to ensure that the new program serves our members. While there are definitely areas for improvement, beyond the obvious current lack of enforcement against illegal operators, there are other aspects that we insist remain.

After the advisory council, I had a meeting with the DCA Bureau Chief Nicholas Oliver and the DCA information officer.

(PRESIDENT'S COMMENTS continued on page 5)



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completely gone. Neighborhoods completely wiped out with nothing but burnt cars in the driveway and foundations left. I watched this devastation on the news as it unfolded back in October, but seeing it in person was beyond anything I have ever seen before. This community is strong. They have already started the clean up process, and they will rebuild. Please keep these folks in your thoughts and prayers. Thank you, Bob & Cris, for inviting me and Steve into your home and for all your hospitality.

With the holidays behind us we can catch our breath and focus on our businesses. Please take the time to look at the events calendar on the CMSA website. There are several fundraisers going on in the months ahead leading up to our 100th year convention. I know attending all of them is hard geographically for everybody, but try and make it to at least a couple in your area. All our Chapter Presidents and volunteers spend a lot of time and effort putting these events together. Your support is greatly appreciated. Several weeks ago, Bernie and the CMSA

staff got my MDA Muscle Walk up and running. There have been emails sent out and you can view all the details on the CMSA website calendar of events. Please take a look at this. There are several ways to get involved whether you can make it to the actual walk or not. We have had a great response so far, and I thank all of you for that. Hope to see you there January 21st in Newbury Park, CA.

It's hard to believe I am already over 7 months into my term as Chairman of the CMSA. These articles have been interesting to write, and I am constantly trying to come up with things that would be worthy of reading. I know in my next life I will not be a writer! I am trying to keep my articles shorter because Steve has let me know I am getting into his space, and he will just have to put a smiley face instead of an article!

"The greatness of man is not in how much wealth he acquires, but in his integrity and his ability to affect those around him positively." – Bob Marley

Now go take on the day and I will see you next month!



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(PRESIDENT'S COMMENTS continued from page 3)

We discussed the need for outreach as we ramp up for the new program effective 7/1/18. I described how we see the need for outreach in three areas;

1. Consumers - let them know that the state regulates - why they regulate (value to consumer) - who the regulated operators are (directory)
2. Regulated Community - update permitted carriers in the program (to date CMSA has been the only voice)
3. Illegal Operators - through stings and active enforcement make it clear that they must come into compliance or find other employment

The DCA Office of Public Affairs asked about particular demographic groups where

they should focus their initial consumer outreach material. Although it is something we negotiated in the legislation, it is still highly unusual to have the state willing to work on marketing on behalf of a regulated industry. We definitely want to be supportive and have the message meet the broadest market.

While we are moving forward with a move to the DCA effective July 1, 2018, it is still important to remain engaged with the CPUC. On January 11th, the CPUC Commission met for the first meeting of 2018 and approved an annual rate adjustment for the MAX 4 Tariff of 2.7%. This increase is the result of past work of the Association. The amended tariff pages are available on the CPUC website at www.cpuc.ca.gov.

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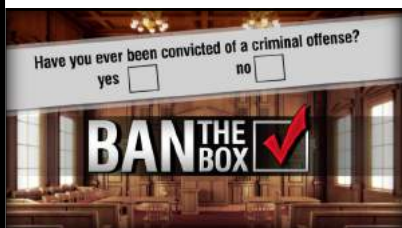
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Ban the Box

AB 1008 is what's commonly called the "ban-the-box" law.



"The law effectively eliminates the employer's ability to do a criminal background check before a conditional offer is made to

an applicant," Frank explains.

AB 1008 applies to employers with five or more employees. The law does provide steps for an employer to follow after making a conditional offer, should the employer still want to know about prior convictions.

Full List of New Laws

An Overview of New 2018 Laws Affecting California Employers is now available for nonmembers to download. CalChamber members can download the white paper by logging onto HRCalifornia. Also available to CalChamber members on HRCalifornia is a full discussion of the new laws.

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MEMORIAL BULLETIN

Linda Chipman Burgin January 1945 - December 2017



Linda Chipman Burgin passed away peacefully on December 14, 2017 in Spokane, Washington with family by her side following a long battle with cancer.

Linda was born in Vallejo, California and was raised on the family ranch in Napa by her parents Art and Dorothy

Chipman.

Linda grew up working in the family business, Chipman Moving & Storage, agent for Mayflower in California. In 1982 Linda and her husband, Bill Burgin, purchased Chipman Moving & Storage in Spokane, Washington, an agent for Mayflower, and, later United. Linda and Bill lived in Spokane for thirty six years, raising two children, Jeff Burgin and Tammy Burgin .

When Bill passed away in 1992, Linda became the driving force of Chipman in Spokane. She expanded the business, building a new state of the art warehouse, and purchased new equipment. A second Mayflower agency in Boise, Idaho, was recently added. Linda and Jeff's company consistently won national awards from United and Mayflower for quality service and sales growth.

In an industry often controlled by men, Linda was the rare female CEO, business owner, and UniGroup (Mayflower/United) shareholder. Linda received the State of Washington's "Business Woman of the Year" award in Seattle, Washington, and she served as President of the Washington Mover's Association. Linda was a member of a long running NMSA PEG group, and an active supporter of the American Cancer Society.

In addition to Jeff and Tammy, Linda is survived by three brothers, Charles, John and Tom Chipman, and one sister, Patty Knudson.

Robert Joseph Barry 1946 - 2017



Bob Barry passed away peacefully on December 25, 2017 at the age of 71. Bob, although taken far too soon to most, touched so many with his gentle spirit and positive outlook on life. Not only was he kind in his ways, but he was strong and always saw the best in others.

Bob was born in San Francisco. He graduated from Riordan High School in 1964 and went on to San Francisco State University. Following college he began a career in the moving and storage industry that continued for 49 years. The last 25 years were at Corovan, where he served as the VP of Transportation.

Bob enjoyed annual family trips to Lake Tahoe, cheering on the 49ers and Giants, and loved spending the day out on the golf course, especially with his Saturday morning group.

He is survived by his loving wife of 48 years, Linda, devoted children, Stephen (Jaimie) and Nicole (Jeff) and proud Grandpa of Chelsea, Sean, Jake and Chase

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“Attitude Expert” Matt Booth To Speak at the Convention

Matt Booth is an internationally-known expert on communication and positive attitude. He is an engaging speaker and author who encourages people to chase their dreams. He is direct, thought-provoking, and inspiring. To achieve Personal Satisfaction and Professional Success, Matt’s philosophy is simple: **YOU MUST BE YOURSELF AND IMPROVE YOURSELF.**

Matt grew up on a farm in Southwest Wisconsin and now lives in Dubuque, Iowa with his wife, Joie, and two sons, Carter and Graham. He received his undergraduate

degree from the University of Wisconsin, then went on to get his Masters in Communications from the University of Dubuque.

Matt passionately believes in the value of having a positive attitude. His speech will touch on these key factors:

What’s the Value of Your Attitude?

Matt believes that Attitude is the **START** of everything! It determines your thoughts and ultimately your actions. Being positive helps you be more successful.

(CONVENTION SPEAKER continued on page 9)



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Communicate with Attitude

We've depended on the ability to communicate from the day we were born. A soft touch, a gentle hug, and somewhere between that first cry for breath and yesterday's long-winded lunch, the process has changed. We now live in a world full of clutter and information overload. With each step forward with technology, we take a step back from personal connection. Success comes to people not because they are smarter or more talented than you, but because they can communicate their ideas clearly, thus gaining buy-in from staff and co-workers. Virtually every facet of your personal and professional life hangs on the ability to communicate.

The Safety Attitude

An attitude of safety is key to preventing unnecessary incidents and injuries. A safe attitude means you avoid distractions and remain focused on the task at hand. Your attitude affects safety and the safety of those around you.

Remote Control Attitude

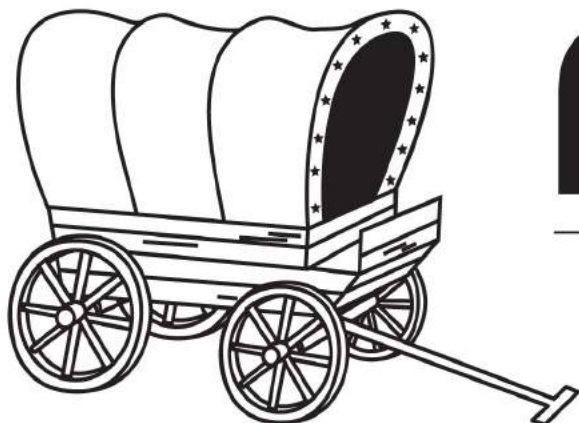
Too often, we act like we have a remote for life. Sit on the sofa, watch, complain, click...and wish for a better everything. You are the only one who can make those changes.

Chase Your Dreams

How many books and seminars have you been through only to find that you can't sustain any of it? Take control of your personal and professional life in terms of attitude, relationships, time management, health and fitness, communication, and finances. You determine where you're going.

Make an effort to improve yourself in this complicated world we live in, and take control of your life now with some "Mattitude!"

HAPPY NEW YEAR
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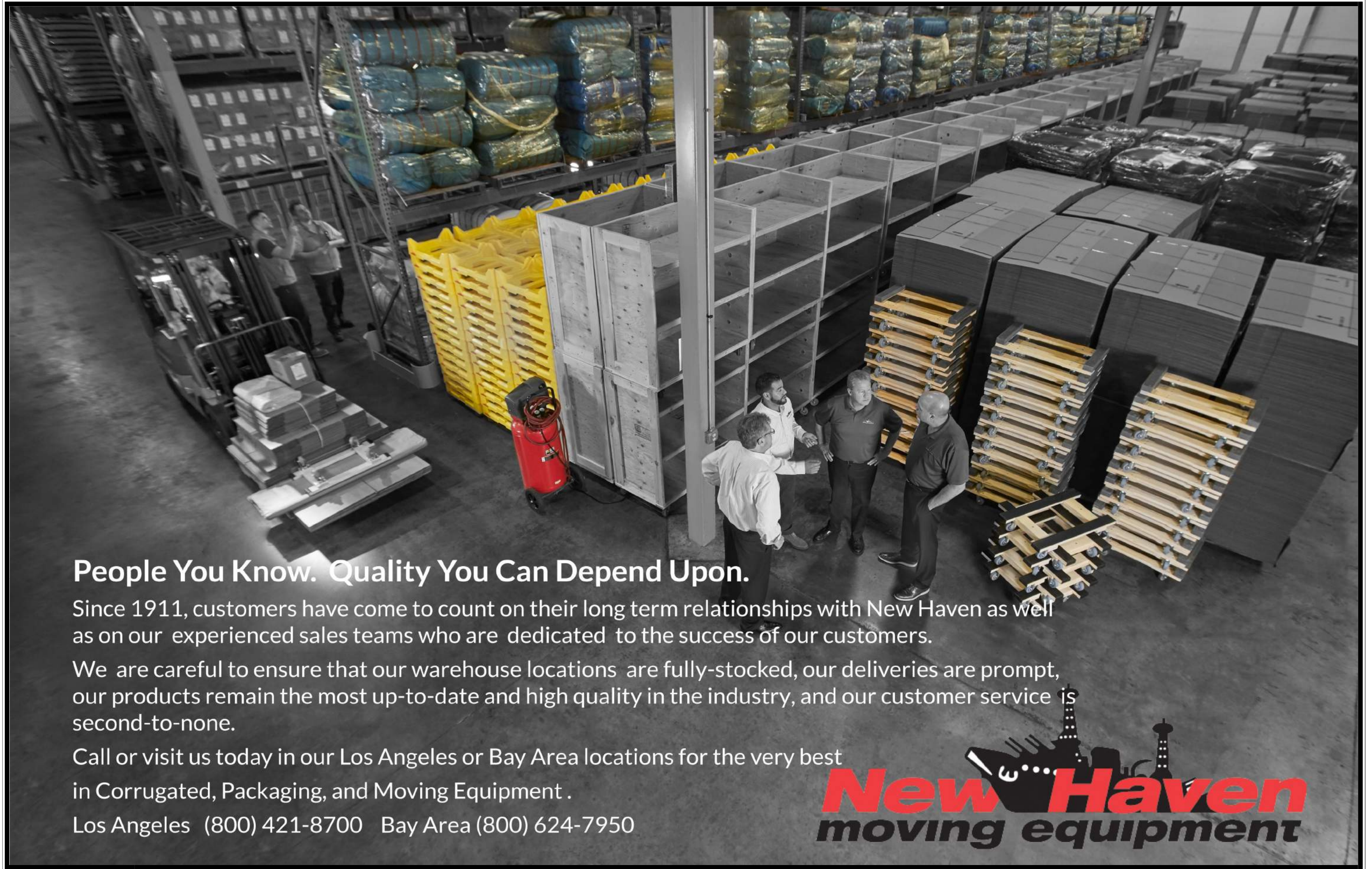
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Verifying Eligibility to Work and Pending End of 'Dreamers' Program

On September 5, U.S. Attorney General Jeff Sessions announced that the Department of Homeland Security will terminate the Deferred Action for Childhood Arrivals (DACA) program. DACA will expire on March 5, 2018.

The administration has requested new legislation to replace DACA, but, for now, the program is set to expire in a few months, which will affect approximately 800,000 "dreamers" DACA covers.

Both the federal U.S. Citizenship and Immigration Services (USCIS) and the state Labor and Workforce Development Agency (LWDA) have released information for employers on what this means for verifying eligibility to work in the United States. Once their employment authorization has expired, "dreamers" will not be eligible for employment in the U.S.

Federal law requires all employers to verify that an individual is authorized to work in

the United States through the Form I-9 process.

Phasing Out DACA

DACA benefits are provided on a two-year basis. According to the USCIS, individuals who currently have employment authorization documents (EADs) issued under the DACA program can keep their EADs until they expire.

Some DACA individuals will be eligible to have their EADs renewed if they meet set timelines. During the six-month window leading up to March 5, 2018, the USCIS will, on a case-by-case basis:

- Adjudicate DACA applications received on or before September 5, 2017. Initial DACA applications after this date will not be processed.
- Adjudicate DACA renewal requests for EADs set to expire between Septem-

(VERIFYING ELIGIBILITY continued on page 13)



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ber 5, 2017 and March 5, 2017 as long as the renewal request is received by October 5, 2017.

What Rescission Means

The following chart from the USCIS, www.uscis.gov/daca2017, provides more information:

If	Then
You currently have DACA	You will retain both your period of deferred action and your employment authorization document (EAD) until they expire, unless terminated or revoked.
The USCIS received your properly filed initial or renewal DACA request and associated application for an EAD on or before September 5, 2017.	We will continue adjudicating your request.
Your DACA expires between September 5, 2017 and March 5, 2018, and you wish to renew it.	USCIS must receive your properly filed renewal request on or before October 5, 2017.
You did not request initial DACA on or before September 5, 2017.	The DACA process is no longer available to you.
Your DACA expired and you did not properly file your renewal request on or before September 5, 2017.	The DACA process is no longer available to you.
You have DACA and your still-valid EAD is lost, stolen, or destroyed.	You may submit Form I-765 to request a replacement EAD.

EADs and Your Obligations

According to the USCIS, employers can continue to employ DACA recipients until their EADs expire, unless the EADs are terminated or revoked. You also can't refuse to accept a valid EAD or terminate an employee simply because the EAD has a future expiration date.

Once an individual's EAD expires, the individual is not authorized to work. [Frequently Asked Questions](#) released by the Department of Homeland Security confirm this. Employers generally track EAD expirations and can't employ someone without a

valid EAD.

Employers are required to reverify employment eligibility when an employee's EAD expires, but reverification prior to that time can be an unlawful immigration practice.

Employers should not be reverifying unexpired EADs or combing through all of their employees' Forms I-9 and asking for reveri-

fication.

The California LWDA recently emphasized this point in a press release stressing that work reverification is not immediately required with the DACA decision. Again, the obligation to reverify kicks in once the EAD expires.

"Any action or attempt by employers to re-investigate or re-verify work authorization documents in order to retaliate against any immigrant worker is unlawful in California," said LWDA Secretary David M. Lanier.

Under California Labor Code Section 1019.1, it's unlawful to "[a]ttempt to reinvestigate or reverify an incumbent employee's

(VERIFYING ELIGIBILITY continued from page 13)

authorization to work using an unfair immigration-related practice.” The penalty for each violation of this law can be up to \$10,000.

This can be a tricky area for employers to navigate and employers with any questions will want to consult an immigration or labor and employment attorney. California takes any unlawful immigration practices seriously, and it is important to make sure you are meeting obligations under both federal and state law.

The California Chamber of Commerce and its [HRWatchdog](#) blog will provide future updates as information on DACA and employment eligibility becomes available.

California Chamber of Commerce, Alert



Association Leaderboard Report

Association	Enrolled Movers
1 California (CMSA)	70
2 Southwest Movers (SMA)	53
3 Illinois (IMAWA)	48
4 Florida (FMWA)	33
5 New Jersey (NJWMA)	25

CMSA Report Food Collected and Delivered

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Worker Shortage, Chronic Lack of Housing Constrain Potential for California Growth

It may be tempting to interpret the hurricanes pounding the Southeast, major earthquakes in Mexico, bigger bombs going off in North Korea, and President Trump making a budget deal with the Democrats as the four horsemen of the economic apocalypse.

Yet, despite all the scary headlines, under the surface the U.S. economy is ticking along at a steady if unexciting pace.

Growth came in at 3% for the second quarter of the year (the best since the first quarter of 2015), making up for a relatively weak first quarter, and the outlook for the rest of the year remains in the 2.5% range.

Here are some of the key economic trends we expect to see over the coming months.

Businesses are Investing

One of the best signs for 2017 is the solid recovery in nonresidential investment. Oil prices have stabilized and production and exploration are yet again on the rise. Globally, the European Union is seeing solid growth, China has stabilized, and commodity economies have started to bounce back, fueling U.S. export growth.

Disaster Economics

Only halfway through hurricane season, Houston is still in the midst of a major clean-up after Hurricane Harvey inflicted unprecedented damage on this enormous metropolis, and the damage Hurricane Irma wreaked on Florida is still being assessed. The human tragedy of these storms is clear, but it is a mistake to think they will have a negative impact on economic growth.

In contrast, the rebuilding that occurs will actually stimulate economic growth in the short term, particularly in the residential sector as billions of dollars will be poured into fixing or replacing damaged homes.

This certainly does not imply that natural disasters should be welcomed as a tool for economic stimulus—the surge in activity is

driven by the need to replace destroyed capital (not to mention shattered lives). On net, we are worse off.

Consumers to Rebalance

While business spending is heating up, we expect consumer spending to disappoint in the second half of the year.

The consumer savings rate has dropped below 4% of disposable income for the first time since before the Great Recession—a very worrisome trend since overspending today can lead to future problems. Beacon Economics believes consumers are starting to rebalance their spending, at least as indicated by recent softness seen in auto and retail sales. The expectation is that savings rates will begin to drift back up throughout the rest of 2017.

Even better news is that this rebalancing will occur without many “side effects” because consumer debt burdens are still near an all-time low level and the tightness of the labor markets is driving solid wage gains.

Beware the Labor Shortage

One of the key messages of Donald Trump’s presidential campaign last year focused on the lack of job opportunities for Americans—driven, he claimed, by bad taxes, bad regulations, and the huge number of undocumented workers in the nation. As much as that message resonated with part of the American public, it simply isn’t true.

The United States was close to full employment during the campaign and now is not only at full employment, but will start feeling the pinch of labor shortages this year, particularly in relation to the recovery and cleanup efforts that will begin in the Southeastern areas of the nation affected by the recent hurricanes.

The country’s headline unemployment rate is now at 4.4%—the lowest since the 1960s with the brief exception of the tech

(WORKER SHORTAGE continued on page 16)

(WORKER SHORTAGE continued from page 15)

bubble-fueled economy of the late 1990s.

There are a number of benefits to a tight labor market—not the least of which is rising wages for workers.

Rising wages are pulling people back into the workforce and labor force growth is as strong as it has been in over a decade. This is a positive for discouraged workers who may have formerly dropped out of the labor force, as they will be given opportunities to receive training and experience.

But the pool of “discouraged” workers is small—2 million to 3 million at most. Soon, even that reserve of workers will be gone, and in addition, the baby boomers are beginning to retire in force. The solution to this problem is the expansion of immigration, an entirely opposite stance from the one the current presidential administration is pursuing. As always, our generals continue to fight the

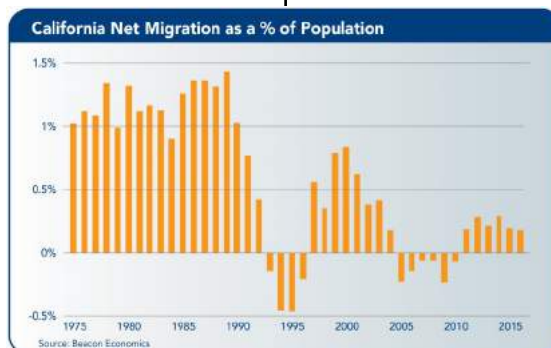
last war—not the next one.

California Forecast Economic Growth Limits

For most of the post-recession era, the California economy has been among the fastest growing of the 50 states, both in terms of job gains and growth in economic activity. Credit for this growth trajectory has largely been attributed to high tech, which has experienced phenomenal growth since the recession.

But it also was made possible by enormous slack in the labor market as the state recovered from the highest rates of unemployment seen in at least 40 years. For more than 60 months from early 2012 through mid-2016, California added jobs at roughly twice the rate as the United States.

Job gains were impressive, at times exceeding 3% year-over-year, and the state



(WORKER SHORTAGE continued on page 20)

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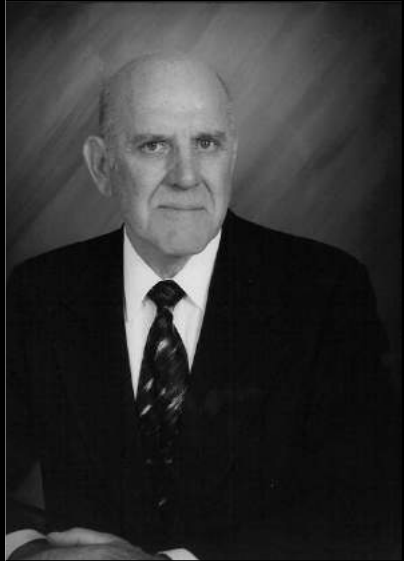
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CMSA LEGACY

*LOOKING BACK
OVER THE LAST 100 YEARS*

By Joe F. Hammer
1995-1996 CMSA Chairman



My year as Chairman of the California Moving & Storage Association started on May 5, 1995 at the beautiful La Quinta Resort in the desert. The journey began many years before since I had been an active member in the CMSA since 1954, about 40 years. I served in a number of capacities, including participating with the local chapter, serving on their board and as chapter president a couple of times, and as our representative to the state board of the CMSA. This was a very proud day for me having my wife Marie, oldest son Joe, and my business partner and very longtime friend Carl Jackson there to share the joy. It was very fortunate that I had the opportunity to serve with and follow a great Chairman, Chet Turney of Pacific Storage, and inherit an outstanding Board of Directors, many who went on to become future Chairmen of the CMSA. One was Steve

Weitekamp who became Chairman in 2001 and is now our current CMSA President. With the help of these folks, we were able to continue and expand on the many fine projects started by previous boards to help serve our membership.

When I began writing about my year, I thought it would be about all the great things we accomplished: The meetings with staff members of the PUC on enforcement issues, our Day at the Legislature fighting for Workers Compensation reform, or the great visits to all of the chapters and being able to increase the number of scholarships awarded from three to five. And yes, all of those things were important to the CMSA and its members. However, after some reflection and thinking of all previous Chairmen and Boards of Directors that have served, I realized that there was a more important message that needed to be addressed.

That being that regardless of the yearly changing of Officers and Directors, the CMSA has continued to move forward with the goal of advocating a positive environment for the good of all California movers. I think one of the reasons for much of that success is that the Officers and Directors are a reflection of our industry as a whole. They were selected by each chapter to represent their district and the issues important to the chapter. Generally, they are a mix of people that are from both small and large companies, but importantly each with an equal voice and share in the decisions and directions of the CMSA.

Finally, it is important to recognize how fortunate we have been for over the past 30 plus years to have had the services of two great Presidents, Doug Hill and Steve Weitekamp, and their equally qualified staffs. The quality leadership and guidance they have provided to the officers and directors as well as the general membership has been invaluable. We have benefitted greatly from their representation of our industry to the regulatory entities and the general public.

I am proud to have been a "mover" most of my life, working in an industry that has supported me and my family for all these years. The CMSA has played a big part in our success through advocacy and education. We will continue to be active and support the CMSA.

(CMSA LEGACY continued on page 18)

To the many other “movers” in our state and around the country that I have developed friendships with, I want you to know that they have been the best and longest lasting, and that I cherish each of those friendships more than you will ever know.

Congratulations to The California Moving and Storage Association and all of its members on the 100th year. I salute you all.

By Bob London

1998-2000 CMSA Associate Board Member



My name is Bob London, and I was a board member from 1998 -2000 as the representative for the associate and affiliate members.

A memorable moment occurred when the newly elected board of directors was introduced during the general session. I did not know I was to be included in the picture of the new board. During the luncheon Doug Hill, the president of the association at the time, took the time to recognize me as a new board member and another picture was taken. It clearly showed me the caring culture of the organization. It was a small gesture, but it meant a lot to me.

Over the years, I have been gifted to have made many business relationships and more importantly, good friends.

CALENDAR OF EVENTS

Tues., Jan 9	Twin Counties Chapter Meeting
Wed., Jan 10	San Diego Chapter Meeting
Thurs., Jan 11	Central Valley Chapter Mtg./Texas Hold-Em Poker Tournament
Tues., Jan 16	Mid Valley Chapter Meeting
Wed., Jan 17	Monterey Chapter Meeting
Thurs., Jan 18	Central Coast Chapter Meeting
Sun., Jan 21	Chairman's Choice Charity MDA Walk
Tues., Jan 30	Ventura/Santa Barbara Chapter Meeting
Wed., Feb 7	CMSA College Scholarship & Vocational Scholarship Deadline

Wed., Feb 21	Greater LA Chapter Meeting
Wed., Feb 21	Sacramento Chapter Bowling Tournament
Wed., March 7	San Diego Chapter Golf Tournament
Sun., March 25	Greater LA Chapter Day at the Races
Fri., April 6	Ventura/Santa Barbara Golf Tournament
Sat., April 7	North Bay Chapter Bocce Ball Tourn.

**2018 CMSA Convention April 17-22
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(WORKER SHORTAGE continued from page 16)

gradually chipped away at its double-digit unemployment rate, which fell from 12.2% in 2010 to 5.4% in 2016.

Yet, by the third quarter of 2016, that slack had been squeezed out: Instead of handily outpacing U.S. job gains, California's growth rate slipped to just above 1.5%, putting it roughly on par with the nation. But by early 2017, slack in the labor force was wrung out as California saw its unemploy-

ment rate hit a 16-year low, effectively at full employment.

Job gains continued in most industries, to be sure, but the pace of growth was much slower than in recent years. Entering the final quarter of 2017, some observers have worried that the slowdown in the labor market is a precursor to a stalling statewide economy.

*California Chamber of Commerce
Alert—Special Report*



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