

## Workforce Drug Testing Positivity Climbs to Highest Rate Since 2004, According to New Quest Diagnostics Analysis

SECAUCUS, N.J., April 11, 2019 / PRNewswire/ -- The rate of workforce drug positivity hit a fourteen-year high in 2018, according to a new analysis released today by Quest Diagnostics (NYSE: DGX), the world's leading provider of diagnostic information services. Positivity rates in the combined U.S. workforce increased nearly five percent in urine drug tests (4.2% in 2017 versus 4.4% in 2018), climbing to the highest level since 2004 (4.5%) and are now more than 25 percent higher than the thirty-year low of 3.5 percent recorded between 2010 and 2012.

The new findings of the Quest Diagnostics Drug Testing Index™ were unveiled today at the Drug and Alcohol Testing Industry Association (DATIA) annual conference in Chicago.

For an interactive map with positivity rates and trend lines by three-digit zip code in the United States, visit [DTIDrugMap.com](http://DTIDrugMap.com).

"Our in-depth analysis shows that marijuana is not only present in our workforce, but use continues to increase," said Barry Sample, PhD, senior director, science and technology, Quest Diagnostics. "As marijuana policy changes, and employers consider

strategies to protect their employees, customers and general public, employers should weigh the risks that drug use, including marijuana, poses to their business."

### Marijuana dominates in general U.S. workforce; opiate positivity declines

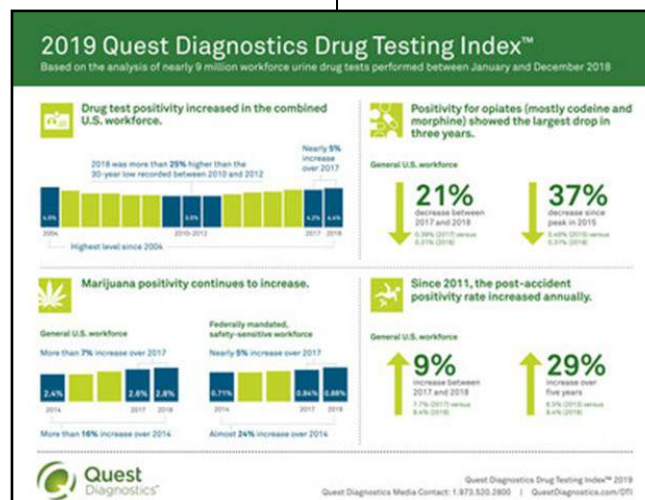
Marijuana continues to top the list of the most commonly detected illicit substances across all workforce categories (general U.S. workforce; federally mandated, safety-sensitive workforce; and combined U.S. workforce, which includes the prior two populations) and specimen types (urine, oral fluid, and hair).

The rate of marijuana positivity increased

in nearly all workforce categories. In the general U.S. workforce, marijuana positivity increased nearly eight percent in urine testing (2.6% in 2017 versus 2.8% in 2018) and almost 17 percent since 2014 (2.4%). For the federally mandated, safety-sensitive workforce, which utilizes only urine testing, marijuana positivity grew nearly five percent between 2017 (0.84%) and 2018 (0.88%) and nearly 24 percent since 2014 (0.71%).

In the general U.S. workforce, the positivity rate for opiates in urine drug testing declined across all opiate categories.

Among the general workforce screening for



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## CHAIRMAN'S CORNER

by Thomas McCarthy

How is it July already? Steve just texted me, "Happy Fourth, don't forget your column is due on Friday." Seriously? I swear I just finished the last one last week. Plus, who really wants to read

my column while they are busy with their own businesses and life in July. So, for the six of you out there that are taking the time to read this, this month is for you.

If you read the history of fourth of July, you will learn that the second of July was argued by many as the day that should be considered our nation's birthday. But just like in today's time, until the paperwork got turned into the van line or continental congress, it didn't count. So here we are celebrating fourth of July all these years later. Our independence came at a cost, sacrifices were made, and our nascent nation took its first steps into a new world. It is incumbent

on us not to squander, but to appreciate what we do have. I hope we all take a moment to reflect on what came before us today to earn our freedoms, including all those that lost or gave everything so that we can continue to enjoy those same freedoms.

We can draw correlations from our history to what we do today in our professional lives. While I hope and pray that no one is having muskets pointed at them, we are in the middle of what would be our big battle, which is trying to do our best to make sure that we take full advantage of our busy season and position ourselves to maximize our year. It can be a fight to the finish. Some days it feels like you are the hammer, and nothing can stop you. The next day, you are the nail. June has sadly come and gone. We have this month to make our push before we start to see the beginning of our traditional downward slope of our season going into August, and then the peak season has passed. During summer especially, time goes by faster and faster it seems, but when we were in school, maybe it was just me, but I could have sworn that the minute hand

(CHAIRMAN'S CORNER continued on page 4)

## THE WELL DRESSED MOVER

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## PRESIDENT'S COMMENTS

By Steve Weitekamp

Legislation and Regulation are two sides of the same coin and seem to be one of the primary focuses of what we do as an Association. We work alone or in concert with others on issues from the

local to the national level. It is difficult to think of a year with more possible changes on the legislative side than 2019, an amazing statement based upon the dramatic changes we have seen in the last few years. While in some cases the challenges seem daunting, our membership and leaders continue to work for what we believe to be the best possible outcome for legal movers and the moving public.

While there are a number of bills in the California State Legislature this year that are important to CMSA membership, none is more impactful to a larger group of members than AB 5. In its current form, AB 5 as

described in Legislative Counsel's Digest (edited):

*Existing law, as established in the case of **Dynamex Operations West, Inc. v. Superior Court of Los Angeles** (2018) 4 Cal.5th 903 (**Dynamex**), creates a presumption that a worker who performs services for a hirer is an employee for purposes of claims for wages and benefits arising under wage orders issued by the Industrial Welfare Commission. Existing law requires a 3-part test, commonly known as the "ABC" test, to establish that a worker is an independent contractor for those purposes.*

*Existing law, for purposes of unemployment insurance provisions, requires employers to make contributions with respect to unemployment insurance and disability insurance from the wages paid to their employees. Existing law defines "employee" for those purposes to include, among other individuals, and any individual who, under the usual common law rules applicable in determining the employer-employee relationship, has the status of an employee, or is an employee of a person who holds or is required*

(PRESIDENT'S COMMENTS continued on page 5)



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(CHAIRMAN'S CORNER continued from page 2)

on the clock would go backwards sometimes. Now I wish I had the ability to slow down time to get all the things I need done.

In July, the Chapter President orientation meetings starts; in August, the Executive Committee meets to prepare for the upcoming year; then before you will know it, September will be here and the Chairman's Chapter tour begins. But before I get ahead of myself, I did see some encouraging news for the agents that service military moves. The military is looking to finally adopt the TWIC card as the primary method of identification to get into all bases. While details are being hammered out, this is something we have been pushing towards for a long time. In San Diego while our bases use DBIDS, you still have to go base by base to get approved. I am hoping having the TWIC card will help streamline this process as I know combined, we have all spent far too much time waiting to get onto bases. Alongside our other associations, namely IAM and AMSA, we have been working to stay on top

of the outsourcing of the military program. CMSA, IAM, and AMSA have sent out emails requesting letters be sent to congressmen and congresswomen to make sure our voices are heard. If you are not getting these requests, please reach out to CMSA so you can be a part of the solution. I leave you these words from the author of our Declaration of Independence, Thomas Jefferson: *"If you want something you've never had, you must be willing to do something you've never done."*



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to obtain a valid state contractor's license.

This bill would state the intent of the Legislature to codify the decision in the Dynamex case and clarify its application. The bill would provide that the factors of the "ABC" test be applied in order to determine the status of a worker as an employee or independent contractor for all provisions of the Labor Code and the Unemployment Insurance Code, except if a statutory exemption from employment status or from a particular obligation related to employment or where a statutory grant of employment status or a particular right related to employment applies. The bill would exempt specified professions from these provisions and instead provide that the employment relationship test for those professions shall be governed by the test adopted in *S. G. Borello & Sons, Inc. v. Department of Industrial Relations* (1989) 48 Cal.3d 341 if certain requirements are met.

This bill would also expand the definition of employee, for purposes of unemployment insurance provisions, to include individuals who are defined as employees pursuant to

the above-described provision of the Labor Code codifying the "ABC" test. Because this bill would increase the categories of individuals eligible to receive benefits from, and thus would result in additional moneys being deposited into, the Unemployment Fund, a continuously appropriated fund, the bill would make an appropriation. The bill would state that addition of the provision to the Labor Code does not constitute a change in, but is declaratory of, existing law with regard to violations of the Labor Code relating to wage orders of the Industrial Welfare Commission.

CMSA is working diligently on this issue, fully utilizing member feedback and intel, staff, legal counsel and lobbying resources in support of our membership and the industry at large. The unfortunate news is that AB 5 (Gonzalez) that codifies the Dynamex decision is a freight train running straight at the independent contractor model in an environment of a Super Majority Democratic legislature with a Democratic Governor. Many in the legislature see the IC model as a tax avoidance scheme and hear

(PRESIDENT'S COMMENTS continued on page 6)

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(PRESIDENTS COMMENTS continued from page 5)

from their benefactors in organized labor that it is another way to abuse workers.

We have a scheduled meeting with Assemblywoman Lorena Gonzalez's office (the author of AB 5). Our plan is to share our concerns and discuss possible pathways that would provide legal and compliant movers who utilize Independent Contractors the opportunity to continue to operate a model that has served their businesses, their Independent Contractor business partners, and their customers well for many years.

(WORKFORCE DRUG TESTING continued from page 1)

opiates (mostly codeine and morphine), positivity declined nearly 21 percent between 2017 and 2018 (0.39% versus 0.31%), the largest drop in three years and nearly 37 percent decrease since the peak in 2015 (0.49%). Among the more specific tests for other prescription opiates, the positivity for the semi-synthetic opiates (hydrocodone and/or hydromorphone) declined two per-

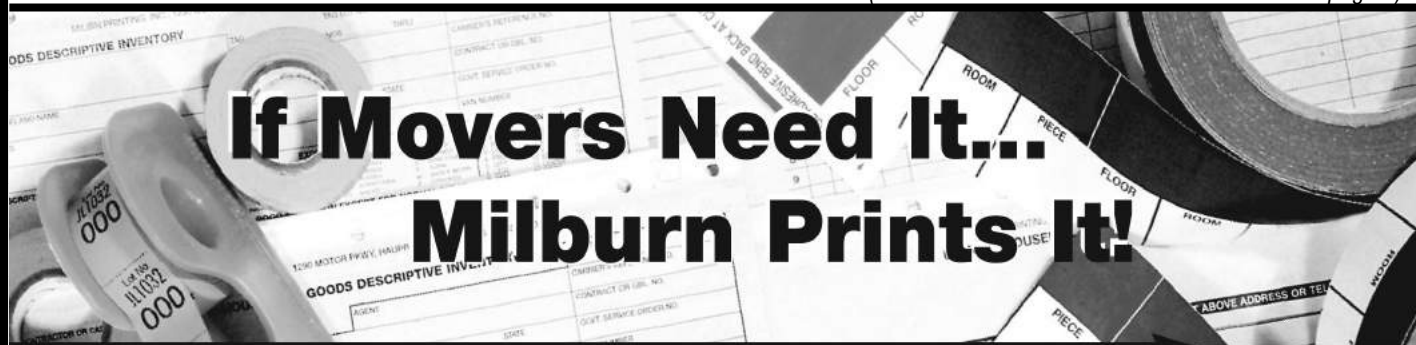
cent between 2017 and 2018 (0.51% vs. 0.50%) and 43 percent since the five-year high in 2014 (0.88%). Similarly, the positivity for oxycodones (oxycodone and/or oxymorphone) declined more than 29 percent between 2017 and 2018 (0.61% vs. 0.43%) and more than 46 percent since the five-year high in 2014 (0.80%).

### **Positivity rates for both heroin and cocaine declined in general and federally mandated safety-sensitive U.S. workforce testing**

Urine drug test results for the general U.S. workforce for heroin, indicated by the presence of the 6-acetylmorphine (6-AM) metabolite, declined six percent (0.033% in 2017 versus 0.031% in 2018) and more than 16 percent since its peak in 2015 and 2016 (0.037%). Cocaine positivity declined nearly seven percent in urine and more than 19 percent in oral fluid testing, but increased slightly year-over-year (6.3%) in hair testing.

Both heroin and cocaine positivity in the federally mandated, safety-sensitive workforce showed large declines between 2017 and 2018. Heroin positivity declined nearly

(WORKFORCE DRUG TESTING continued on page 7)



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32 percent between 2017 and 2018 (0.019% versus 0.013%), with a decrease of more than 43 percent since 2015 (0.023%). 2018 positivity for cocaine declined nearly ten percent compared with 2017 (0.31% versus 0.28%), when the positivity rate was the highest in more than five years.

### **New Federal rules for opioid testing drive increase in safety-sensitive workforce positivity**

Changes to Federal rules for drug testing the federally mandated, safety-sensitive workforce went into effect in January 2018. The addition of four semi-synthetic opiates contributed to the large increases in year-over-year positivity among those workers. In 2018, testing for semi-synthetic opiates (hydrocodone and/or hydromorphone) and for oxycodones (oxycodone and/or oxymorphone), the positivity rate was 0.45 percent and 0.34 percent, respectively. These positivity rates are



both slightly less than general U.S. workforce testing.

### **Increases in post-accident positivity occur in both the federally mandated, safety-sensitive and, general U.S. workforce**

In the federally mandated, safety-sensitive workforce, positivity for post-accident urine testing jumped more than 51 percent year-over-year (3.1% in 2017 versus 4.7% in 2018) and increased by nearly 81 percent between 2014 and 2018. The jump

in 2018 was largely driven by the addition of prescription opiates to the panel where the post-accident positivity for the semi-synthetic opiates (hydrocodone and/or hydromorphone) and for oxycodones (oxycodone and/or oxymorphone) was 1.1 percent and 0.77 percent, respectively.

Post-accident positivity in the general U.S. workforce climbed nine percent year-over-year (7.7% in 2017 versus 8.4% in 2018), and 29 percent over five years. The post-accident positivity rate has risen annu-

(WORKFORCE DRUG TESTING continued on page 17)

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# California Air Resources Board (CARB) Greenhouse Gas Phase 2 Overview and Impact on the Moving and Storage Industry

The California Air Resources Board (CARB) recently announced that it will adopt new standards for trailers that closely follow the federal EPA Greenhouse Gas 2 regulations that were put on hold in late 2017. The new California regulations will take effect with trailers delivered on or after January 1, 2020.


These regulations will impact most furniture vans. The requirements are as follows:

1. Aero Feature (tail fairing or belly fairing) – with some exceptions
2. Low Rolling Resistance Tires
3. Tire Inflation System

Excluded moving and storage trailers are spread axle trailers with a gap of at least 120 inches between adjacent axle centerlines.

These new requirements will add several thousand dollars to the price of a new trailer. All moving and storage trailers built and delivered before January 1 will not be subject to this new regulation.

Please contact your Kentucky Trailer representative if you have questions about this new regulation.

<div>Association Leaderboard Report</div>			CMSA Report Food Collected and Delivered		
Association		Enrolled Movers	Monthly	Year to Date	All Time
1	California (CMSA)	69	199,259 lbs.	258,936 lbs.	1,272.900 lbs.
2	Southwest Movers (SMA)	47	166,049 meals	215,780 meals	1,060,750 meals
3	Illinois (IMAWA)	42			
Top Agents of the Month			Association	Total Lbs.	
1.	Move Central, Inc.		1. Illinois (IMAWA)	1,703,817	
2.	Ace Relocation Systems, San Diego		2. Pennsylvania (PMSA)	1,361,818	
3.	Daly Movers		3. Southwest Movers (SMA)	1,218,349	
4.	McCarthy Transfer & Storage		4. California (CMSA)	1,272,900	
5.	All-Ways Moving & Storage, Inc.		5. Florida (FMWA)	999,070	
6.	Suddath Relocation Systems of CA				



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# CalSavers 101: What Employers Need to Know

Back in 2016, the California Legislature passed a bill that laid the foundation for a state-run retirement plan — a plan, called the California Secure Choice Retirement Savings Investment Program at the time, that would provide workers whose employers didn't offer a retirement plan a way to save for their retirement. Before the program could

open and employers could begin enrolling in it, regulations had to be developed — a process that was expected to take at least two years.

While that was happening, employers could do nothing but wait to see whether the resulting program would be feasible and how they would comply.

Fast forward: The final text of the governing regulations was adopted in 2018, giving the program a new name — the CalSavers Retirement Savings Program (CalSavers), for which eligible employers can begin to register on July 1.

*Let's look at what will be required of employers going forward.*



## What Is the CalSavers Program?

CalSavers is a retirement savings program for private-sector workers whose employers don't offer a retirement program. Once the program goes into effect, employees who haven't opted out are automatically enrolled in CalSavers and will have a percentage of their pay removed by CalSavers to save for their retirement. Although eligible employees will be automatically enrolled



(see *How Do Employees Participate?* below), participation in the CalSavers program is voluntary and employees can opt out at any time. The program will be administered by a private-sector financial services firm (the program administrator) and overseen by the California Secure Choice Retirement Savings Investment Board (the CalSavers board), a public board of directors chaired by the State Treasurer.

*(CALSAVERS101 continued on page 13)*

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## Which Employers Must Participate in the CalSavers Program?

The law applies to private-sector employers that:

- Have five or more employees; and
- Don't maintain or contribute to a "tax-qualified retirement plan," which is a plan that qualifies for favorable income tax treatment under Internal Revenue Code Sections 401(a), 401(k), 403(a), 403(b), 408(k) or 408(p) (payroll deduction IRA programs that don't provide for automatic enrollment don't qualify).

Employers that meet these two requirements are considered eligible employers. An employer that offers a tax-qualified retirement plan is not eligible and its employees can't participate in the CalSavers program.

## When Does Participation in the CalSavers Program Begin?

CalSavers is scheduled to open for employers to register on July 1, 2019 — but employers aren't compelled to register until June 30, 2020, at the earliest. Depending on the size of the employer, some employers may be able to delay registration until 2022. Specifically, the programs enrollment deadlines are:

- Employers with more than 100 employees must register by June 30, 2020;
- Employers with more than 50 employees must register by June 30, 2021; and
- Employers with five or more employees must register by June 30, 2022.

Employers can register via the CalSavers website, by phone, by overnight mail or by regular mail.

## What Is the Employer's Role?

Under the CalSavers program, employers must:

- Register for the CalSavers program in compliance with the above schedule.
- Within 30 days of registering, provide the

CalSavers program administrator with a collection of personal information about each individual employee. This information includes: the name, Social Security number, date of birth and contact information for each eligible employee.

- Ensure that each employee receives a packet of information from the program administrator.
- Calculate the appropriate rate of deduction for each employee, based on a schedule contained in the regulation.
- Deduct each employee's contributions to the CalSavers program from their salary. Remit the employee's contributions to the program administrator within seven days of deduction.

In addition, if a new employee is hired after registration, that individual's information must be submitted within 30 days of the date of hire.

Employers don't pay any fees for their

employees' participation in the CalSavers program and are not required to contribute to the CalSavers program aside from remitting the prescribed portion of their employees' salaries.

Employers are expressly prohibited from encouraging or discouraging employees from participating in the CalSavers program, or from providing any advice about any decisions related to investment and contribution relating to the program.

## How Do Employees Participate?

The CalSavers program is set up for automatic enrollment. Once an employer reports eligible employee information to the program administrator, the administrator will send information to the employee about CalSavers. If the employee doesn't opt out of CalSavers within 30 days of receiving that information, the employee will be automatically enrolled. Employees can opt out on the



(CALSAVERS101 continued from page 13)

CalSavers program website, by phone, by overnight mail or by regular mail. Employees who opt out can re-enroll at a later date.

By default, enrolled employees will see the default contribution amount (5 percent) be deducted from their pay, and they'll see that percentage automatically increase by 1 percent annually until it reaches 8 percent, at which point it will cease increasing. However, employees can also elect alternative contribution amounts ranging from 0 to 100 percent of their compensation. Detailed information about the contribution amounts, automatic increases and investment options can be found in the CalSavers Program Disclosure Booklet.



### Best Practices

- If you already offer a qualified retirement savings plan, your employees cannot participate in the CalSavers program and you are not required to register.
- If you don't offer a qualified retirement

savings plan and you have five or more employees, you may register for the CalSavers program as soon as it opens on July 1, but no later than the deadline that applies based on your employee count. Alternatively, you can choose to offer a qualified retirement savings plan.

- Keep an eye on legal happenings. The CalSavers board passed the regulations implementing the CalSavers program on an emergency basis and those will expire August 20, 2019. The CalSavers board is in the process of adopting permanent regulations. Information about the status of the regulations can be found on the California State Treasurer's website. In addition, litigation challenging the program is pending.

The CalSavers program offers various resources for employers, including account setup resources and a Program Disclosure Booklet that contains a detailed description of how the program works. More information can be found on the program's website.

*Source: CalChamber June 20, 2019 | From HRCalifornia Extra*



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# Cal/OSHA Reminds Employers to Protect Outdoor Workers from Heat Illness as Temperatures Rise Across the State

Oakland—Cal/OSHA is reminding all employers to protect their outdoor workers from heat illness as temperatures rise throughout California.

In addition to responding to workplace accidents and complaints of hazards, Cal/OSHA investigators conduct high heat inspections at outdoor worksites to ensure compliance with California's heat illness prevention regulation and other workplace safety and health requirements.

Employers with outdoor workers must take the following steps to prevent heat illness:

- Plan – Develop and implement an effective written heat illness prevention plan that includes emergency response procedures.
- Training – Train all employees and supervisors on heat illness prevention.
- Water – Provide drinking water that is fresh, pure, suitably cool and free of charge so that each worker can drink at least 1 quart per hour, and *encourage workers* to do so.
- Shade – Provide shade when workers request it and when temperatures exceed 80 degrees. Encourage workers to take a cool-down rest in the shade for at least five minutes. *They should not wait until they feel sick to cool down.*

Cal/OSHA urges workers experiencing possible overheating to take a preventative cooldown rest in the shade until symptoms are gone. Workers who have existing health problems or medical conditions that reduce tolerance to heat, such as diabetes, need to be extra vigilant. Some high blood pressure and anti-inflammatory medications can also increase a worker's risk for heat illness.

To prevent heat illness, it is crucial that

supervisors are effectively trained on emergency procedures in case a worker gets sick. This helps ensure sick employees receive treatment immediately and that the symptoms do not develop into a serious illness or death.

Cal/OSHA's Heat Illness Prevention special emphasis program, the first of its kind in the nation, includes enforcement of heat regulations as well as multilingual outreach and training programs for California's employers and workers.

Detail on heat illness prevention requirements and training materials are available online on Cal/OSHA's Heat Illness Prevention web page and the 99calor.org informational website. A Heat Illness Prevention online tool is also available on Cal/OSHA's website.

Cal/OSHA helps protect workers from health and safety hazards on the job in almost every workplace in California. Employers and workers who have questions or need assistance with workplace health and safety programs can call Cal/OSHA's Consultation Services Branch at 800-963-9424.



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(WORKFORCE DRUG TESTING continued from page 7)

ally since 2011 in the general U.S. workforce and since 2010 in the federally mandated, safety-sensitive workforce.

"Increases in post-accident positivity among safety-sensitive workers should serve as a warning to employers that employee drug use may increase the risk of workforce accidents or injuries," said Kimberly Samano, PhD, scientific director, Quest Diagnostics. "Our analysis suggests that employers committed to creating a safe, drug-free work environment should incorporate strategies that monitor drug use above and beyond pre-employment drug screening."

### **Rise in urine specimens reported as invalid suggests more efforts to "cheat the test"**

Findings show an increased percentage of urine specimens in both the federally mandated, safety-sensitive and general U.S. workforces reported as invalid due to inconsistency with normal human urine, suggesting attempts at specimen adulteration or substitution. Between 2017 and 2018, the percentage of invalid results in the federally mandated, safety-sensitive workforce jumped 80 percent (0.15% versus 0.27%), and 40 percent in the general U.S. workforce (0.15% versus 0.21%).

## **CALENDAR OF EVENTS**

Tues., July 16 Southern California  
Chapter Presidents  
Orientation  
Cerritos, CA

TBD Northern California  
Chapter Presidents  
Orientation  
Sacramento, CA

Tues., Aug. 20 MAX4 Tariff Workshop  
Lemoore, CA

Fri., Oct. 11 Monterey Chapter  
Golf/Bocce Tournament  
Monterey, CA

April 14-19, 2020 102nd CMSA  
Convention  
Kauai Marriott Resort  
Lihue, HI

## **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](mailto:rhifumi@thecmsa.org) to place your advertisement.

### **FOR SALE**

Large quantity of **storage vaults** for sale. Price subject to quantity purchased. Call John at 415-716-7341 or Email: [irisheexpress@gmail.com](mailto:irisheexpress@gmail.com).

### **BUSINESS WANTED**

We are interested in purchasing all or a part of your business. We are able to provide quick cash for certain assets. We can assist in an exit strategy. Major CA markets are desired. Discussions will be in strictest confidence. Send information to CMSA, Box J1, 10900 E. 183rd St., #300, Cerritos, CA 90703.

### **FREE MOVING CRATES!**

We have two 53' trailers worth of high end **moving crates** for pick up in Richmond, CA. Our company policy does not allow us to reuse crates unfortunately.

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- All completely ready to use with measurements on them.  
Call Tim or Mario at 415-491-4444 with questions.

### **EMPLOYMENT OPPORTUNITY**

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

### **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.

***Place your classified ad today!!***

# CMSA LEGACY

*LOOKING BACK  
OVER THE LAST 100 YEARS*

**By Robert Fraser**  
**2016 - 2017 CMSA CHAIRMAN**



As our Association is winding down its first 100 years, I couldn't be prouder as I step down from your Board of Directors as the Senior Chairman at this years' historic CMSA convention. I've been in the moving business for over 40

years and being an active member in this Association has given me the most satisfying and rewarding moments of my career. As David Letterman did for so many years on his late show, I thought I'd share my personal favorite Top 10 CMSA memories:

10) My first CMSA convention with Cris in 1997. We were met at the door of the Exhibitors Reception by a young lad covered in black peach fuzz who introduced himself, "Hi! My name's Jay Casey...What's yours?"

9) My encounter with Cal Farnsworth and David Pitchford in a bar when they asked if I might be interested in serving as president of the North Bay Chapter. I had no idea what that meant, but said that I would think about it. Then I got a call first thing Monday morning after that convention from Doug Hill expressing his congratulations for taking on the chapter.

8) Too many memories to share with the best Associate members of any Association: Mark, John, Mitch, Lisa, Cheryl, Casey, Tim, Pete, Bruce, Kenny & Dustin and so many more (you know who you are). You made our Chapter meetings and fundraisers so special over the years.

7) Sitting with the general assembly in 2005 right before the convention awards luncheon and listening to then CMSA President Doug Hill talk about one of the CMSA Chapters that year that exceeded expectations and finally realizing that he was talking about our North Bay Chapter right before he presented me the Chapter of the Year award.

6) Receiving the second Chapter of the Year award at our scholarship luncheon in 2007 under our freshly appointed CMSA President Steve Weitekamp for our North Bay Chapter's efforts in the eWaste recycling fundraiser programs.

5) My Chairman's Convention at Squaw Valley in 2016. So many wonderful memories and moments from the Mardi Gras party to the Chairman's Ball. But it was the beauty of the location that was so striking. The weather on the valley floor for our annual golf tournament was exquisite. Morrie Stevens, Jr., in particular, golfed in a polo shirt and then suited up the very next day only miles away to ski the slopes.

*(CMSA LEGACY continued on page 19)*



4) Senior Chairman Patrick Longo, before passing the gavel, explaining his battle with the bear in Squaw and seeing the look of surprise, horror and pride on little Cooper Longo's face as he took it all in while we were all so entertained by it. (Pat, I'd love to be a fly on the wall when you come clean on that one. LOL)

3) My Executive Board retreat two years ago where we dined under 150 hanging prosciutto hams in North Beach, SF (thanks Mitch!) to our next night in luxury suites at the SF Giants game at AT&T Park (thanks Lisa!) where Ben Geissel escorted me to the adjoining suite to meet Gaylord Perry.

2) Touring California as Chairman with Steve visiting cities and communities, traveling roads I'd never been on (Santa Ynez), supporting our Chapters and making so many new friends.

And last but not least # 1) Two of the liveliest and hardest working knuckle headed former Chairmen: Jay and Dennis. Jay cradling Dennis like a babe in his arms on a street corner in Sparks, NV waiting for the shuttle bus, and then Dennis riding into his Chairmanship on Jay's (Centaur) horse's back. I've never laughed so hard in my life!

Our industry is faced this year with what is certain to be the biggest shift in our regulating body ever. As our Association helps our industry with the changes that will help sustain our businesses through the next 100 years, I'd like to share these lyrics:

"I know you've got a lot of good things happening up ahead / The past is gone it's all been said / So here's to what the future brings / I know you'll find better things." The Kinks - "Better Things"

## **By Helen Maracle** **2006 - 2008 CMSA ASSOCIATE BOARD MEMBER**



Being a member of the California Moving & Storage Association was instrumental in building my business as well as my career in the Relocation and Global Mobility industry. I had the unique opportunity

to be an agency owner as well as a service provider with CMSA. I was the San Diego Chapter President multiple years and became very involved with the annual golf tournament which raised funds for the

CMSA Scholarship Awards. Following that, I became a service provider and served on the CMSA Board of Directors representing the vendor partners for all of California. So many members took me under their wing and provided guidance whenever I reached out to them and am still friends with many of them today. Doug Hill was such a mentor to me and taught me the value of being a part of an association and the good work that can be done. I will always cherish my time with the organization and will never forget the incredible amount of fun we had!

CMSA THROUGH THE YEARS

## HISTORICAL PHOTO



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