

California Legislature Pulls Bill Opposed by CMSA

In an unprecedented legislative session impacted by the COVID-19 pandemic, we have seen more than a few unusual events, including no opportunity for in-person lobbying and an abbreviated legislative session. From the introduction of **AB 2460 (Daly)**, a bill that would have allowed freight carriers the ability to provide at least some level of moving services in California without compliance with the Bureau of Household Goods and Services' (BHGS) regulation, the California Moving and Storage Association (CMSA) has been the named opposition. This legislation runs counter to BHGS mission of protecting the moving public and regulating service providers, and in our opinion would do damage to the program. CMSA has been advised that the author has decided



not to move the bill forward, which will result in the death of the legislation at least for the 2019–2020 legislative session. In the opinion of the CMSA, this is a win for the permitted mover and the California moving public. The consumer of household goods moving services in California is well served by the regulations and enforcement provided by BHGS. Additionally, if this bill had succeeded, only those mostly out of state large freight carriers would not have had to follow the consumer protection regulations promulgated by the Bureau.

While the CMSA faced mighty opposition from large groups with far greater resources and frequent legislative success, we were able to get our message heard.

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IMPORTANT NOTICE

In mid-June, the Bureau of Household Goods and Services (BHGS) mailed out the Bureau Workers' Compensation Report for period of January 1, 2019 to December 31, 2019 to be completed by all moving companies with revenues over \$350K. If your company received one, be sure to send in the completed report by the due date.

DUE DATE: SEPTEMBER 15, 2020

If you have any questions, please call BHGS at (916) 999-2041.



CHAIRMAN'S CORNER

by John Chipman, Jr.

What is happening to the American Moving & Storage Association?

AMSA, the moving industry's largest trade organization, is merging with another association.

This is nothing new to our industry. In fact, for the last 30+ years, van lines have been consolidating. Deregulation and the competition it sparked created mergers and acquisitions. United and Mayflower tied the marital knot in 1995. North American joined forces with Allied (1999) and Global (in 2000). AMSA was created by the merger of the National Moving & Storage Association and American Movers Conference in the late 90's. Venerable Bekins was purchased by Wheaton in 2012. Most recently Stevens and Arpin also joined Wheaton.

During the past several months AMSA, headquartered in Alexandria, VA, has been

seriously considering joining forces with two interested suitors. On the one hand was the large and respected American Trucking Association (ATA). AMSA also considered merging with the International Association of Movers (IAM), which has members throughout the world that specialize in relocating military families. In July, both IAM and ATA offered compelling proposals to AMSA Board Members to join their respective organizations.

IAM's leadership presented a comprehensive 17-page proposal and detailed PowerPoint. IAM stressed what both organizations shared in common. In essence, IAM said, we are movers, just like you, with the same values and objectives. In point of fact, many movers are currently members of both AMSA and IAM. According to IAM, combining organizations would reduce structural redundancies. And, it "would bring together over 5,000 member companies in more than 170 countries" and include "all strata of the moving and storage industry." IAM President Chuck White thoughtfully summed up the potential union as a "merger of two equal

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PRESIDENT'S COMMENTS

By Steve Weitekamp

As we have the opportunity to speak to members around the state and around the country, we remain optimistic about our industry. We continue to live in a challenging time with major issues, including the most relevant to our industry—the Global Pandemic of COVID-19. Yet, with all the challenges, most Household Goods Movers tell us that they are busy. For many, finding enough quality movers to service the work is the issue. Sounds a lot like a traditional summer, but we know it is not. The California Moving and Storage Association (CMSA) continues to advocate on behalf of our members on issues related to Essential Service Providers and Personal Protective Equipment (PPE) with state and local government and the U.S. Military, and will continue to work to provide our membership the most current information possible on these dynamic is-

sues.

The cover article of this issue briefly describes a legislative success of the CMSA, and we wanted to take this opportunity to share with you our thoughts on Association Advocacy. I recently had a discussion with a member on the issue of advocacy and the different types that CMSA provides. I would divide our efforts into two distinct buckets that require unique approaches—Regulatory and Legislative. For both buckets there must first be an agenda and goals for the Association. These are developed by staff, board, committee and individual member discussions, and can also be the result of some member issue or a watchful eye on the horizon.

For Regulatory advocacy, we have had a long-term approach of suggesting that the Association be the forward-facing entity, and this approach has served the membership well for many years. Particularly relevant over the many years of CPUC regulation we told members if you have an issue let us talk with regulators first, as we don't have a permit. While the last two years of

(PRESIDENT'S COMMENTS continued on page 5)

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(CHAIRMAN'S CORNER continued from page 2)

partners into one organization with one heart-moving."

During its presentation, ATA dispelled the notion that its bigger members, like FedEx, would eclipse AMSA's smaller sized companies. The size of a member's hauling fleet doesn't matter at ATA. An active ATA member with 5 trucks can have just as big an influence on ATA's goals and direction as large companies, like Old Dominion and ABF Freight. According to ATA'S CEO Chris Spear, AMSA's voice would matter at ATA, and would help shape its strategy.

Why did AMSA even need to consider proposals from ATA and IAM? AMSA reached its current predicament because of several challenges. AMSA struggled with poor industry growth; a consolidation of membership (as noted above); and a lack of resources for advocacy. Not a recipe for success.

AMSA also faced two other significant challenges. AMSA lost its powerful rate making ability about the same time as Joe Harrison retired, which was less than 20

years. (Yes, as incredible as it might sound, our van lines, under the auspices of the Household Goods Carriers Bureau, sat around a conference room table and agreed upon interstate rates!) The other challenge is the uncertain future created by our industry's largest national account, the Department of Defense. General Stephen Lyon's decision to outsource control of military moving from TransCom to a single source has divided AMSA members. The GHC could dramatically reshape our industry starting in 2021.

In early August, AMSA board members voted to join ATA as a "conference", a sort of independent mover group within the much bigger trucking organization. AMSA will keep its committees, events, board, certifications, and educational programs. However, dues will be paid to ATA, not AMSA. ATA will be in charge of budgeting and staffing. AMSA will have representation on ATA's governing boards.

The decision to conference within ATA was primarily based on ATA's lobbying

(CHAIRMAN'S CORNER continued on page 7)



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household good moving regulation under the Bureau of Household Goods and Services (BHGS) have been very different, in the best possible way, than the CPUC. We still suggest the approach of using the association as a resource. The Association team of Staff, a legal counsel well versed in regulatory law, and lobbyist, have addressed many issues to the benefit of all permitted movers. In fact, the team in place today is made up of the same players who navigated and negotiated the successful transfer of regulation from the CPUC to BHGS. A road that appears very smooth today, started out with more than a few bumps and potentially even a washed-out bridge. So, if you find yourself with regulatory questions or issues, we stand ready to assist.

Legislative advocacy is different in that direct participation of the member is vital to a successful campaign. Once we have an action item, development of a piece of legislation, or support or opposition to an existing bill, we will look to CMSA members for support. CMSA and its team can draft bill lan-

guage, develop position papers, and educate legislators and staffers on issues and concerns, but voices from CMSA members in the district frequently carry significant weight. We worked hard on AB 2460 and calls from members in important legislative districts made a critical difference.

We are pleased with our successes but know that there is always a new issue around the corner, and potentially a revisit of a bill that we previously stopped. The good news is that with your support we have a team in place to address legislative issues in the future. Just understand that we need you to be a part of that team.

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power in DC.

While AMSA members go to Capitol Hill just once a year, ATA members have a continuous lobbying presence in DC. They can get things done quickly, even during tough times. For example, ATA was instrumental in keeping interstate rest stops open during the Pandemic. ATA's track record of influencing legislation also extends to both sides of the political aisle. Given the uncertain future of the Senate following the November

elections, having a stronger voice in Congress could provide better protection for the moving industry.

AMSA board member and former CMSA Chairman Chris Higdon summed the merger decision up this way, "The bottom line is advocacy, and we need help."

AMSA's next step is to sort out its obligations, and to create a new governance plan. One thing is for sure: everyone at AMSA and ATA looks forward to making the merger a success.

(AB 2460 continued from page 1)

Our hard work and clear message impacted the opinion of at least several legislators. Our small but mighty team included, CMSA Staff, particularly our President Steve Weitekamp, our legal counsel Mark Hegarty, our lobbyist at Shaw Yoder Antwih Schmelzer & Lange, and CMSA members in critical legislative districts—all of whom deserve thanks for their successful efforts. Additionally, without the support of our membership, none of our efforts would have been

possible. Your financial support allows us to operate and retain the high caliber legal and lobbying support that is necessary to have an impact. Our industry continues to be under attack from those who may call themselves disruptors; and while change in all aspects of life is inevitable, accepting a bifurcated system that allows some to operate from an advantageous position while damaging the moving public cannot be permitted.

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MEMORIAL BULLETIN



Thomas Doyle 1937–2020

Thomas Armstrong Doyle was born in San Francisco on May 19, 1937 to Richard and Marie Doyle. He attended Star of the Sea Grammar School, and was a proud member of St. Ignatius High School's Class of 1955, after which he attended San Jose State University and received a bachelor's degree in Business Administration. Tom joined R.O.T.C. while at San Jose State and was commissioned as a First Lieutenant in the United States Army.

Tom was married (after a 40-year hiatus!) to the love of his life, Pat, whom he dated when they were teenagers. They re-

united with one another and were married in the year 2000.

Tom was a Founding Shareholder in Crown Worldwide Moving & Storage, along with his partner and friend, Robert Bowen. Tori Ferrante also became a principle in 1999 and worked closely with Tom in growing sales for the company. Tom served as President of the Domestic Division for many years, before becoming Chairman. He also served on the Board of Directors of Uni-group.

Tom will be missed by all whose lives he touched, including Friends of Bill W, whom he mentored on and off throughout his life.

A private Entombment at Holy Cross Cemetery in Colma will take place for family only.

Donations may be made to the Alzheimer's Association.

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Decades of Change to Save Children

#TBT with DCA:: Refrigeration Regulation: Unlocking Safety

“Ready or not, here I come!”

When kids heard that famous hide-and-seek phrase in the early and mid-20th century, several turned to a unique place to hide: the refrigerator.

An innocent-looking refrigerator—whether new and running in the kitchen or abandoned and cast off in the yard—was the perfect place to wait out the seeker... until the door latch locked and turned the insulated, soundproof, airtight everyday appliance into a death trap. But thanks to decades of changes, today’s children and families have less to fear from this everyday appliance.

INNOCENT-LOOKING APPLIANCE

Refrigerators in the early decades of the 20th century operated and looked much as they do now, with one key difference: While more modern appliances use strong magnets to keep doors shut, air chilled, and food fresh, refrigerators of the past relied on a locking latch handle. Used dozens of times a day, the self-locking handle didn’t rate a second thought—that is, until tragedy struck.

Each year, several children would become entrapped in refrigerators; dozens died annually when they were discovered too late, suffocating in as quickly as 10 minutes. In just the 18 months between January 1954 and June 1956, out of 54 children known to have become entrapped, 34 died.

LEGISLATIVE CHANGES

Before this time period, California al-

ready was moving to address the concern of refrigerator entrapment. In 1951, the state made it a [misdemeanor](#) to abandon or dump a refrigerator or similar appliance without first removing the door, hinges, or locking-latch mechanism.

However, while this state law addressed some of the refrigerator danger, it didn’t get to the ultimate source of the problem: the industry’s use of the locking latch itself.

With concerns, entrapments, and deaths continuing, the U.S. Congress passed the [Refrigerator Safety Act](#) in 1956. The legislation required companies to ensure all new refrigerators manufactured after 1958 to have mechanisms to allow the appliances to be easily opened from the inside. Companies that did not comply would be held liable and stiffly fined for infractions resulting



This antique refrigerator includes a locking latch.

in harm or death.

The act marked a turning point in consumer safety and started the trend toward change, but there was still much to do to make sure kids were protected.

VIGILANCE CONTINUES

While new mandated door mechanisms made a big difference, the ultimate safety results would not be seen for years—or even decades.

With a refrigerator’s life span running about 13 years, families would go for long periods of time without replacing their old standby with a new, safer alternative. Why pay hundreds for a brand-new refrigerator when your current one was still working

(DECADES OF CHANGE continued on page 11)

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(DECADES OF CHANGE continued from page 9)

fine? Even when the dangerous refrigerators were finally replaced in homes, the old ones would live on either as household back-ups or dumped in yards or junk heaps.

With unsafe refrigerators still in wide use in households as well as found around neighborhoods, and children still being harmed by those still in existence ([84 deaths](#) in 1980 alone), broadcast [public service announcements](#) and written advertisements in the decades following California and federal legislative changes helped keep kids and families aware.

The safety issue was still so concerning in the late '70s and early '80s that, when the first-draft script for the blockbuster movie *Back to the Future* called for a time-traveling, nuclear-safe, old-fashioned refrigerator, the leading writers [changed the time machine to a DeLorean](#) to prevent young audience members from being inspired to climb in.



A dangerous old refrigerator offers a tempting hiding place.

Thanks to safer technology, legislative changes, and public awareness, the once-looming specter of the dangerous refrigerator has largely retreated from the scene. Yet [even in recent years](#),

children in the United States and elsewhere have been trapped by old refrigerators with locking mechanisms: As recently as [2019](#), two young brothers in Kyrgyzstan died while playing hide and seek in an old-style refrigerator.

ASSISTANCE AVAILABLE

The Department of Consumer Affairs' Bureau of Household Goods and Services has a long and dedicated history of helping make California homes and

products safer, and their licensees are happy to help you with appliance safety and repair plus many other vital services. For more information, visit their website at bhgs.dca.ca.gov.

Source: Department of Consumer Affairs



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BBB Tip: "Brushing" Scam Indicates a Serious Problem for Victims

Free boxloads of merchandise from Amazon or other companies, right on your doorstep! What could possibly be bad about getting the Santa treatment all year long? Plenty! Better Business Bureau (BBB) is warning consumers that there is a scary downside to this recent scam. You are not the one who hit the jackpot. A scam company is the real winner.

This scam is called brushing, and it has been popping up all over the country. Suddenly, boxes of unordered (by the recipient) merchandise from Amazon begin arriving.

There is no return address, or sometimes it just appears to come from Amazon or another retailer, and the receiver has no idea who ordered the items. The items are varied. For example, in one case a humidifier, a hand warmer, a flashlight, a Bluetooth speaker and a computer vacuum cleaner arrived unordered. Often, the items received are lightweight and inexpensive to ship, such as ping pong balls, or more recently, face masks or [seeds from China](#).

Why it's bad news for you

The fact that someone was able to have the items sent to you as if you purchased them indicates that they probably have some of your personal information such as your name, address, and possibly, your phone number. Once the information is out there on the Internet, it could be used for numerous crooked enterprises.

The fake online review angle is only one way they benefit. By using the brushing scam, they also are increasing their sales numbers. After all, they aren't really pur-

chasing the items, since the payment goes right back to them. Increased sales numbers, even though padded with fake purchases, look good for the company and help lead to more sales.

Then there is the "porch pirate" angle. There are instances where thieves use other people's mailing addresses and accounts, then watch for the delivery of the package so they can steal it from the door before the resident gets it.

What can you do?

- **Notify the retailer.** Brushing and fake reviews are against Amazon's policies, so contact [Amazon Customer Service](#) if this happens to you and the product appears to come from Amazon. They will investigate and take action on the bad actor. Go directly to Amazon's website to get their contact information. The company also takes security seriously and encourages customers to [report fraudulent purchases](#) or other security issues. If the preference is to contact them by phone; be cautious of [searching for support phone numbers](#).

- **Change your account passwords.** This may be a sign that personal information has been compromised and to improve account security, keep a close eye on credit reports and credit card bills.
- **You are allowed to keep the merchandise.** The [Federal Trade Commission](#) says you have a legal right to keep unordered merchandise.



Source: Better Business Bureau

COVID-19 and a New Hire's Expired Identity Document

Question

We just hired an employee who does not have a current identity document. Her driver license expired on April 1, and she says that she has not been able to renew it due to COVID-19. Can we hire her?

Answer

Yes. The U.S. Department of Homeland Security (DHS) issued a *temporary policy* beginning on May 1, 2020 that allows an identity document with an expiration date on or after March 1, 2020 to be accepted for I-9 purposes. DHS issued this policy due to COVID-19 closure of offices or reduced services that prevented individuals from renewing documents.

Identity documents for I-9 purposes include a driver license, federal- or state-issued identification card with identifying information and a photograph, or a school identification card with a photograph.

If the employee's identity document expired on or after March 1, 2020, and the document expiration date has been extended by the issuing agency due to COVID-19, then it may be used as a List B document.

Adding Note

The expired document should be entered under Section 2 on the I-9 Form and "COVID-19" should be added to the Additional Information section. Employers also may attach to the I-9 Form a copy of the webpage or other notice indicating that the document has been extended.

The employee has 90 days after the DHS terminates this temporary policy to obtain and present a current document. When the employee obtains a new document, enter the new document's number and expiration date in the Additional Information field, initial and date the change.



Confirm State Extensions

Employers can confirm that a state has automatically extended the expiration date of its state IDs and driver licenses by checking the state motor vehicle administration websites.

Information on the California Department of Motor Vehicles extension for driver licenses may be found [here](#).

DHS will continue to monitor the ongoing COVID-19 national emergency and will provide updated guidance as needed. Employers may check for current updates by going to the U.S. Citizenship and Immigration Services (USCIS) [website](#).

Source: CalChamber, Alert

An advertisement for Dave Hester Auctioneer. It features a man in a black shirt and cap holding a fan of cash. The text reads: 'AUCTIONEER FOR HIRE', '5% COMMISSION', '• Bonded & Insured Since 1992', '• As Seen on Storage Wars', '1-714-271-2770', 'CALL TODAY!', '@davethemogul', 'f.com/storagewarrior', and 'www.davehesterauctioneer.com'.

10 Cybersecurity Tips for Working from Home

As businesses rely more on technology and people begin adapting to the new work-from-home reality—in which work-related information is transmitted online and through mobile devices, and employees are increasingly dependent on digital communication, file sharing, and cloud-based systems—it's imperative that we prioritize cybersecurity and internet privacy.

More specifically, employers and their employees must understand the vulnerabilities that exist in technology, and organizations must put thoughtful processes in place to protect against breaches or inadvertent disclosures of information.

From a technical standpoint, there's no such thing as absolute cybersecurity. The reason? Cybersecurity is like an arms race with both sides competing to develop the best weapons and defenses possible—which means businesses must continually assess, identify and evolve, given bad ac-

tors' ongoing development of new threats. For this reason, it's essential that employers create redundancies, or layers of protection, that make it more difficult for these threats

to penetrate the employers' defenses.

It's also critical that organizations have a data-breach response plan which details the steps to take should a data breach occur—much like a pilot's pre-flight checklist. Because, as history has shown, no matter how good your people are, committing these plans to writing is invaluable, and it goes a long way toward protecting your



business, your employees and your consumers.

Cybersecurity Tips

Here are 10 tips to help employers with remote workforces improve their cybersecurity efforts:

1. Separate Work Devices from Personal Devices. This is one of the easiest and most fundamental steps you can take to

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safeguard information. With separate devices, employees can control individual permissions on each device independently and can segregate apps, photos and files to their appropriate devices.

2. Use Separate Profiles. Can't separate work devices from personal devices? Not only do many companies allow their employees to use company-supplied phones for personal use, but currently, many employees are using their personal computers to work from home.

In situations like these, a best practice is to create separate user profiles on the single device so that one profile is solely for personal purposes and the other is solely work-related. While this works particularly well for traditional desktop and laptop computers, only some mobile devices allow for such functionality.

As a rule of thumb, Apple mobile devices don't, so on these devices, designate specific apps for specific accounts. For example, you can use your native email app for work and download a second email app just for



your personal email account. The same can work for messaging apps and cloud storage.

3. Watch for Suspicious Emails (Especially from Your Boss). Data breaches commonly occur because people open emails from senders either outside their organization or who've hacked their boss' email account and appear legitimate—but aren't. This practice, called "phishing," occurs when a hacker sends an email to an entire organization with the hope of tricking someone—anyone—into clicking a link or providing information.

Signs that an email is fraudulent include

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bad grammar, a sense of urgency, strange requests, or strange hyperlinks or unexpected files. These attacks often are very successful because they come from accounts held by persons of authority within an organization—thus playing to an employee's willingness to do the task.

If you receive any email from anyone asking you for sensitive information or to spend money, call and check with your supervisors first.

4. Don't Download Random Apps. If you can't find an application in your native app store (Google Play Store, Microsoft Store, Apple AppStore), it's probably coming from an unverified vendor and can contain viruses or malware—so always check with your IT department before downloading an application that falls into this category. Better yet, ask your IT department to set the program up for you. When in doubt, do not download. Period.



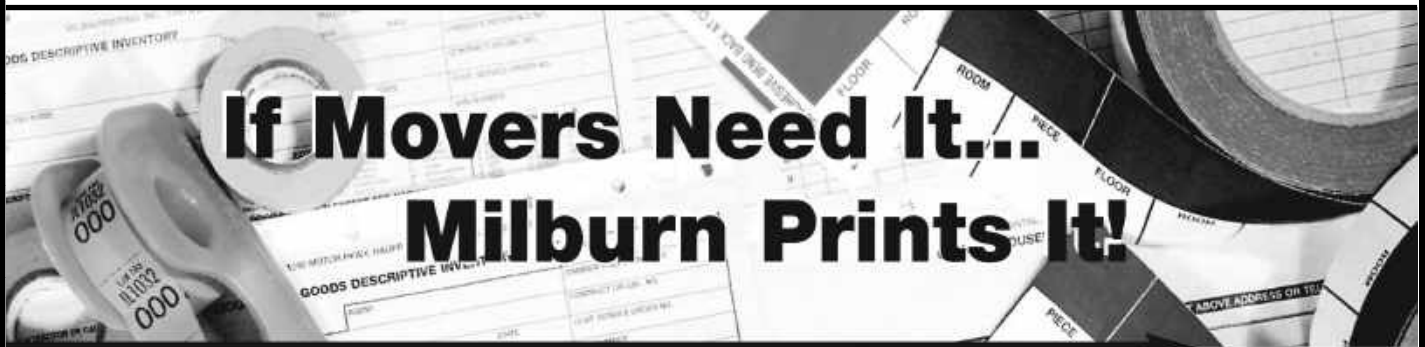
5. Reset Passwords Regularly. Regular password audits are important to ensure you stay one step ahead of the curve. A

good password is unpronounceable; is at least 10 characters long; and includes a combination of numbers, symbols, and lower- and upper-case letters. Passwords should be changed at least every six months.

6. Enable Two-Step Verification. If your accounts or devices allow for “two-step verification,” you should enable it now. Two-step verification protects your accounts with an added layer of security by requiring two levels of verification before granting access to your account. Typically, this requires using your cell phone, but it's worth the extra effort to protect your information.

7. Update Your Software. Those notifications asking you to update your software and firmware often are critical security up-

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dates provided in response to newly identified cybersecurity threats around the world. It's critical that you keep all your apps and devices up to date with the latest version of software available.

8. Never Send Sensitive Information Over Unencrypted Email. Most people don't realize this, but the majority of email systems aren't secure. Before sending sensitive documents or information via email, check with your IT department to see if your system is secure. If it's not, try to use secure cloud systems or otherwise encrypted messaging tools to send the information.

9. Do Not Use Free Wi-fi. Free and public wi-fi, like those found in hotels, apartment complexes, and coffee shops, are some of the most vulnerable and insecure internet connections you can use. Never use free or public wi-fi for work.

10. Secure Your Home Router. When was the last time you changed your wi-fi password? Most people never change the password from factory settings, which leaves your home network vulnerable to breach.

Now that you're using your home internet connection to work, it's more important than ever to ensure that your wi-fi is secure. It's recommended that you keep your router updated, change your password regularly using the password recommendations provided above, and monitor for devices that are connected to your network but you don't recognize.

While employees work from home, it's critical to continuously identify the risks to privacy and cybersecurity that remote work poses. Creating outlines and checklists to which your employees can refer is a great way to remind everyone that basic defenses are extremely valuable to your organization.

The majority of data incidents that occur worldwide are caused by user error or oversight — meaning your first line of defense against cyberattacks is a well-informed workforce. When armed with the right information, your team members can enjoy a hassle-free remote work experience while remaining on top of their duties.

Source: CalChamber, *Alert*

Moving Trucks, In Stock, Road Ready



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2020 Hino 268 26ft x 96"H x 96"W Box Van, reconditioned Box Van, diesel, automatic, ac, Bluetooth cd system, cruise, power windows and locks, power heated mirrors, reconditioned box and liftgate, translucent roof, wood slats, threshold plate, 5000lbs cap 79" x 60" aluminum tuk away liftgate, GVWR 25,950, H1263



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2020 Hino 268A 26ft x 108"H x 102"W Movers Van Body, diesel, auto, ac, cd system, cruise, power windows and locks, remote heated mirrors, air brakes, air ride suspension, air horn, plywood lined interior body, double vertical E Track on 24" centers, double E Track on side doors, translucent roof, 60" cab over extension, hardwood floor, interior dome lights, 72" x 104"H double swing out side doors, drivers side 48" x 104"H swing out side door, swing out rear doors, 12ft x 28" aluminum walk ramp, 96 x 48" steel side out rear extension frame, GVWR 25,950, H1196

*60 month lease, lease end residual \$26,653.50 lease startup \$8948.21 includes, dealer doc, est lic fee, tire tax, cap reduction, and first payment, Expires 12/30/2020. Based on credit approval. 5.99% APR, H1196

\$1189.48*
per month*



2020 Hino 268A 26ft x 108"H x 102"W Box Van, air brakes, air horn, 260hp, diesel, Allison 2200 auto, ac, cd player, power windows and locks, heated remote mirrors, high cube extra wide body, 2 rows E Trac, wood slats, 80"x60" ILP 3300lbs cap liftgate, GVWR 25,950

*60 month lease, lease end residual \$23,885.00 lease startup \$5980.37 includes, dealer doc, est lic fee, tire tax, cap reduction, and first payment, Expires 12/30/2020. Based on credit approval. 5.99% APR H1255



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Association Leaderboard Report

Association		Enrolled Movers	Association	Total Lbs.
1	California (CMSA)	82	1 Illinois (IMAWA)	1,912,728
2	Southwest Movers (SMA)	64	2 California (CMSA)	1,425,251
3	Illinois (IMAWA)	42	3 Southwest Movers (SMA)	1,423,143
CMSA Report Food Collected and Delivered			4 Pennsylvania (PMSA)	1,354,519
			5 Florida (FMWA)	1,082,469
Monthly	Year to Date	All Time	Top Agents of the Month	
11,653 lbs.	126,426 lbs.	1,427,785 lbs.	1. Worldwide Moving & Storage 2. REAL RocknRoll Movers	
9,711 meals	105,355 meals	1,189,820 meals		

CALENDAR OF EVENTS

DUE TO THE CALIFORNIA SHELTER IN PLACE ORDER, ALL EVENTS ARE POSTPONED UNTIL FURTHER NOTICE. FOR THE MOST UP-TO-DATE INFORMATION, PLEASE CHECK THE CMSA CALENDAR OF EVENTS.

<https://bit.ly/CMSACalendarofEvents>

CLASSIFIED ADVERTISING

CHARGES: 1-5 Lines \$15; \$2 each add'l line. CMSA box number \$5.
Special heading/setup is extra.
Email: rhifumi@thecmsa.org to place your advertisement.

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.

EMPLOYMENT OPPORTUNITY

Rebel Van Lines is looking to hire Class A & B drivers. To apply, please email 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.

EMPLOYMENT OPPORTUNITY

General Manager needed for a family-owned moving company in Santa Clarita. Must have experience in the HHG Industry and good with people. Email resumes and inquiries to: kelly@losangelesmoving.com

EMPLOYMENT OPPORTUNITY

Northern California Company seeks General Manager/Operations/Record Storage. Excellent salary and benefits. Send resume to: bwilson@hemsteds.com.

HISTORICAL PHOTO

These pictures capture a moment of time in CMSA history. Through the good times as well as the times of struggles, CMSA members share a sense of comradery and gain strength in numbers. If you have any pictures you would like to share, please email them in JPEG format to: information@thecmsa.org.



AMSA Moving Day on Capitol Hill, Washington DC. CMSA members join their colleagues from around the country to share our issues with elected representatives. (September 2018)



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