

Pandemic Forces 2021 Convention Cancellation Letter from CMSA President Steve Weitekamp

Dear CMSA Members,

We are disappointed to share that we are cancelling the 2021 CMSA Convention scheduled for May 11-16 at the Omni Rancho Las Palmas Resort and Spa in Rancho Mirage, CA.

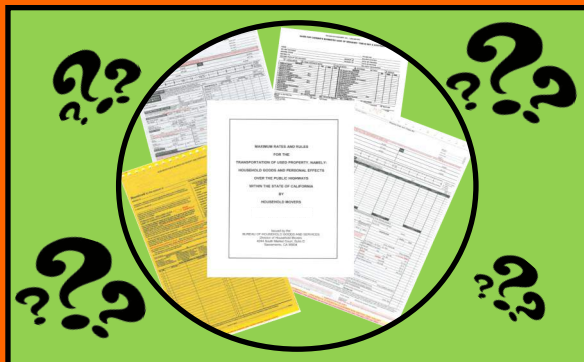
I know that this is sad news for our members, we have heard from many who were looking forward to the opportunity to gather with friends and colleagues. We have attempted to develop a solution for some time but realized that with the current status of the Pandemic and California and Riverside County restrictions, we are not where we need to be to conduct a convention in May of 2021.

While we have been promoting the convention, we have not collected any registration money, but if you have made hotel or travel plans, we advise you to address them now. While a convention is extremely important to our Association, it pales in comparison to the health and safety of our membership and staff. The planning and promotion of our annual convention began in earnest this last fall. We were optimistic that time was on our side regarding an effective vaccine roll-out and cessation of the COVID-19 virus. Unfortunately, we are not as far down the road to an "all clear" as we would have hoped.

While the last 12 months have been challenging for our industry, the personal toll that individual members have faced has been even more difficult. We all look forward to the opportunity to gather as a community of members for local chapter meetings and events and CMSA Conventions. Thanks to efforts of members and staff, CMSA continues to be a leading Association in the Moving and Storage industry. We continue, despite challenges to pull together, with the goal of improving the position of both the moving and storage industry and the customers we serve.

Stay well and be safe,

Steve Weitekamp
President
The California Moving and Storage Association



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CHAIRMAN'S CORNER

by John Chipman, Jr.

Have you set your professional and personal goals for 2021? Skipping annual goals is like not setting up Monday's dispatch. You might beat the Friday commute home, but disaster will greet you on Monday morning. There is no better time than now to set your goals. For example, want to improve your quality scores? Then set a goal to train your crews before Peak Season. Want to audition for **The Voice**? Then don't wait until September to start yodeling lessons; stardom awaits! Bottom line: there's still time to consider where you are right now and what you want to accomplish in 2021. Here's a look at the goals set by several California moving and storage leaders, just like you.

Shiree Hammer wears several important CMSA hats. She is our organization's current Secretary/Treasurer and is the President of the Orange County Chapter. However,

her biggest endeavor is being part of Joe Hammer's family legacy at California Relocation Services ("Cal Relo") in Garden Grove. Shiree works shoulder-to-shoulder with her father, Joe Jr., brother Jeff and cousin Tim. Shiree's oldest son has also been spotted in the warehouse on occasion. Together, the Hammers specialize in providing expert international origin and destination services for their commercial, corporate and military customers.

Shiree is mindful of her family's resilience during the pandemic. This understanding helped shape her professional goal for the new year: "Show gratitude and appreciation for the hard work of others – especially our Team at Cal Relo!" Her personal goal is to strike a better work/home balance. "I want to help my sons through the challenges they face with virtual schooling as well; while I maintain some sanity."

Long before **Jeremy Day** worked at Ace Relocation Systems in San Diego, he was a summer helper in the Bay Area. "I specialized in debris pickups and breaking down boxes at Thomas Transfer and Storage."

(CHAIRMAN'S CORNER continued on page 4)

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PRESIDENT'S COMMENTS

By Steve Weitekamp

I recently had the opportunity to spend some time with a moving crew in the field and got a firsthand view of Personal Protective Equipment (PPE) application on a move job. While there

are definitely some challenges, the crews I saw took it in stride and seemed to have an appreciation for the value of PPE as a way to protect themselves, their customers, and the families of both. While it was a beautiful southern California winter day, the kind of day that used to be a deciding factor in people moving to the Golden State, it still is not the easiest task to wear a mask for 10 hours straight, wipe down surfaces, and use hand sanitizer, while performing difficult physical tasks. But movers are doing it daily in an environment that is always changing. We cannot forget about the company office and sales staff who also face challenges related to the pandemic as well. All are appreciated

for their efforts to stay safe and serve the moving public.

CMSA members, and movers around the country, continue to wonder what can be done to prioritize our industry in the distribution of the COVID-19 vaccine. CMSA has sent individual letters pleading our position of early vaccination to California decision makers as well as tasking our legislative advocate SYASL to do the same. We have partnered with our industry colleagues including the National Council of Moving Associations, the ATA Moving and Storage Conference, and the International Association of Movers to advocate for priority vaccination schedules at all levels of government. The challenge has been the distribution and administration of the vaccine. For example, in California the decisions on who gets the vaccine and where it is administered has been on a county-by-county basis. If you live in Los Angeles County you are currently eligible for the vaccine if you are 65 or older. You will probably have to go to a mass distribution site like Dodgers stadium where the process is taking about 4½

(PRESIDENT'S COMMENTS continued on page 5)

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(CHAIRMAN'S CORNER continued from page 2)

Today Jeremy oversees three of ACE's branch locations in the U.S. and is responsible for Ace's national customer experience teams. According to owner Dan Lammers, "Jeremy's daily leadership and steadfast demeanor compliments Ace's culture. His point of view is respected by the entire organization."

Jeremy's professional goals for 2021, include "Continue to operate in a safe manner that protects all of our customers, service teams and partners. Win a few pieces of new business. We had a great 2020 in this regard but need to continue on that path." His personal goals: "GET OUT OF THE HOUSE! Enough of the weekend yardwork. Attend as many live sporting events as possible starting with the hopeful return of youth sports for my kids, the Padres and everything in between." Last but, not least: "Give back the 15 lbs. that 2020 gave to me!"

Olga Garcia is the Co-President of CMSA's Northern Region chapter. Her full-time gig is working with big sister, Griselda, and brother-in-law, Charlie, at CG Moving in

South San Francisco. At CG, Olga oversees all aspects of customer interaction including site visits, estimates, invoices, payments, and customer reviews. Plus, she's in charge of CG's social media pages.

Olga's goals for 2021? "Working with a communications coach to improve and refine my communications skills. I am always grateful for the company I work for, and CG makes it a point to always invest in making me a better businessperson. Olga's personal goal is based on strong reflection. "2020 was a challenging year for all of us. The pandemic has made me appreciate the small and simple things in life. It is so easy to get caught up in fake social media posts just so people can see how happy or successful we are. In 2021, I want to keep on appreciating the small and simple things in life. I have not had a manicure in almost one year and I am okay with that!"

Personally, I'm not good about setting goals for myself, so I swiped my professional goal from Chipman's COD sales team. The team's goal is simple: "close the deal

(CHAIRMAN'S CORNER continued on page 5)



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(CHAIRMAN'S CORNER continued from page 4)

the same day as the survey." That means providing the prospect with the estimate immediately following the in-home or virtual survey. According to our team, it's best to close the sale while the rep has the prospect's full attention and focus. If the prospect delays her decision, then it's critical to follow up the next day with enthusiasm. The

longer the estimate sits in the pending file, the harder it is to close. My personal goal is to stay away from cookies. During the pandemic I developed a slight cookie addiction. Truth be told, because of cookies, I'm in danger of being shut down at the scales for being over my axel weight. For me, 2021 means closing more sales and eating fewer cookies.



(PRESIDENT'S COMMENTS from page 3)

hours if protesters do not cause further delays. If you are lucky enough to live in Ventura County, that 65-year-old recipient might find a site that only takes ½ an hour, start to finish. While residents of Monterey County under age 75 are currently not eligible for the vaccine.

We continue to hear from members that are having staff test positive and are looking

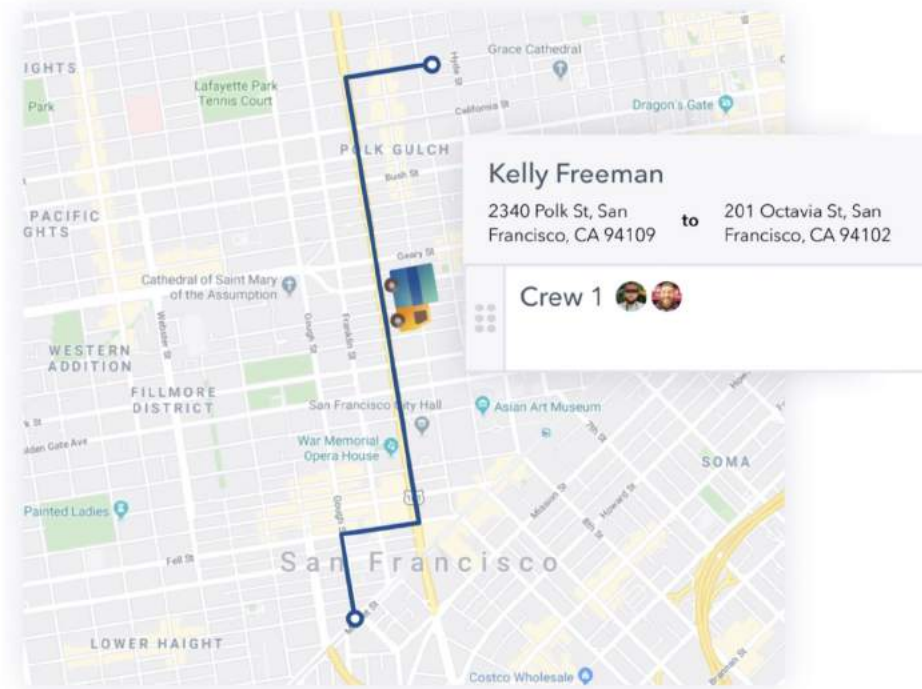
for some guidance in navigating this process. We have had members who have been hospitalized with severe cases from 5 to 30 days. A year ago, none of us could have envisioned what we have dealt with over the last 12 months and what still lies ahead. Thankfully, in no small part due to our Essential Services designation and the can-do spirit of our members and their staffs, we have persevered.

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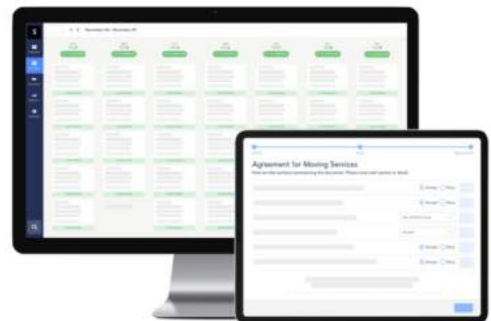
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Consumer Corner: Advice to Give Pet Owners

Moving with Your Pet

Moving to a new home may be one of the most stressful life events you'll ever have to tackle. But in the chaos of cardboard boxes, packing tape and moving trucks, you might not realize how stressed your pets feel too. Read on for ways to make the transition as safe and easy as possible for your furry friends.



Choosing a New Neighborhood, House or Apartment

Before you pick out your dream home, make sure your pet will love it just as much as you do. It's a good idea to walk around the neighborhood to determine whether the area seems safe for your pets. Be on the lookout for neighborhood dogs that seem aggressive or are left unattended.

When it comes to square footage needs, cats and dogs differ:

- For your feline friends, ensure your potential new space allows for plenty of room to build vertically—it's easy to create a lot of vertical space with shelving, such as kitty blocks on top of furniture.
- Consider your dog's needs on a case-by-case basis. Older dogs, puppies and

dogs with house training issues will need to go outside often, which might be difficult in an apartment building with lots of stairs or a house without a yard.

Packing Up Your Home

Cats aren't big fans of change. You can help your cats (and skittish dogs) adjust to the moving process by bringing in moving boxes early, and by keeping your furry friends in a familiar room you plan to pack up last. On moving day, keep your pets in a quiet room with the door shut, or at a friend's house. This will ensure that your cat or dog won't get scared and try to make a quick getaway while the movers load up the truck. During the moving process, try to keep your pet's routine as normal as possible.

Planning Your Road Trip

Many pets haven't spent much time in crates or cars. In the weeks or months leading up to the big trip:

- Prepare your pets by gradually acclimating them to their crates. First, place their food inside an open crate, and eventually have them eat their meals in the crate with the door shut.
- Try carrying your pets around the house in the crate or taking a short drive.
- You can help your pets develop a positive association with the crate by provid-

(ADVICE TO PETS OWNER continued on page 9)

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ing treats and playtime at the conclusion of crate time.

- Taking these steps will make moving day a lot more comfortable for you and your furry friends.

Pet-Proofing Your New Home

It is a good idea to pet-proof your new home. Tuck away electrical cords, plug up nooks where your pet could get stuck, make sure that all windows have secure screens, remove any [poisonous houseplants](#) and confirm that no pest-control poison traps have been left anywhere in the house.

Settling In

When you arrive at your new home at the end of your long journey, it will be tempting to set your dog or cat loose in the house to explore. However, a new and unfamiliar space can be overwhelming to your pets.

- Start by allowing them to adjust to one room—their “home base”—which should include their favorite toys, treats, water and food bowls and litter box for cats.
- When they seem comfortable, gradually introduce them to other rooms in the

house, while keeping some doors shut.

- You can relocate your cat's litter box from the “home base” room to a more permanent location by moving it slowly over time. Try moving the litter box one foot forward each day.

With patience, your cat or dog will be king or queen of your new home in no time.



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New California Employment Laws Effective Now

New laws have been passed in workers' compensation, paid sick leave and workplace safety as they relate to COVID-19; leaves of absence; worker classification; discrimination, harassment and retaliation protections; privacy; and wage and hour. Unless otherwise stated, the new laws took effect January 1, 2021.

COVID-19-Related Laws

The Legislature responded to the COVID-19 pandemic with several new laws that impact employers in the context of workers' compensation, paid sick leave and workplace safety.

Workers' Compensation: [SB 1159](#) establishes a rebuttable workers' compensation presumption for workers that contract COVID-19 under certain conditions by first, codifying Newsom's workers' compensation [executive order](#) for workers who contracted COVID-19 between March 19, 2020, and July 5, 2020, and second, creating a rebuttable presumption for first responders and health care personnel who contract COVID-19 after July 6, 2020.

SB 1159 also creates an "outbreak" presumption for employers with five or more employees, covering workers who test positive for COVID-19 during an "outbreak" at the employee's place of employment. The statute specifically defines "outbreak" as any of the following:

- If the employer has 100 employees or fewer at a specific place of employment, four employees test positive for COVID-19 within two weeks.
- If the employer has more than 100 employees at a specific place of employment, 4 percent of the number of employees test positive within two weeks.
- Public authorities order the place of employment closed due to a risk of

COVID-19 infection.

- Employers have limited time to reject claims under the new law.

Additionally, when an employer with five or more employees "knows or reasonably should know" that an employee tests positive for COVID-19, SB 1159 requires the employer to inform its workers' compensation carrier and provide specified information within three business days. SB 1159 was an urgency measure that went into effect September 17, 2020.

Paid Sick Leave: [AB 1867](#) also took effect immediately upon being signed on

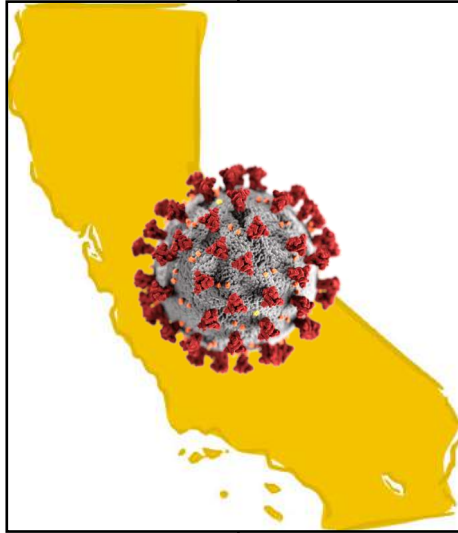
September 9, 2020. This bill expands supplemental paid sick leave for COVID-19-related reasons for certain employers not already covered by the federal Families First Coronavirus Response Act (FFCRA) — specifically, employers with 500 or more employees nationwide, as well as health care providers and first responders that are excluded from FFCRA.

Employees who work for covered employers can take COVID-19 supplemental paid sick leave if the worker is:

- Subject to a federal, state or local quarantine or isolation order related to COVID-19;
- Advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19; or
- Prohibited from working by the employer due to health concerns related to the potential transmission of COVID-19.

Employees working from home are not eligible for supplemental paid sick leave.

The California Division of Labor Standards Enforcement (DLSE) has issued [guidance](#) on the new leave requirements that



(EMPLOYMENT LAWS continued on page 12)

answers employers' common questions about coverage, eligibility, calculating leave amounts and pay, and how previously provided paid sick leave, under local ordinances, for example, may be credited toward the new law's requirements.

Workplace Safety: [AB 685](#) establishes stringent COVID-19 recording and reporting requirements when employers receive "notice of a potential exposure to COVID-19" at the workplace. Among other things, AB685 requires employers to provide a number of notices to different groups of employees within one business day after receiving notice of a potential COVID-19 exposure.

AB 685 also requires employers to notify their local public health agency within 48 hours of a COVID-19 "outbreak," as defined by the [California Department of Public Health](#) (CDPH). At the time of publication, the CDPH defined an outbreak in most instances as three lab-confirmed cases within

two weeks, though the department could revise this definition. Because the definition of "outbreak" under this law differs from the definition under SB 1159, employers should be mindful of the circumstances and which definition should apply.

Leaves of Absence

[SB 1383](#) significantly expands the California Family Rights Act (CFRA) beginning January 1, 2021.

Currently, the CFRA applies to employers with 50 or more employees, just like the federal Family and Medical Leave Act (FMLA), while a separate California law, the New Parent Leave Act (NPLA), requires employers with 20 or more employees to provide parental leave (baby-bonding leave).

Enter SB 1383, which expands CFRA's coverage to include all employers with five or more employees — effectively eliminating the NPLA, the obligations of which will be folded into the expanded CFRA. This ex-

(EMPLOYMENT LAWS continued on page 13)

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pansion will have a major impact on small businesses, which must quickly get up to speed on CFRA's requirements to be ready by January 1.

Small businesses with five to 19 employees should note that a separate bill, [AB 1867](#), created a pilot CFRA mediation program allowing small employers, when a dispute arises, to request mediation through the Department of Fair Employment and Housing's (DFEH) dispute resolution program.

SB 1383 also expands the definition of "family members" beyond what's covered under the FMLA. Currently, both the FMLA and the CFRA allow leave to care for a parent, spouse or child; on January 1, the CFRA will expand family members to also cover grandchildren, grandparents, siblings and parents-in-law. This expansion will impact larger employers already covered by the CFRA and the FMLA who will in some



cases have to administer the two leaves separately. For example, an employee can take 12 weeks of leave to care for a sibling under the CFRA and then another separate 12 weeks to cover a spouse's illness or their own illness under the FMLA for total of 24 weeks of protected leave.

Employers, big and small, should become familiar with the law's details and be prepared to revise or implement compliant policies and practices by 2021.

Another bill makes a clarification related to "kin care," which under current law, allows an employee to use up to half of their accrued sick leave to care for a family member. [AB 2017](#) revises the law to clarify that the employee has the right to designate sick leave as kin care — or not — in order to avoid a designation error and unintentional draw down of kin care time when the sick days were actually taken for personal sick leave.

(EMPLOYMENT LAWS continued on page 14)

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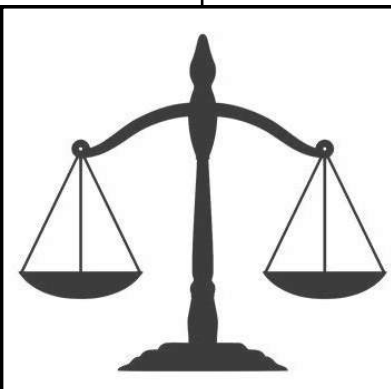
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Lastly, [AB 2992](#) expands the prohibition on discrimination and retaliation against employees who are victims of crime or abuse when they take time off for judicial proceedings or to seek medical attention or related relief for domestic violence, sexual assault, stalking or other crime that causes physical or mental injury.

Worker Classification

It was only last year that the biggest labor law development was AB 5, the worker classification law that codified the California Supreme Court's *Dynamex* ruling. The controversial bill adopted the court's strict ABC test to determine whether a worker is an employee or independent contractor and created numerous exceptions to this test.

Early in this year's legislative session, more than 30 bills were introduced to either repeal or revise AB 5. In the end, only one



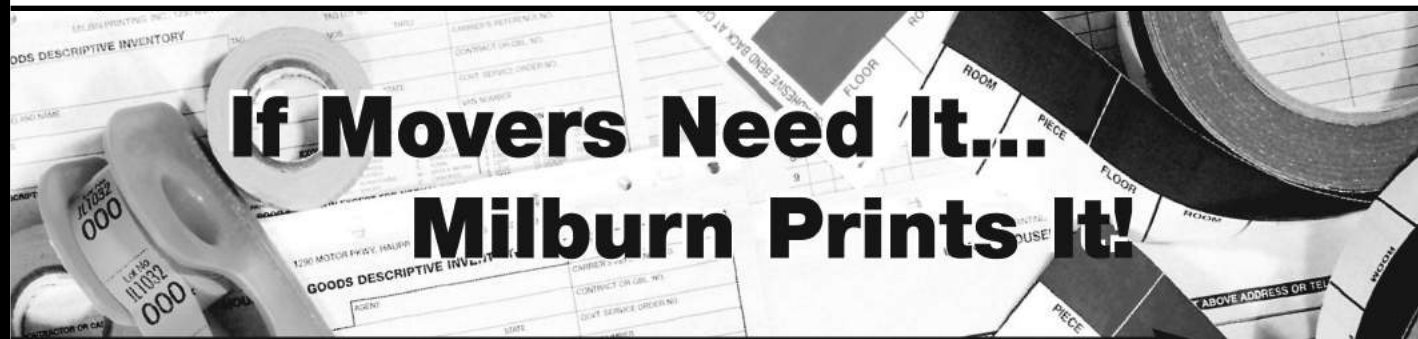
bill survived and was signed into law: [AB 2257](#). The bill didn't change the ABC test or AB 5's general framework, but it made revisions and clarifications to some existing exceptions and added new ones. For an in-depth look at the ABC test and the numerous industry exceptions to that test, under which the common law classification test applies, download Cal-Chamber's free white paper, [A Roadmap to Worker Classification in California](#).

AB 2257 went into effect when it was signed on September 4, 2020.

Wage and Hour

Enforcement: Another bill, [SB 1384](#), expands the Labor Commissioner's ability to represent claimants under certain circumstances. Currently, the Labor Commissioner can, upon request, represent a claimant in proceedings to appeal a wage claim award if the claimant couldn't afford counsel. SB 1384 extends the commissioner's authority

(EMPLOYMENT LAWS continued on page 15)



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(EMPLOYMENT LAWS from page 14)

to also represent a claimant who's financially unable to represent themselves in a hearing where a court order has compelled arbitration to determine the claim.

Lastly, [AB 3075](#) specifically makes a successor employer liable for its predecessor's unpaid wage judgments and establishes specific criteria to establish successorship. The bill also allows local jurisdictions to enforce state labor standards requirements regarding payment of wages.

California Consumer Privacy Act

The California Consumer Privacy Act (CCPA) gives California consumers rights over how and whether the personal data they provide to businesses is collected, retained and sold. Because its definitions are broad, the CCPA applies to employee data collected by employers for employment purposes — which is problematic because, un-

der the rights established by the CCPA, employees could potentially request to have their personal information deleted.

To address this issue, the Legislature passed [AB 25](#) in 2019, largely exempting employee data from the CCPA's requirements for one year; this year's [AB 1281](#) extends the exemption for an additional year to the end of 2021. Take note that employers must still comply with the additional CCPA requirements that include providing notice either before or at the time of collecting personal



information from an applicant or employee. That notice must describe every category of information that will be collected and the purposes for which it will be used. [CCPA regulations](#) describing how employers can give a compliant notice are now in effect.

Source: Cal Chamber



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Special 2020 Year in Review Excerpt from Move For Hunger



EXECUTIVE DIRECTOR'S MESSAGE

DEAR FRIENDS,

Each year, I typically begin these messages by saying something like "What an incredible year!" or "I'm feeling so excited..." But the truth is – 2020 was hard, and I'm actually feeling pretty tired. Personally, it was one of the more challenging years of my life. When the pandemic began, I was living with my wife and daughter in a two-bedroom apartment just outside NYC. Our childcare options disappeared, our tiny closet became the home office, our social life became non-existent, and I struggled with anxiety and depression about the loneliness I was feeling and the thought of catching COVID-19. We solved the space issue by moving into our first home, and our family helped out with childcare. Unfortunately, we also ended up catching COVID at the tail end of 2020. Fortunately, our symptoms were mild, and we've since recovered.



Professionally, my team and I were faced with some pretty extraordinary choices and challenges. Would there be layoffs? Will the PPP run out before we can apply? Will our partners decide that funding our organization isn't a priority this year due to their own financial struggles? Will our network feel less engaged without all the fun conferences, food drives, truck pulls, and events? Fortunately, the answer to all of those questions was "No."

So perhaps I start this again.

2020 was a year of resilience. It was a year of challenges, innovation, technology, and relationships. It was a year of protest and division as millions came together to reaffirm the fact that #BlackLivesMatter. It was a year of sorrow as we've now lost more than 2 million people, globally, to this vicious disease while nearly 100M+ others, including myself, will live with the uncertainty of future health effects. And it was certainly a year of hunger – now with more than 50 million Americans and 1 in 8 Canadians struggling with food insecurity.

And while 2020 felt like an eternity, it's now over. Now we can reflect and recognize the many bright spots that shined through the darkness. Despite its challenges, **Move For Hunger had its most impactful year to date.** We delivered more than 5 million pounds of food to food banks across the US & Canada in a single year – which is 25% of the overall total we've delivered over the past 11 years combined. We piloted new, socially distant food drives, and added freight and logistics companies to our network. We began working with farmers, gleaning organizations, food manufacturers, and distributors and literally recovered truckloads of food. We found virtual ways to engage our partners and their employees while still remaining true to our mission to stop food waste and fight hunger.

Move For Hunger accomplished all of this with the most amazing team I could ever ask for along with our incredible board, action committees, partners, interns, and volunteers who literally make it happen each and every day. The logistics of getting food to where it is most needed isn't easy, and I am beyond grateful to those who are working together with us to ensure that millions of people won't go to bed hungry.

On a personal note, I got to spend the whole year with my wife and two-year-old. No conferences. No travel. Just working together to help our daughter grow. No better silver lining if you ask me.

It's now a new year. Stay tuned for new programs, new content, new milestones, and new ways for YOU to get involved.

Thanks for continuing on this journey with us. We are more committed than ever to help fight hunger and food waste and provide meals for those in need.

Thank you,

Adam Lowy
Founder & Executive Director

(MOVE FOR HUNGER continued on page 17)

STATE OF HUNGER-COVID-19

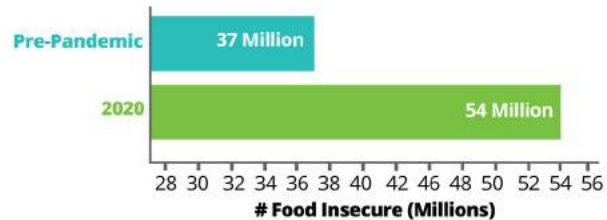
During these difficult and uncertain times, there is no doubt that the COVID-19 pandemic has had a huge impact on those who struggle with food insecurity. Throughout the pandemic, Move For Hunger has remained committed to our mission to find ways to rescue food. We have been doing whatever we can to provide assistance to food banks throughout the US and Canada to meet the extreme demand they face.

The COVID-19 pandemic has had a devastating economic impact and has drastically increased the need for emergency food assistance nationwide. More than 37 million Americans were food insecure before the pandemic with estimates saying that number has increased by 17 million in 2020. Communities that were already struggling will be hit the hardest.

With each passing day, the number of people who find themselves in need of food assistance grows significantly. 72% of the households served by affiliated food banks live at or below 100% of the federal poverty line. These households simply don't have enough money to consistently put food on the table. Americans are working harder than ever, but are still struggling to make ends meet. The pandemic exacerbates the issues that food-insecure households already face.

Move For Hunger will continue to deliver truckloads of food to our nation's food banks while increasing education on the issues of hunger and food waste. We will continue to provide meals to families, children, seniors, and vulnerable communities who are struggling as a result of the COVID-19 pandemic. Due to our donors and members' help, we can rapidly respond to the growing hunger crisis our country is facing.

The number of Americans facing food insecurity may increase by **17 million** as a result of the pandemic



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Truck can be de-rated to 25,950 GVWR



2020 Hino 268A 26ft x 102"H x 102"W Box Van, diesel, air brakes, air ride suspension, auto, ac, cd system, cruise, power windows, locks, and mirrors, air assist drivers seat, fiberglass body, 3 rows of E Trac, steel kickplate, threshold plate, translucent roof, 3000lbs cap 80"x59" aluminum tuk away liftgate, 25,950 GVWR, H1334



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Ventura/Santa Barbara Chapter Fundraiser is a Sweet Success!



The Ventura/Santa Barbara Chapter of the CMSA would like to thank everyone that participated in the See's Candy Fundraiser. We were able to net just a little over \$700 for this Fundraiser. Special thanks to our helpers, Kim Drain of Hazelwood Allied, Gale Iwashita of CMSA and Alicia Lambert of Lemoore Movers.

This was a great project in relation to the amount of time dedicated to the project. We are happy to announce that we will be working with See's going forward. Again, there are no sales minimum which makes it a perfect low-key fundraiser for those willing to participate.

We are planning to continue working with See's as an ongoing fundraiser, for ex-

ample orders can be placed through January 29th for Valentines orders. Shortly thereafter the Spring Fundraiser with Easter Candies will be available. Once you have the link for each fundraising session, please feel free to share with family, friends, and business associates via email and on social media. Please feel free to reach out to me directly at 805-218-8217 cell/text, 805-684-2922 office or via email at:

cristina@hazelwoodallied.com.

Again, thank you to all that made our first See's Candy Fundraiser a sweet success. All the best to each of you in this new year.

CALENDAR OF EVENTS

Tues., Feb. 16 Ventura/Santa Barbara Chapter Zoom Meeting

Tues., Feb. 23 Free Employment Zoom Webinar

Wed., Mar. 3 MAX 4 Tariff Zoom Paperwork Review Workshop

Thu., Mar. 11 San Diego Chapter Golf Tournament

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

EMPLOYMENT OPPORTUNITY

Looking for managers in L.A./Orange and Northern Bay Area. Must be extremely computer literate. Must be good with people and should have experience in the Moving and Storage Industry. Send resumes and letters of inquiries to: CMSA, Box J2, 10900 E. 183rd St., #300, Cerritos, CA 90703.

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.

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Place your classified ad here today!

HISTORICAL PHOTO



(L-R) Former CMSA Chairman Joe Hammer, Sr. (1995–1996), current CMSA Secretary/Treasurer Shiree Hammer and Joe Hammer, Jr. of California Relocation Services. This photo was taken at Shiree's first CMSA Convention in the spring of 2000 at Incline Village located in Lake Tahoe, NV.



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