

THE COMMUNICATOR

CMSA Hosted Its Very First Virtual Convention

In February, we had sadly announced that the 2021 Convention being held in Rancho Mirage, Calif. was canceled due to COVID-19 restrictions imposed upon the hotel. However, CMSA President Steve Weitekamp refused to give up on having a convention. With the popularity of Zoom meetings and webinars over the past year. he decided to take the Convention virtual! And so, the journey began.

This was uncharted waters, but our President was determined not to miss another Convention. As captain of CMSA, he set course to hold the convention over five consecutive Tuesdays with each session being 2 1/2 hours long from 10 a.m. to 12:30 p.m. with the first session starting on April 6, 2021.

Although it was disappointing not to be able to gather and see fellow members in person, it did create participation opportunities for those who normally couldn't make it to the Convention due to financial or time constraints. Below is a brief summary of the five sessions.

FIRST SESSION - APRIL 6

The First Session began with the Pledge of Allegiance led by Joe Hammer Sr. of California Relocation Services. President Weitekamp did a modified roll call naming all the registered member companies and CMSA Secretary/Treasurer Shiree Hammer gave a memorial presentation of all the

(VIRTUAL CONVENTION continued on page 7)

A special THANK YOU to our convention partners that helped make this convention possible!



































Supermove





CHAIRMAN'S CORNER by John Chipman, Jr.

On March 24, 2021, CMSA's Northern Region Chapter hosted a firsttime-ever event: *Women* on the Move. The virtual event included a panel of distinguished speakers, including **Olga Garcia**,

Laurie Griffiths, Shiree Hammer, Casey Myers, and Jeanette Homan. The event moderator was the Chapter's Co-President, Griselda Gonzalez.

During her introductory remarks, **Grisel-da** noted that March 24th, was also a sobering benchmark: Equal Pay Day in the USA. The day is symbolic of how far into the calendar year women must work to make up for the pay gap with men, according to **Griselda**. It's also an acknowledgement of how much further we need to go.

Griselda, Contracts Manager at **CG Moving** in South San Francisco, warmly welcomed the 65+ virtual participants, followed by roll call and the pledge of alle-

giance. For the panelists, the day allowed CMSA the opportunity to acknowledge the contributions that women make to the moving and storage industry.

Here are several important highlights from the Women on the Move panelists. For Laurie Griffiths, CEO of VIP Transport ("VIP") in Corona CA, what women need is the opportunity to succeed: "There's no shortage of women in the moving business, but they are mostly in supporting roles. There is a lack of confidence in women's ability to move ahead - to be leaders." Laurie doesn't lack confidence or support from her company. And, her success has really helped VIP. During Laurie's tenure as CEO. **VIP** has expanded business operations in Orange County (Merit Moving System), Upland CA (Golden Eagle) and to Las Vegas, NV. **Laurie** is also one of two women on the Board of Directors for UniGroup (parent company of **United** and **Mayflower**), a billion-plus-dollar-a-year enterprise. What's Laurie's advice for women (and men!) ready to move ahead? "Never stop learning, which means having the strength

(CHAIRMAN'S CORNER continued on page 4)





PRESIDENT'S COMMENTS By Steve Weitekamp

You may be already wondering what else this year can throw at us, I know that I am. It has been a year of rapid and frequent change, both personally and professionally, and we are only

in early May. Movers have seen unusually high volume that has not shown any linkage to the historic seasonality of our business.

While many like to tout the mass exodus from California, we continue to see record prices on home sales across the state. The shortage of housing inventory continues to be the story and price driver. My sales philosophy has been that movers do better when home prices are rising, creating a wealth effect that drives purchases related to the home sale. The good news is that people are moving, the challenges are almost everything else.

We are seeing shortages and price infla-

tion in everything from the materials that are necessary to pack, ship and store the goods, the equipment to transport, and most importantly the labor to complete every part of the process. As I said it is only May, but our shared experience says that our best opportunity to address and solve our issues is to work together—something that CMSA and its membership have been doing well for over 100 years.

CMSA conducted convention board meetings on May 11 and 12, and issues related to AB 5 continue to be an important topic. The ongoing litigation related to the implementation of AB 5 was central to our discussion and the following information was shared with the board.

CA AB 5 was set to go into effect on January 1, 2020, but on January 16th, 2020, a federal district court in Southern California prevented the state of California from enforcing AB 5 against interstate motor carriers. Editor's Note:

This class is limited to entities defined as interstate motor carriers by the FMCSA which may limit impacted

(PRESIDENT'S COMMENTS continued on page 5)



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(CHAIRMAN'S CORNER continued from page 2)

to admit when you don't know something... this is a great way to get mentors."

Olga Garcia, Customer Service Manager at CG Moving, would like employers to develop talented women: "Ideally, companies would make it a priority to invest in women. Whether through training, coaching, and learning events, like conferences. It's money well spent, because it will help companies grow and it turns employees into better businesspeople."

Shiree Hammer, CFO of California Relocation Services in Garden Grove, CA has straight forward advice for women: "Lead by example; including getting involved in your professional career." For Shiree, this has meant leading CMSA's Orange County Chapter as President since 2018. Shiree is also currently CMSA's Secretary and Treasurer. And, following her installation during CMSA's 2022, convention in Reno, NV (Yes, this will be CMSA's next, big in-person event!), Shiree will be CMSA's Chairwoman. If you want to demonstrate confidence, Shiree recommends "being prepared, men-

tally present, and able to ask questions during meetings."

What about women who might be struggling professionally? Casey Myers, Vice President at Champion Risk & Insurance Services, and a CMSA Associate Board Representative, advises: "...don't give up. Persistence pays off. And don't let your fears or insecurities hold you back. Just go for it."

As the President and owner of Lambert Transfer & Storage in Lemoore CA, Jeanette Homan knows workplace flexibility is very important to employees, especially moms with children. The ability to work remotely is not only good for working families, but it makes good business sense for companies looking to attract and retain employees. During the event, Jeanette said: "Emotional intelligence is a useful skill, which prevent making decisions based on emotional biases means doing what's best for your business...and flexibility is a core value; it shouldn't be limited to crises, like the Pandemic." Jeanette is a big proponent

(CHAIRMAN'S CORNER continued on page 6)



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(PRESIDENT'S COMMENTS from page 3)

groups. This effort was led by the California Trucking Association (CTA) in which they requested a preliminary injunction to block enforcement of CA AB 5 against interstate motor carriers. Citing a 1994 law that forbids any state law "related to a price, route, or service of any motor carrier ... with respect to the transportation of property." the district court stated that the 1994 law "likely preempts 'an all or nothing' state law like AB 5.

In May 2021, in a 2-1 panel decision by the Ninth Circuit, the appellate court panel overturned the January 16th ruling which will now allow the state of California to enforce AB 5 against interstate motor carriers who have contracted with owner operators. The panel cited that CA-AB 5 is like other state laws (such as those regarding meal and rest periods) that the Ninth Circuit has maintained.

The CTA has stated that they will appeal the court's decision on the state's independent contractor law. The appeal

of that panel's decision must be filed within 14 days of its ruling. After the appeal is filed 29 judges in the Ninth Circuit would vote on whether to rehear the case. If majority agree to review the panel's decision 11 judges will be assigned to hear it. If the court agrees to review the case, the lower court's injunction will stay in place until a final decision in the case is made. Many believe the fight over AB 5 could go on in appellate courts for as long as two years, and if it reaches the U.S. Supreme Court would stand a good chance to be decided in CTA's favor.

The result of the boards discussion was an agreement that CMSA should once again conduct a fund-raising campaign within its membership to collect and distribute funds to CTA, in support of their litigation fund. Any funds collected in this campaign will be

forward-100% to Look for email

STRONGER TOGETHER ed CTA. an soon.



(CHAIRMAN'S CORNER continued from page 4)

of women helping each other: "Age and experience brings confidence and the ability to share with other women." Her tip for career advancement is "continue your professional development, even if it's outside of the moving industry." For example, **Jeanette** served 16 years on her local school board: "I believe in thinking outside the box; there's always room for growth and improving the way we do things."

CMSA salutes the contributions women make to our industry every day. In fact, the advancement of women as leaders is our only path forward if Movers and Suppliers want to grow and prosper. During her concluding remarks, **Griselda** summed up the opportunity our industry has with respect to women: "We are stronger together."



Governor Proposes Additional \$1.5 Billion in Small Business Relief Grants

During remarks to the Sacramento Host Breakfast audience on May 13, Governor Gavin Newsom announced a proposal to expand California's small business relief grants to \$4 billion, representing the largest small business grant program in the country.

The expansion is part of the Governor's "California Comeback Plan," a \$100 billion COVID-19 economic recovery plan that addresses some of the state's most challenging issues, such as drought infrastructure, public education and homelessness. The plan also proposes a number of investments and strategies focused on helping businesses recover from the COVID-19 pandemic.

<u>See video of Governor Newsom's remarks.</u>

In response to the Governor's announcement, CalChamber President and CEO Allan Zaremberg said:

(RELIEF GRANTS continued on page 14)



(VIRTUAL CONVENTION continued from page 1)

members that have passed since the last convention (May 2019 – April 2021).

After a short video presentation of past

CMSA Chairmen, current CMSA Chairman

John Chipman, Jr.

welcomed convention
attendees. Chipman
talked about his family's
history in the moving
industry, which began
with his grandfather,
Arthur L. Chipman, a
former chairman of
CMSA (1956–1957). He
went on to talk about
experiences and
events in his life

The featured speaker of the session was **Chuck White**, president of IAM who spoke about the adjustments in the industry caused by the pandemic, changes in the DoD environment and IAM organi-

over the past year.

The session con-

zational updates.

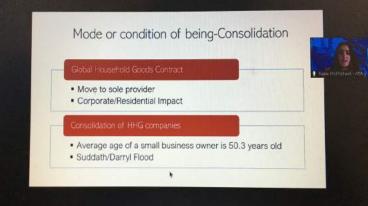
cluded with CMSA charity donation presentations. The first donation went to CMSA Senior Chairman **Thomas McCarthy**'s Chairman's Choice Charity – the Pancreatic

Cancer Action Network (PanCAN) which we were unable to formally announce last year.
CMSA Chairman John Chipman Jr.'s Chairman's Choice Charity was Grateful Gatherings. Each of their charities received \$5K. The Special Olympics, which annually receives a donation from CMSA.

also received a \$5K donation.



CMSA Chairman John Chipman Jr. talks about his son just starting in the moving industry and learning about hard work.



Katie McMichael, director of the American Trucking Association - Movers & Storage Conference (ATA-MSC) giving her presentation over Zoom.

SECOND SES-SION – APRIL 13

The featured speaker for the session was **Katie McMichael**, director of the American Trucking Association - Movers & Storage Confer-

ence (ATA - MSC). She gave a run down

(VIRTUAL CONVENTION continued on page 9)





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(VIRTUAL CONVENTION continued from page 7)

on the state of interstate moving, outlooks for the industry, and government issues faced by interstate movers. She referred to COVID-19 as the "C" word and said that we had all heard that word too often this year and promised she would not say it during her presentation. If she did, she would buy everyone a drink at the ATA convention. (Of course, there would be an open bar at the ATA convention!)

CMSA recognized the 12 CMSA chapter presidents during this session, which included Megan Friend, Central Coast; Jeanette Homan and Rhonda Stephens, Central Valley; Mike Sarro, Greater Los Angeles; Jay Casey, Mid Valley; Pete Poulos, Monterey Bay; Kyle Messer, North Bay; Griselda



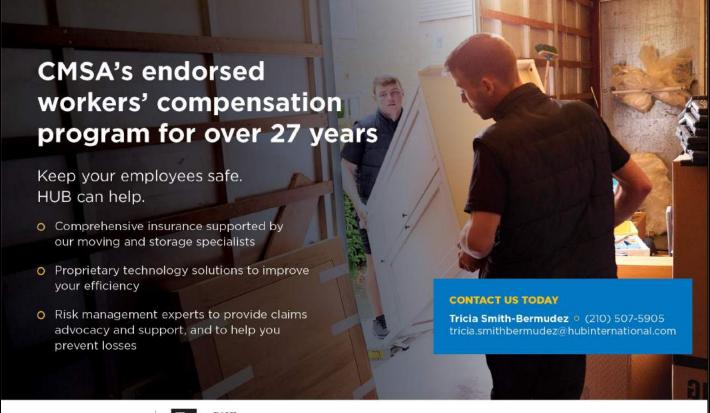
Top: San Diego Chapter President Andria Skiff. Below: Northern Region Chapter Co-Presidents Griselda Gonzalez & Olga Garcia.



Gonzalez and Olga Garcia, Northern Region; Shiree Hammer, Orange County/Beach Cities: Dustin Sandoval, Sacramento/San Joaquin Valley: Andria Skiff, San Diego/Imperial Counties: Ed Coelho. Twin Counties; and Cristina Carrena, Ventura/Santa Barbara. Each chapter president announced its chapter's donation to the CMSA Charity Fund. The Chapter-of-the-Year Award went to co-winners - Andria Skiff, president of the San Diego/Imperial Counties Chapter and Griselda Gonzalez & Olga Garcia, co-presidents of the Northern Region Chapter. Congratulations!

This year, it was announced that there was a total of 26 vocational and college scholarship winners. The Salvatore P. Cardinale Memorial Scholarship was given to **Savannah Reed**. The Out-

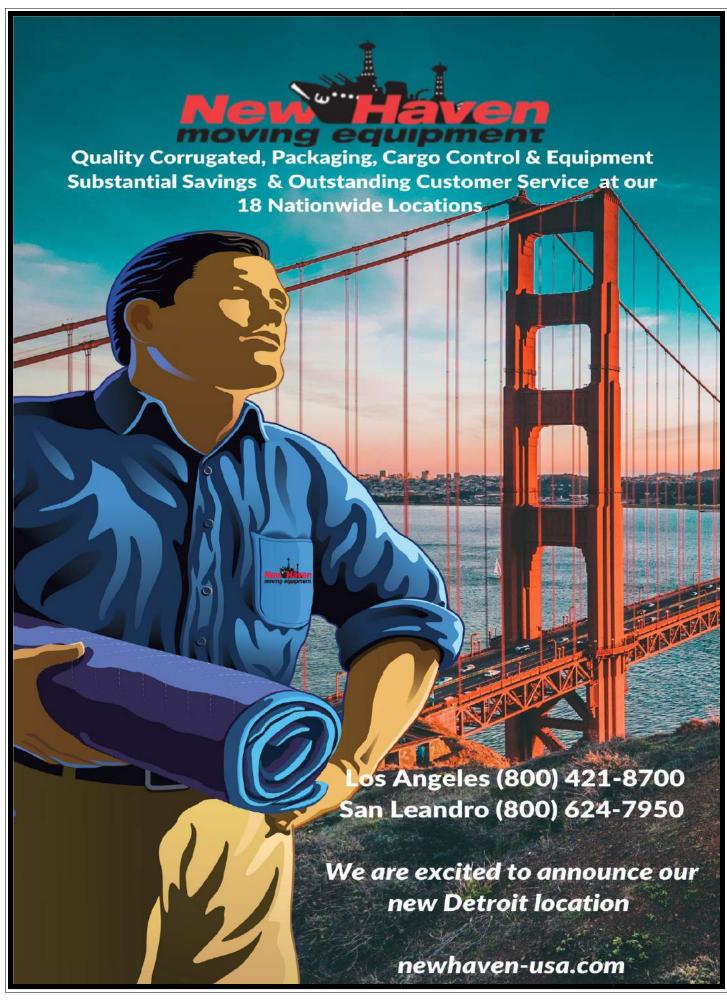
(VIRTUAL CONVENTION continued on page 11)







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(VIRTUAL CONVENTION continued from page 9)

& Beck Hill went to **Carlos Lira**. Thank you to all the students that applied for the scholarship and the all members that helped contribute to the scholarship fund. To date, CMSA has given more than \$1.2 million out in scholarship awards.

THIRD SESSION – APRIL 20

This session started with Josh Shaw and Matt Robinson from Shaw Yoder Antwih Schmelzer & Lange (SYASL), lobbyists for CMSA. They reviewed legislative accomplishments, including CMSA's efforts to assure that movers were designated as an essential service during the pandemic, getting AB 2257 (Exemptions for Independent Contractors) put on hold, and raising opposition against AB 224, which would allow preferential treatment to containerized shippers.

Next up was the military panel discussion moderated by IAM Director of Government & Military Relations **Dan Bradley** and

included the following panelists: **Jeanette Homan**, Lambert Enterprises, Inc.; **Michael Wilson**, National Forwarding; **Matt Connell**, TMM; and **Jamie McDaniel**, Suddath Government Services. The panelists were asked among other things about DoD challenges, health protection protocols, penalties for late shipments, and lift van shortages. The panelists were also asked many

questions by the attendees.



Above: Matt Robinson; Below: Josh Shaw. CMSA Lobbyists from Shaw Yoder Antwih Schmelzer & Lange.



<u>FOURTH SESSION –</u> <u>APRIL 27</u>

The Van Line Panel Discussion kicked off this session and was moderated by CMSA Senior Chairman Thomas McCarthy of McCarthy Transfer & Storage. Panelists included: Unigroup President & CEO Marc Rogers, The Wheaton Group President A.J. Schneider. North American Van Lines VP & GM Kevin Murphy, National Van Lines President Mark Dovle, Interstate Van Lines VP & GM Mark

Lundgren, and Atlas Van Lines VP of Transportation Services **Jeff Schimmel**. Discussion topics centered largely around

(VIRTUAL CONVENTION continued on page 12)





(VIRTUAL CONVENTION continued from page 11)

the pandemic, shortage of drivers, electronic logging devices and technology.

Conor Dale of Jackson Lewis P.C. gave a presentation titled, "Returning to the Office 2021." Dale talked about laws created during the pandemic and how it affects employers as well as employees.

CMSA President **Steve Weitekamp** gave his report on the state of CMSA during the pandemic. He talked about how the association pushed for movers to be deemed an essential service, how Zoom meetings and socially-distant golf tournaments kept us connected, and the value of technology during this time. Weitekamp also shared reports from the Bureau of Household Goods & Services (BHGS) Advisory Council regarding licensing, consumer complaints, and enforcement.

FIFTH SESSION

BHGS, the regulating agency for intrastate moves in California, was represented by Acting Bureau Chief & Policy Manager **Yeaphana La Marr**, Licensing Manager for

the Division of Home Movers **Jacqueline Castro** and Enforcement Operations Manager **Rick Villucci**. Each gave attendees an overview of what their job entailed and what to expect in the year ahead.

Move for Hunger (MFH) Founder & Executive Director **Adam Lowy** shared a video from his recent Today Show segment and talked about how the people in need of food has increased substantially in the United States during the pandemic. **Ace Relocation Systems of San Diego** was named the top mover in California in food collection for 2020. Congratulations! **Lowy** encourages all movers to participate in Move For Hunger and help fight the battle against hunger.

Sean Edgar, director at CleanFleets.net, gave his presentation on truck regulations being enforced by the California Air Resources Board (CARB). Many of these regulations will cause a financial burden to truck owners and it is best to plan ahead.

Thank you to all the members that attended the virtual convention! Your support

(VIRTUAL CONVENTION continued on page 13)



(VIRTUAL CONVENTION continued from page 12)

for the convention and throughout this difficult year means a lot to the Association. CMSA would also like to give a special shout out to all the members that took the time to make a video about "What CMSA Means to Me." (One member company even wrote a song about CMSA!)

With the pandemic seemingly coming to an end soon (fingers crossed), we are starting to see the light at the end of the tunnel. Hopefully, we will see everyone in person at next year's convention being held April 19-24, 2022 at the Peppermill Resort Casino & Spa in Reno, Nevada.

2021 CMSA Virtual Convention Continues to Award Educational Scholarships and Charity Contributions



CMSA awards 26 educational and vocational scholarships at virtual convention for a total of \$53,000.

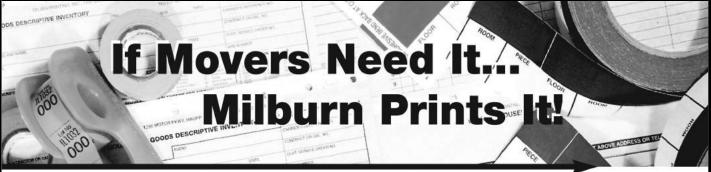
2021 CMSA Chairman's Choice Charity Grateful Gatherings receives \$5,000 at virtual convention.





Special Olympics Southern California receives \$5,000 at virtual convention





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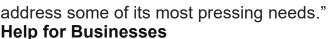


(RELIEF GRANTS continued from page 6)

"We applaud the Governor's proposal to provide an additional \$1.5 billion in COVID-19 relief grants to small businesses. Legislators should adopt the Governor's proposal and not diminish the positive impacts by en-

acting costly, onerous new regulations.

"Let's not forget, it is California's successful businesses that have provided a once-in-ageneration budget surplus that will allow the state to



The Comeback Plan supports businesses by:

 Providing an additional \$1.5 billion for the California Small Business COVID-19 Relief Grant Program, bringing the total investment to \$4 billion; Increasing the CalCompetes Tax Credit to \$360 million, and establishing a \$250 million CalCompetes grant program to incentivize businesses to relocate to California;

• \$250 million to address revenue impact

on ports to drive economic activity, goods movement, and regional employment;

 \$147 million for the Main Street Small Business Tax Credit to assist small businesses that have hired and retained

workers since the second quarter of 2020; and

\$200 million to expand sales tax exclusions through the California Alternative Energy and Advanced Transportation Financing Authority to promote, grow and incentivize green manufacturing in California.



2021 CMSA Scholarship Recipients

Special thanks goes to all the CMSA Chapters that hosted fundraisers to keep the Scholarship Fund going through their generous donations. These are the students who were granted this year's scholarships.



Governor Newsom Outlines the State's Next Step in the COVID-19 Pandemic Recovery, Moving Beyond the Blueprint

California has administered 20 million vaccines, including 4 million to the hardest-hit communities. State aims to fully reopen on June 15, will continue to require masking and encourage all Californians to get vaccinated.

SACRAMENTO – As California surpasses a major milestone in the fight against COVID — administering more than 20 million vaccine doses, including 4 million in the

state's hardest-hit communities, and with hospitalizations continuing to steadily decline — Governor Gavin Newsom today outlined the state's next step in the COVID-19 pandemic recovery, moving beyond the Blueprint for a Safer Economy. On June 15, California will fully open its

economy if two criteria are met:

- If vaccine supply is sufficient for Californians 16 years and older who wish to be inoculated; and
- If hospitalization rates are stable and low

Everyday activities will be allowed and businesses can open with common-sense risk reduction measures, including encouraging all Californians to get vaccinated and mandating masking, to prevent illness and promote health. The state will continue contact tracing and testing to detect cases early and contain spread of the virus. The entire state will move into this new phase as a whole. The state will monitor hospitalization rates, vaccine access and vaccine efficacy against variants, with the option to revisit the June 15 date if needed.

"With more than 20 million vaccines administered across the state, it is time to turn the page on our tier system and begin looking to fully reopen California's economy," said Governor Newsom. "We can now begin planning for our lives post-pandemic. We will

need to remain vigilant, and continue the practices that got us here – wearing masks and getting vaccinated – but the light at the end of this tunnel has never been brighter."

"California has made incredible progress controlling the spread of COVID-19 by staying home, masking, and getting vaccines out quickly to Californians in every corner of the state, including in those communities hardest hit by this pandemic," said California Health and Human Services Sec-

retary Dr. Mark Ghaly. "In order to take the next step, we must continue to do our part to keep this momentum moving in the right direction, and that means continuing to wear a mask and ensuring everyone who is eligible gets the vaccine."

When California fully reopens the economy, the Blueprint for a Safer Economy will end. However, common-sense health measures such as masking will remain across the state. Testing or vaccination verification requirements will remain in relevant settings.

For more information on the state's move beyond the Blueprint, click here.

All sectors listed in the current Blueprint for a Safer Economy grid may return to usual operations in compliance with Cal/OSHA requirements and with common-sense public health policies in place, such as required masking, testing and with vaccinations encouraged. Large-scale indoor events, such as conventions, will be allowed to occur with testing or vaccination verification requirements.

(PANDEMIC RECOVERY continued on page 17)

(PANDEMIC RECOVERY continued from page 16)

California is able to reopen fully and safely because of our commitment to the equitable distribution of vaccines. Today, the state reached a total of 4 million doses

of COVID-19 vaccine administered to Californians in some of the state's hardest-hit communities, less than a month after delivering 2 million doses to these communities. The state, in partnership with local government, health care

providers and community-based organizations, will continue its extensive efforts to get eligible Californians vaccinated, including its support of expanded hours and access through community clinics and providers, public education campaign, and support for community-based strategies such as canvassing. Equity continues to be the focus of our vaccine efforts, especially as we prepare to fully reopen.

On March 4, Governor Gavin Newsom announced that the state had set aside 40 percent of vaccine doses for the hardesthit communities and established an equity metric to increase vaccinations in those

> communities. Doing so recognizes that the pandemic did not affect California communities equally. Forty percent of COVID cases and deaths have occurred in the lowest quartile of the Healthy Places Index (HPI), which provides overall

scores and data that predict life expectancy and compares community conditions that shape health across the state.

California continues to plan for the vaccination of Californians under 16 years of age, protection against new variants and continued tracking and containment of spread. The state stands ready to mobilize additional resources if there is an increase in cases.

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Association Leaderboard Report

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1	California	(CMSA)	83	2 Illinois (IMAWA))	2,173,720				
2	Southwest	Southwest Movers (SMA) Illinois (IMAWA)		`	, ,				
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	866	2,417	1,434,841	1. Mother Lode Van & Storage 775 lbs. = 645 meals					
	lbs.	lbs.	lbs.	2. A and P Moving Inc.					
	721 meals	2,014 meals	1,195,700 meals	91 lbs. = 71 meals					

CALENDAR OF EVENTS

Tue., May 18		North Bay Chapter Meeting Cattlemens Steakhouse Petaluma, CA		Del Monte Golf Course and Embassy Suites Monterey, CA
Fri.,	Oct 1		Fri Sun. Nov. 5 - 7	CMSA Fall Board Meeting Omni Rancho Las Palmas Rancho Mirage, CA

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HISTORICAL PHOTO



"50 Years Ago" 53rd Annual CMSA Convention Newporter Inn, Newport Beach, CA April 14 - 17, 1971 CMSA Board Members

