W W W . T H E C M S A . O R G

OCTOBER 2021

Trucks Sitting Sidelined Amid DEF Sensor Shortage

Ongoing shortages of replacement parts for failed diesel exhaust fluid quality sen-

sors are believed to be causing thousands of trucks nationwide to be disabled and parked.

The sensors, which measure the quality and level of diesel exhaust fluid (DEF) in the tank, normally retail for about \$300. But due to global computer chip shortages causing a backlog, the part is being offered for sale – in some cases on digital retail sites

such as eBay – for as much as \$7,000, according to some industry technicians.

"It's part of the global chip shortage," Paul Enos, CEO of the Nevada Trucking Association, told Transport Topics. "We're seeing trucks parked throughout the country. Just here in Nevada, 300 trucks are parked waiting for quality level sensors."

Enos said there is a fail-safe that's built into the selective catalytic reduction system of 2010 and newer trucks. "if it senses too

much [nitrogen oxide] it will derate the engine," he said.

Enos, chairman of the American Trucking Associations (ATA) Trucking Association Executives Council, and others say a software fix could at least temporarily get the sidelined trucks moving. However, that will require approval of a new software code by the U.S. environmental Protection Agency.

Absent that, running a truck with a defective sen-

sor not only would cause its speed to drastically decline, but would violate current federal emission regulations, he said.

"The interruption in the DEF quality sensor supply came about suddenly, but heavy duty engine manufacturers have reacted with urgency to propose a software calibration to EPA and the California Air Resources Board to address customers who have experienced a sensor failure," said Steve Berry, technical staff adviser with the

(DEF SENSOR SHORTAGE continued on page 12)

IMPORTANT NOTICE

We are preparing the 2022 CMSA Membership Roster. Did your company move? Had any staff changes? Did your website address change?

PLEASE LET US KNOW!

Submit your completed 2022 Roster Update Form by **November 30, 2021**. The form can be found at the end of this issue.



CHAIRMAN'S CORNER by Former Chairman PJ Welch (2013-2014)

Greetings. Like all of you, I am more than a little wiped out after this summer season – a season that does not want to end. As the dust begins to set-

tle, I am trying to figure out what I have learned over the past two summers. The pandemic may have dominated the headlines, but a quick review of the 2020-2021 Communicators is an eye opener to the issues affecting our industry. An industry slowed down by shelter-in-place orders and military stop movements has been overwhelmed by a booming housing market and a lack of qualified labor. Changes in government regulations are never ending and the latest COVID surge are reminders that our businesses will always face external challenges. We are fortunate to have an association where we can come together as friends and competitors to discuss our issues and with great leadership, create positive change.

Huge thanks to all CMSA chapter presidents and board members. Nothing like asking your local chapter members to kick into the pot after the fundraiser has been canceled when everyone is applying for a PPP loan and wondering if their furloughed employees will come back. Huge thanks to the two guys at the top, Chairman John Chipman Jr. and President Steve Weitekamp. John, great to see you at the Twin Counties meeting. While ZOOM has come in handy. there is nothing better that meeting face to face, drinks in hand, sharing stories and industry updates. The best part of being CMSA Chairman is traveling the state and meeting with movers and associate members. Two years is a big ask and I am truly thankful that you've shared your experience and talents. Steve, I have been fortunate to serve on the board for many years and was the CMSA Chairman from 2013-2014. I have watched as you created positive change to CARB regulations, successfully transitioned our industry from the CPUC to the DCA and have made the CMSA a val-

(CHAIRMAN'S CORNER continued on page 4)





PRESIDENT'S COMMENTS By Steve Weitekamp

If you are a Baby Boomer (1946-1964) like me, or a member of the Silent Generation (1928-1945), the following will probably be a little frustrating. I was recently part of an International

Association of Movers discussion panel on Pandemic Related Workforce issues. The part of the discussion that I found most interesting, and yes frustrating, was a discussion on trends in the workforce based upon workers' age, broken down by group. For example, Baby Boomers still have a significant presence in moving company ownership and management, but Millennials (1981 -1996) and Generation Z or Zoomer (1997-2012) make up an ever-larger portion of movers, packers, and warehouse workers.

Studies and our own anecdotal evidence show us that different age groups, on average, look at work differently. Successful operators need to adapt to the reality of the marketplace as it applies to both customers and employees. One challenge for employers is that those willing to work have more options than ever in the type of available work, schedules, and wages they will ac-

While we concede that there are outliers at either end of the spectrum, most would agree that Baby Boomers, who are overrepresented in the management, scheduling, and dispatch of moving companies, think differently than their younger workers. Baby Boomers see the historic pattern of significant overtime opportunities in our industry as a benefit, an opportunity to get ahead financially. Millennials and Zoomers regularly view job overtime as a negative or even a penalty, taking away coveted personal time, and a reason to not accept or quit a job. Perhaps shorter shifts with more crew members per job is a possibility, I know that isn't easy, but many potential workers state they would rather work a sixhour shift than 10 hours.

(PRESIDENT'S COMMENTS continued on page 5)

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(CHAIRMAN'S CORNER continued from page 2)

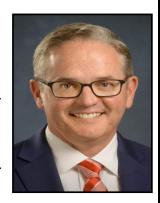
ued partner with the military as they transition to single source contract.

I cannot mention chapter events without admitting that I missed the Northern Region Chapter's Women on the Move event. However, I am very fortunate to be surrounded by some amazing women. Thanks to Carol, Becky, Destiny, Laurie and Mom for covering the phones, setting up paperwork and getting invoices sent. Thanks to Andrea and Desiree for stepping up to fill a huge void, setting up the books and keeping the local operation running smoothly and efficiently. Thanks to Mariah, Sam, Sumeria and Mattie for becoming crew leads and providing the best levels of customer service. Without a doubt, these women have become leaders in my organization. Nothing better than watching the guys lose an after-work water balloon fight. I have never been happier as a mover.

Lastly, we all have at least one righthand woman or man in our organization. These individuals become key for their talents, but "right-hand" because of the friendships created. I lost my right-hand man, Gordon, early in September. It's not every day that you lose a best friend. We worked side by side for almost 30 years and his passing has made me step back and consider what is really important to me. A great summer season can only be followed by a great off season. Time to make sure you are taking care of yourself and those you are close to; next season will be here sooner than you think.



Editor's Note: With CMSA Chairman John Chipman Jr. serving as chair for two years, CMSA has scheduled several guest columnists to replace half of his Chairman's Columns. We thank Chairman Chipman and look forward to his column next month.





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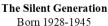
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(PRESIDENT'S COMMENTS from page 3)







Baby Boomers Born 1946-1964



Generation X Born 1965-1980



Millennials Born 1981-1996



Generation Z Born 1997-2012

Industry veterans frequently speak of the graying of our workforce; and while some gray is good, we need to find a way to encourage new entry into our ranks. Modifying our business model is one of the steps that

will be needed to be competitive employers in the years ahead.

Pages 15 & 16 of this issue contain Bureau of Household Goods and Services (BHGS) tables from the enforcement presentation at our August BHGS Advisory Council meeting. The amount of permits and revenue remain in a relatively normal range. The April-June 2021 cells reflect the incomplete collection of data at the time of the report. Expectations are that this period will reflect a significant increase. Of interest is a new column that lists Household Moving (HHM) citations assessed. Important note: 100% or the \$173,000 in fines was assessed against non-permitted operators! We applaud BHGS staff for their responsive work as they continue their early efforts addressing this longstanding problem.





NEW MEMBER SPOTLIGHTS



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Zero-Emission Vehicles are Coming

If you are a medium to large company, have over fifty trucks, or transport a lot of goods in California, zero emission vehicle (ZEV) regulations are coming your way. Consistent with requests from the California Air Resources Board (CARB) when it passed the Advanced Clean Trucks rule last year, CARB is moving forward with development of an Advanced Clean Fleets (ACF) rulemaking. ACF proposes to create a gradually increasing zero emission vehicle (ZEV) requirement for all public, private, and federal fleets, as well as all drayage trucks that operate in California. These regulations are designed to be consistent with Governor Newsom's Executive Order N-79-20, which requires 100% sales of passenger cars and trucks and drayage trucks by 2035, for medium- and heavy-duty by 2045 where feasible.

CARB released the draft regulation early to allow for initial informal public comment and is planning to hold multiple workshops. CARB originally planned to present this regulation to the board this fall but has pushed the rule out until next year. However, informal comments early will be helpful in working out some of the challenges in the bill.

Drayage Trucks

CARB proposes that drayage trucks (those operated at California seaports and intermodal railyards), including drayage motor carriers, marine or seaport terminals, intermodal railyards, and seaport authorities) begin a ZEV phase-in starting November 1, 2023. Drayage trucks registering for the first time after that date in the Drayage Truck Registry must be zero emissions. Existing vehicles will be phased out consistent with the requirements in SB 1 (Beall, 2017), allowing those vehicles to continue operating for 13 years from the model year or the earlier of 18 years/800,000 miles from the original engine/emissions control was certified. Beginning in 2035, all drayage trucks must be zero emissions.

Private/Federal Fleets

The High Priority and Federal Fleet
Requirements section of the rule will apply to all entities that either generate more than \$50 million in gross annual (US-wide) revenue or owns/controls more than 50 trucks, is a broker that owns, operates, or dispatches more than 50 trucks, or a federal agency that has one or more trucks in California. Vehicles in this category must meet the following timeline:

Percentage of fleet that must be ZEVs	10%	25%	50%	75%	100%
Group 1: Box trucks or vans, two-axle buses, yard tractor	2025	2028	2031	2033	2035 and beyond
Group 2: Work trucks, day cab tractors, three- axle buses	2027	2030	2033	2036	2039 and beyond
Group 3: Sleeper cab tractors and specialty vehicles	2030	2033	2036	2039	2042 and beyond

(ZERO-EMISSION VEHICLES continued on page 9)



WattEV's artist rendering of planned Megawatt E-Truck Stop in Bakersfield, CA. Groundbreaking is expected in late October 2021.

Public Fleets

Starting January 1, 2024, 50% of any new trucks purchased by California public agencies (local or state) must be ZEVs. This would increase to 100% starting January 1, 2027. For entities in a designated low population county (listed in the regulation), the 50% requirement does not apply, and instead these entities must only meet the 100% by 2027 requirement.

Exemptions

Very few exemptions are contemplated by the rule. Essentially, if a ZEV version of the body type of the vehicle you are intending to purchase is offered for sale, the requlation applies. Notable exemptions include the SB-1 useful life/mileage noted above, emergency vehicles, vehicles awaiting sales (at dealerships, for example), and some vehicle types subject to other clean vehicle regulations (see § 95692(c) for more details).

Fleets can also obtain individual exemptions where a vehicle is designated as a backup vehicle (1000 mile per year limit), where all available ZEVs and near zero vehicles (NZEVs) cannot meet daily mileage needs (with stringent bidding and reporting requirements).

Emergency vehicles are also exempted but is limited to utility/water/wastewater services, requires a demonstration that no NZEVs are available, that more than 75% of the fleet is already ZEVs, where publicly accessible charging or hydrogen fueling or

(ZERO-EMISSION VEHICLES continued on page 11)



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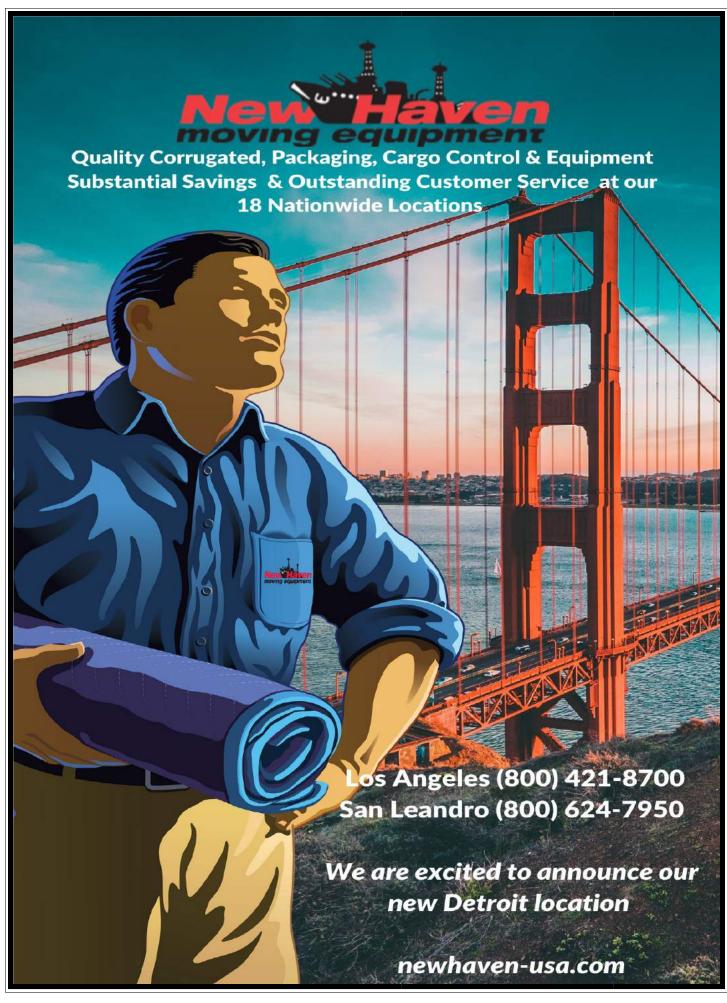
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(ZERO-EMISSION VEHICLES continued from page 9)

mobile fueling options are not readily available in the areas to be served in an emergency, and where stringent reporting requirements are met.

Outstanding Issues

Major issues raised by commenters including the process by which fleet owners can obtain an exemption (currently on a vehicle-by-vehicle ba-



sis), the broad definition of "common ownership and control," which could make entities responsible for their contractors' fleets, and no provision for exemptions where charging/ hydrogen fueling infrastructure is unavailable.

Another major issue was the lumping together of timelines by body type, rather than duty cycle. For example, some fleets operate 24/7, and would thus require multiple vehicles to comply with the rule, accounting

for charging time.

Entities also raised the lack of provision of credits for NZEVs already purchased/ already in production and available for purchase by entities, which also reduce emissions—a major goal of the rulemaking.

CalChamber and several other entities are engaging with CARB to push for resolution of these issues before the formal rule-making period next year.





(DEF SENSOR SHORTAGE continued from page 1)

Truck and Engine Manufacturers Association. "Getting commercial trucks back on the road to support the movement of goods and ensuring new truck orders can be delivered

without delay is critically important. EMA and the OEMs are continuing to work with the regulatory agencies to finalize the technical solution and get it out to the field."

Berry said the software solution could be available in some cases in as little as

one or two weeks, but "will likely vary from manufacturer to manufacturer."

Berry agreed the problem was created by computer chip shortages.

Marty Makrdichian, a service manager at Peterbilt Truck Parts and Equipment in Sparks, Nev., said a software fix would act as a sensor to monitor the quality and level of DEF in a truck's tank, as well as permit a truck to move again.

"I don't necessarily think this is a mainte-

nance problem," Makrdichian told TT. "I think the OEMs are trying to figure out exactly what is causing these things to fail. One of the theories that Peterbilt believes is causing the problem is excessive heat."

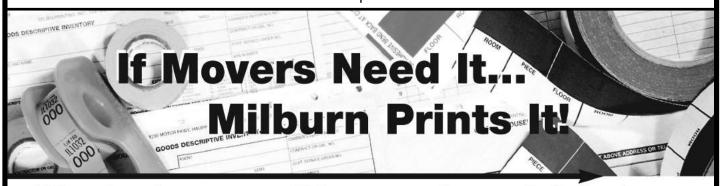
Makrdichian said his dealership has very few of the replacement sensors available.

"There are so many trucks that have the sensor failures that dealers are unable to meet the demand," he said. "I can place an order for every sensor that's

available every single day, and we have no idea when that sensor will show up. Usually we get them one at a time."

"I'm hearing it's a problem in multiple states," said Mike Tunnell, ATA's California-based environmental researcher. "Every state association I've talked to in the last few weeks has mentioned this issue. When the sensor goes out they need to get a replacement part that's not available."

(DEF SENSOR SHORTAGE continued on page 13)



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(DEF SENSOR SHORTAGE continued from page 12)

Tunnell added, "The longer this goes on,

the more trucks will likely have this issue. There's definitely an urgency to this issue. We're wanting a solution to be implemented as soon as possible. It sounds like the agencies and manufacturers have come up with a solution plan. But the

solution needs to be developed and finalized."

In a statement obtained by TT, EPA said it is working with the California Air Resources Board and the Truck and Engine Manufacturers Association to address the issue related to the ongoing shortage of computer chips and the impact it is having on replacement sensors.

"EPA and the California Air Resources Board have reviewed the proposed approach and believe it is appropriate for the companies to implement the proposed [interim software] solution going forward as quickly as possible," the statement said. "The manufacturers must still develop new software code and test it to ensure the soft-

ware can be installed on vehicles in the field."

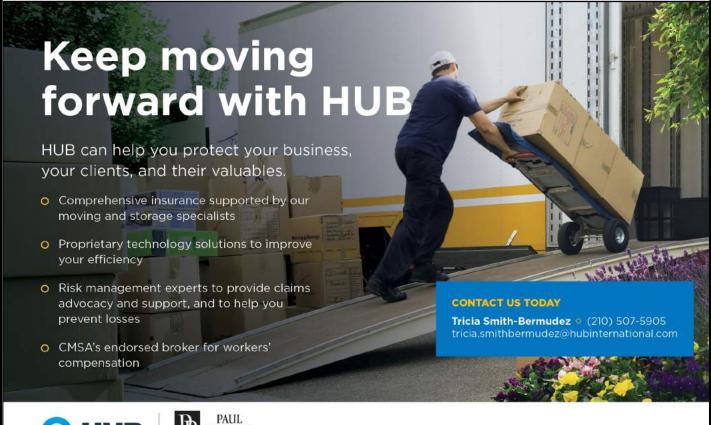
The companies also will make available a similar software update for vehicles whose sensors have not failed, but are among a group of vehicles where such a failure could

be expected to occur, EPA said. "This updated software is likewise expected to be available to service centers in the coming weeks," the statement said.

Joe Sculley, president of the Motor Transport Association of Connecticut, has requested a meeting with an EPA official.

"This is a situation which has developed into a nationwide problem, and the industry is seeking immediate action by EPA as a means to help address it," Sculley said in an email to EPA obtained by TT. "Right now, trucks are disabled and parked as a result of the situation.

Source: Transport Topics







Risk & Insurance | Employee Benefits | Retirement & Private Wealth

Applicant's Workers' Comp Claim History Can't Be Used for Screening

By: Matthew Roberts

Employee Applications

Q. We work in an industry that is at a higher risk for workplace injury. In an effort to keep our workers' compensation costs lower, can we ask if applicants for employment have an active workers' compensation

claim or if they have ever filed for workers' compensation benefits?

A: Workers' compensation laws are complex and uniquely different from other employment-related issues — which often can lead to employer misunderstandings about what can and cannot be done in this context.

California workers' compensation laws cover essentially every employer and require employers to maintain insurance to cover an employee's work-related injury or illness.

This means that employers are compelled to incur this insurance expense just in the ordinary course of business and thus are looking for ways to minimize that cost.

No Discrimination

Employers tempted to screen out applicants based on past workplace injuries or past workers' compensation claims are prohibited from doing so by California Labor Code Section 132a. Labor Code Section 132a prevents employers from discriminating against workers for suffering injuries in the course and scope of employment.

Labor Code Section 132a also prohibits employers from discriminating against workers who intend to file or have filed workers' compensation claims, or have received workers' compensation benefits.

This means that employers cannot condition employment based on whether a worker filed a claim in the past or has an active claim now.

Questions for Applicants

Employers in higher-risk industries that are concerned about whether an employee can physically perform the job duties or whether they may be a workers' compensation risk in the future must be cautious

with the questions they ask during interviews.

Employers may not ask applicants about specific medical conditions or disabilities that the applicant may have as this is an impermissible disability-related inquiry.

Instead, the employer may ask the applicant whether the employee can perform the job duties of the open position with or without a reasonable accommodation.

Pre-Employment Exam

Employers also may require applicants to undergo a physical examination prior to employment; however, there are a few rules employers must follow.

- The examination cannot be conducted until after the employer has made a conditional offer of employment.
- The employer must pay for the examination and all entering employees in the same job classification must be subject to the same examination.
- An employer may then withdraw the offer based on the examination results only if the applicant is unable to perform the essential functions of the job with or without a reasonable accommodation.

Employers with concerns about limiting workplace injuries and illnesses should ensure that all workplace safety rules are up-to-date based upon job duties and that any safety policies and procedures in place are strictly and uniformly enforced.

Source: Alert, CalChamber

BHGS Advisory Council Meeting Highlights

CMSA President Steve Weitekamp currently sits on the BHGS Advisory Council and provides a voice for the household goods moving industry. Here are some information highlights shared at the Council meeting held on August 26, 2021.



BUREAU OF HOUSEHOLD GOODS AND SERVICES Advisory Council Meeting Materials Packet Thursday, August 26, 2021 | 10:00 a.m.



Household Movers Permits					
Permits Issued	165				
Exams Administered	205				
Exam Pass Rate	90%				
Total Active HHM Permits 1,076					

Quarterly Revenue Report								
Reporting Period No. of Gross Admin CHP Net Net Inclu								
July - September 2020	1068	\$961,152.23	\$10,680.00	\$5,340.00	\$945,132.23	\$955,812.23		
October – December 2020	1085	\$926,104.75	\$10,850.00	\$5,425.00	\$909,829.75	\$920,679.75		
January - March 2021	1059	\$795,909.50	\$10,590.00	\$5,295.00	\$780,024.50	\$790,614.50		
April – June 2021	284	\$226,124.37	\$2,840.00	\$1,420.00	\$221,864.37	\$224,704.37		
Subtotal: \$2,891,810								

(BHGS ADVISORY COUNCIL continued on page 16)

Taking Orders Now!, 2023 Hino L6 26ft Box Vans



2023 Hino L6 26ft Box Van with 3300lbs Liftgate

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HHM Complaints						
Received Closed w/o Investigation Referred for Investigation						
536	21	515				

	Compliance Unit Investigations	Field Investigations
Received	122	396
Closed	108	136

HHM Citations Assessed				
Number Issued Amount Issued				
55	\$173,000			





Association Leaderboard Report

	Associa	tion	Enrolled Movers	Association	Total Lbs.		
1	California (CMSA)	84	1 Pennsylvania (PMSA)	2,455,104		
2	`	Movers (SMA)	72	2 Illinois (IMAWA))	2,208,672		
3	Illinois (IMA		44	3 California (CMSA)	1,528,069		
	<u> </u>	,		4 Southwest Movers (SMA)	1,486,416		
	CMSA Report Food Collected and Delivered		5 North Carolina (NCMA)	1,374,105			
		Year to		Hunger Fac	t		
	Monthly	Date	All Time				
	223	95,645	1,528,069	The average person would need to a \$22.96 per-hour to afford a mode			
	lbs.	lbs.	lbs.	2-bedroom apartment – more than 3			
	185	79,704	1,273,190	federal minimum w			
	meals	meals	meals				

Movers Take Action Photo Contest Winner!

Apex Moving & Storage from Pullyalup, WA was the winner of last month's contest. The crew and office won a free lunch (up to \$100). Contest sponsored by Victory Packaging.

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CALENDAR OF EVENTS

Fri., Oct. 1	Monterey Bay Chapter Golf & Bocce Tournament Del Monte Golf Course and Embassy Suites Monterey, CA
Tue., Oct. 5	You vs. Plaintiff Attorneys: Protecting Your Company from Catastrophic Lawsuits (11 AM PST)

Wed., Oct. 6 Dealing w/ Troublesome Employees - Part 4

(10 AM PST)

Champion Risk & Ins. Svcs

HUB International Webinar

Webinar Series

Fri., Oct. 22 San Diego / Imperial Cntys

Bowling Tournament (TBD)

Sat., Oct. 23 North Bay Chapter

Bocce Tournament
Marin Bocce Federation

Fri. - Sun.

Nov. 5 - 7

CMSA Fall Board Meeting
Omni Rancho Las Palmas
Rancho Mirage, CA

Tue., Nov. 9 Mid Valley Chp. Mtg (TBD)

Wed., Nov. 10 Monterey Bay

Chapter Meeting - (TBD)

Thu., Nov. 11 Central Coast

Chapter Meeting - (TBD)

Wed., Nov. 17 San Diego / Imperial Cntys Chapter Meeting - (TBD)

Tue., Jan. 11 Twin Counties Military Chapter Meeting (TBD)

Wed., Jan. 12 San Diego / Imperial Cntys Military Chapter Meeting

(TBD)

104th Annual CMSA Convention

Peppermill Resort Casino & Spa Reno, Nevada April 19-24, 2022

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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

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

Growing North LA Moving Company is actively hiring for a Dispatch Assistant. This position is a support role to assist our existing Operations Manager (Head of Dispatch). This is a Monday - Friday, 10:00 - 3:00 pm. position with flexible schedule availability. Pay is based on experience. Growth opportunities for someone who is talented and motivated. Resumes can be emailed to drstrength@gmail.com

HISTORICAL PHOTOS

CMSA – A House Divided?

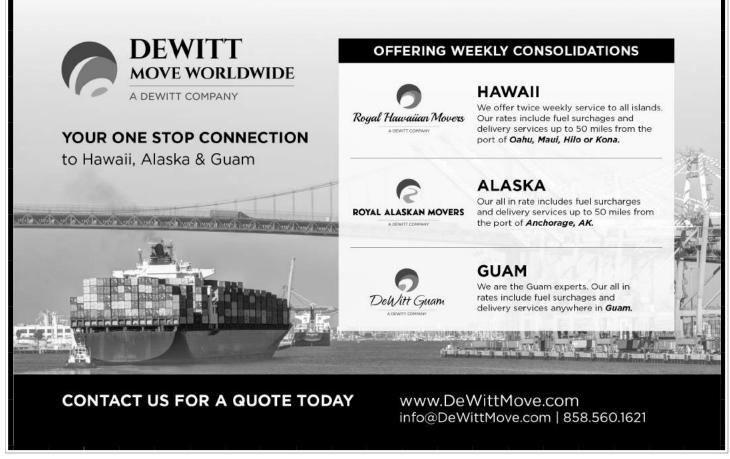
Dodgers vs. Giants



May 2019 - Former Chairman Mark Andersen (2006-2007) throws out the first pitch at a Dodgers' game. He is surrounded by family on the field and shown on the jumbotron.



Former Chairman Bob Fraser (2016-2017) and his wife, Cris, wearing their Giants' apparel at a North Bay Bocce Tournament.



CMSA ROSTER & WEBSITE UPDATE - 2022

Company Name:									
Main Office Street Address:				1			<u> </u>		
City:			Sta	te:		ZIP:			
Published Mailing Address:				,					
City:				Sta	te:		ZIP:		
Phone #:				Toll-l	Free #:				
FAX #:		Publis	hed Websit	e Ad	ldress:				
Published Email Address:									
Name of Principal Company	y Offic	ers / Po	osition Title	e:					
(Check (✓) one person to receiv								e emails regai	ding chapter
notices, link to online Commun	icator a			Use a	dditional				
Name:		/ Titl					Address:		
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D 1 000 (010 111)	1.6		.1 . C		1 11	. 1 00	NAME 1 1		
Branch Offices: (\$10 addition	onal fe	e per m	onth for ea	ich b	ranch lis	sted. <u>DC</u>	NOT include	e main offic	e.)
Address:					Phone 7	<u></u> #∙			
	State:		ZIP:		FAX #:				
Manager Name:	state.		ZII .		Email:	·			
Transager Transe.					<u> </u>				
Address:					Phone 4	#·			
	State:		ZIP:		FAX #:				
Manager Name:	otate.		ZII .		Email:				
(Use additional sheet if need	ded)				Zinan.				
(ese additional sheet if need	aca.)								
IF YOU ARE A H	OUSE	HOLD	GOODS N	40V	ER PL	EASE A	NSWER THE	FOLLOW	ING:
H 1007HE7111	OCDL	HOLD	Main				ranch #1	1	ranch #2
1. Name of van line affiliati	on if a	nv	1714111	OIII	<u>===</u>	<u> </u>	ranen #1	<u> </u>	tanen #2
2. Do you have a warehouse		iry.							
3. If yes, give square footag									
4. Do you have a public sca									
5. If yes, state capacity in po									
3. If yes, state capacity in po	ounus.								
(Note correction	ns or a	ditions	s in any nul	hlic s	cale list	ing in ci	urrent ROSTE	FR on page	2)
(1 tota correction	115 OT W	adition	m <u>any</u> pao		care not	ing m co	urrent Robit	in on page	2.)
Did you check your Roster?) Ves	No		Dic	l vou ch	eck the (CMSA websit	te? Ves	No 🗌
Did you cheek your Roster:	105			Dic	i you ch	cck the v	CIVIDII WCOSI	ic. Ics	110
Signature:			Position:					Date:	
Please return to: CMSA, 10900 183rd St., Suite 300, Cerritos, CA 90703, or FAX to: (562) 865-2944									
Email: information@thecmsa.org									
RETURN BY NOVEMBER 30, 2021									
		IXL' I	OMIDII	. 10 V	TAILDI	IX 30, 20	<i>)</i> <u> </u>	(TIIDN	PAGE OVER)
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NOTE ANY CORRECTIONS OR DELETIONS IN PUBLIC SCALE LISTING (IN BACK OF ROSTER) BELOW:

NOTE ANY CORRECTIONS OR DELETION	IS IN PUBLIC SCALE LI		TOGIER) BELOW.
Company Name:	,		
Address:	City:		State:
County:	ZIP:	Ph	one #:
Company Name:			
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County:		Ph	one #:
	ZIP: ATE MEMBER - Please r D. Additional category list Svcs Svcs	Leasing - Employ Local Search Di Manufacturer-Combile Storage Moving Compart Moving Equipm Nevada Movers Ocean Carrier Organizing, Pack & Ship Paper Products / Payment Technor Port Agent Printing Service Repairs, Sales, Tocean Carrier Roofing & Water Search Engine Compart Search Engine Compart Service Roofing & Water Search Engine Compart Search Engine Compart Search Sales / Resuming Party Spectruck Sales / Resuming Party Spe	te box(es) below. tategory per year. Dyee Equipment rectory ommercial Vans / Trucks my Marketing tent / Rentals king and Resettling Svcs Packing Materials Dlogy Struck, Trailers Exproofing Detimization Cialty Services Entals arel / Design
Check () "ALL CHAPTERS" or che	eck specific chapters th	nat you would like	e to receive emails from abou
upcoming chapter meetings.			
() ALL CHAPTERS			
() Central Coast	() Monterey Bay	()) Sacramento
() Central Valley	() North Bay	()) San Diego
() Greater Los Angeles	() Northern Region	()) Twin Counties
() Mid Valley	() OC/Beach Cities	()) Ventura/Santa Barbara