



2019-2020 Session - Bill died

**CMSA
Successfully
STOPS
Freight
Exemption
Bill
Again!**



2021-2022 Session - Held (for now)

AB 224 (Daly) – Department of Consumer Affairs: Bureau of Household Goods and Services: household movers – This bill would have granted an exemption from Bureau permit requirements under the authority of the Household Movers Act when the storage container is packed by a person other than an employee or agent of the storage delivery company. This bill was held on submission* in the Senate Committee on Appropriations.

* This is the first year of the 2-year legislative session so this bill could come back next year. "Held on submission" is when a

bill is removed from consideration before a vote, i.e. although the bill is no longer moving, it was not killed by the Legislature. When a bill is pulled from consideration, it is usually because the bill did not have the votes to pass out of the committee in which it was to be heard. Consequently, if the bill is revived next year, it will likely contain amendments to address the fiscal impact to the Bureau (approximately \$1M).

Editor's Note: We expect CTA, Teamsters and Assemblymember Daly to try again next session.



Mark Your Calendar!



October 1, 2021



Monterey Bay Chapter
Golf & Bocce Tournament
Del Monte Golf Course and
Embassy Suites Monterey



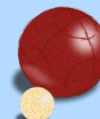
Sign up and save your spot!
Click the link below:

<https://bit.ly/TheCardinaleClassic>

October 23, 2021

North Bay Chapter
Bocce Tournament
Marin Bocce Federation

SAVE THE DATE!





CHAIRMAN'S CORNER

by John Chipman, Jr.

Eat the Frog. Does your sales team eat frogs? I'm completely serious. In fact, I'll double down and posit that frog consumption is the habitual activity of every successful sales representative ("sales rep") in the moving and storage industry. To paraphrase Samuel Clemens: If your job is to eat frogs then its best to do it in the morning. If you have two frogs to eat, better to "eat" the big one first. Yummy.

Ok, so the frogs are only metaphorical. Even so, the advice is still spot on. For example, each day sales reps are confronted with a long task list of to-dos. Regular tasks include cold calls, pending order follow-up, RFP response, collect an aging receivable from an O&I customer who's upset about an outstanding claim, and (my favorite) explain a 10-day delivery delay to family of five, who are camped out on the living room floor. If the task is big, slimy, green, and prone to

being an object of procrastination, you know which one to "eat" first.

Need more free sales management advice? How about this one: Have you "hugged" your sales team recently? You should. Your sales team wrestled its way through a very tough Peak Season. This summer, sales reps have explained sky-high van line pricing to incredulous prospects, implored coordinators to slip in last-minute registrations, and pled with ownership to find more capacity. Seeing an interstate driver load directly at residence is rarer than spotting a unicorn prancing through stalled traffic on the Nimitz Freeway in Oakland. After the Summer of 2021, our sales teams have earned a big "hug."

Don't believe me? Then ask **Steve Komorous**, President of the **King Companies** in Santa Fe Springs. **Komorous** sees it like this: "Nothing happens until a move is sold. Sales reps are essential to our business success and the livelihood of everyone in the office, warehouse and on the vans." For Steve, the better question is: "How best to help reps sell more."

(CHAIRMAN'S CORNER continued on page 4)

CDS MOVING EQUIPMENT

*would like to salute the hard working
men and women of America!*

**HAPPY
LABOR
DAY**



Los Angeles
800-225-3659

S. F. Bay Area
800-323-6559

Sacramento
800-439-3934

cds-usa.com



PRESIDENT'S COMMENTS

By Steve Weitekamp

September is in full swing, and most movers remain actively engaged with what is now considered our industry's longest peak season. Chairman John Chipman and I began the month making

in-person presentations at the Twin Counties and San Diego chapter meetings. On behalf of our Chairman and I, thank you to all that took the time to support their chapter. A special thank you goes out to Ed Coelho, Twin Counties Chapter president and Andria Skiff San Diego Chapter president for planning in-person meetings. It definitely felt good after well over a year to spend quality time with members, both at their businesses and at chapter meetings. Chipman shared that a renewed sense of the importance of what we do is a "silver lining" of the pandemic. I agree. With this being the 20th anniversary of 9/11, and my term as

CMSA Chairman, I remember a similar feeling of value and pride for the work that we do in the months that followed that horrible unprovoked attack on the homeland and our way of life.

A recent New York Times headline worth sharing stated, "The World is Short of Everything. Get Used to It!" I know that this quote resonates with our membership and shortages and capacity issues at every level continue to create challenges in almost everything we do.

The cover article of this issue states, in a somewhat matter of fact way, that AB 224 (Daly) was, like its predecessor AB 2460 (Daly) stopped from becoming law. What needs greater emphasis is the fact that the CMSA was the only group in opposition to either of these bills and stood against politically popular and well financed opposition. Without the CMSA members long-term support of our Association with its staff, lobbyists, and attorneys this would have never been possible.

Without the Association's engagement during the transfer of regulation from the

(PRESIDENT'S COMMENTS continued on page 5)

Insuring the moving and storage industry for over 30 years.



Insurance Coverage

- Auto Liability / Physical Damage
- Workers' Compensation
- General Liability
- Property / Cargo Damage
- And More...

Traditional & Captive Insurance Products Offered

CONTACT US FOR MORE INFORMATION

Ryan Herrmann | (636) 660-9407
Ryan.Herrmann@vanliner.com
www.vanliner.com



Policies are underwritten by Vanliner Insurance Company, an authorized insurer in all 50 states and the D.C. Captives involve a risk of loss. Refer to captive program agreements for a full description of captive programs. © 2021 Vanliner Insurance Company, One Premier Dr., Fenton, MO 63026. All rights reserved. 5581-VNL (7/21)

(CHAIRMAN'S CORNER continued from page 2)

Support & Encouragement. Here's what other California Moving & Storage industry leaders have to say about helping salespeople succeed. No one is suggesting management pack each sales rep's lunch and walk them to the bus stop. It's not the first day of school after all. But there are helpful steps management can take. In Corona, **VIP Transport's** President, **Brittany Johnson** suggests: "With all of the challenges in our industry, it's important to communicate, listen and get your sales team the best tools and information. That's the recipe for success. At VIP, we encourage creativity, including selling across business lines." **Tori Ferrante**, President & CEO of **Crown Worldwide** in San Leandro sees it this way, "Our job is to assess and remove obstacles that salespeople encounter in the service of the customer. Our sales team's 'wins' are the life blood of the **Crown** organization."

Todd Messerle, Sales & Marketing VP at **Chipman Relocations & Logistics** in Alameda uses this approach: "Stay positive. It is challenging for salespeople to keep confi-

dence levels high when most of the time they hear 'no' or are exposed to negative comments. Focus on looking forward and not back, set a vision for success and what it can look like for a salesperson that is willing to work hard and go the extra mile." (Reminds me of Coach Ted Lasso's "Be a goldfish" advice to his players at AFC Richmond. Go Greyhounds!!)

Goal Setting & Follow-up. As the Peak Season sunsets and the dispatch phones are simmering down, it's time to set your company's goals for 2022. We are not talking about reorganizing the packing cage and ordering new pads. Management should be reviewing the current year-to-date performance of each sale rep. Based on the first eight months of 2021, management and sales can set monthly sales goals for 2022, including interstate linehaul, local revenue, closing ratio goals, and forecast how many self-generated leads each rep plans to create. The process must be collaborative; if management and sales don't agree, it won't work.

(CHAIRMAN'S CORNER continued on page 6)



YOUR ALLY IN MOVING & STORAGE

Since 1973, IAT TransGuard has been a leader in the Moving & Storage industry, offering a specialized program and loss control services to meet the unique needs of our industry. Coverages include auto liability, physical damage, cargo, general liability, warehouse legal, property, crime, moving equipment and umbrella.

TransGuard Insurance Company of America, Inc. holds an A.M. Best Rating of A- (Excellent).

TransGuard Moving & Storage
Program Office:

301 North Lake Avenue, Suite 400
Pasadena, CA 91101
(800) 252-6725

Claims Center for all TransGuard units
is located at:

P.O. Box 2148, Warrenville, IL 60555
(800) 474-2526

www.transguard.com



TransGuard
Insurance
Company of
America, Inc.

(PRESIDENT'S COMMENTS from page 3)

California Public Utilities Commission (CPUC) to the Department of Consumer Affairs (DCA), the bill sponsors—California Trucking Association (CTA) and the Teamsters would have never had to even taken action in support of the large out-of-state freight haulers they represent. While we have been concerned for a number of years about the encroachment of freight companies and others into moving services without regulation under the guise of “disruptors,” the CPUC focused most of their energy and resources on the low hanging fruit that was the permitted carrier. The CPUC was not willing to even discuss incorporating other segments that moved used household goods on the public highway for a fee in their regulation. Thankfully, the transfer of regulation to DCA created an opportunity for us to share our position on fair and equitable regulation. Our new regulators at the Bureau of Household Goods and Services (BHGS) agreed with CMSA that any business that provides the services clearly described in the definition of a permitted mover

in the California Business and Professions code must be permitted and in compliance with the rules and regulations of the Household Movers Act.

This position set in motion actions that caused the freight/disruptors to eventually take legislative action to exempt themselves from regulation (two times so far) after several entities receiving notices from BHGS for operating without regulation or BHGS consumer protection. Fortunately, their attempts to negotiate with the Bureau to maintain their unregulated status quo were unsuccessful. While I could write a small book about this issue, I will conclude this article by stating that I have great difficulty understanding how an elected official, particularly from the democratic majority, could in good conscience, take a position in favor of an out-of-state large business to the detriment of California small business. And even more untenable, do so in a legislature that touts their concern for consumers but supports a bill that strips those selecting these entities for service of even the most basic of consumer protections.



2430 S. Grand Ave • Santa Ana, CA 92705

p: 714-540-9751 / f: 714-428-0291



**MOVING BOXES • PACKING SUPPLIES • MOVING SUPPLIES
MOVING ACCESSORIES • DOLLY RENTALS**



For **Messerle at Chipman**, goal setting only works if there are “monthly one-on-one sales and pipeline reviews. Salespeople need and want to be aware of their production, good or bad, and it is important to provide that information to promote success.” At **VIP**, goal setting and motivation go hand-in-glove. “We share the top sales 15 leaders each month”, according to **Johnson**. “The success of teammates inspires and motivates our reps to set and reach their goals.” “At **Crown**”, **Ferrante** explains, “We like to structure goals with monetary rewards. It’s nice to have projections and a good CRM database, but, at the end of the day, it’s the commission check that measures sales success.”

What if it’s time to look for a new sales rep. Here’s what our experts have to say

about the characteristics of great salespeople.

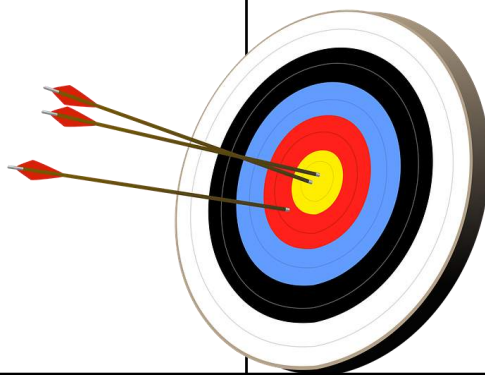
Top Sales Characteristics. **Komorous** looks for people who are “self-motivated and willing to ‘hunt’ for business. Good

character is also critical because sales reps are the face of our company.” “Great listening skills are just as important as intelligence,” according to **Johnson**, “it helps to have a great personality too!” **Ferrante** wants “A hunger to succeed and a level of intelligence that appeals to our customer base.” **Messerle** seeks candidates with a

“willingness to learn and grow. What’s important is regularly improving sales skills – sharpen your axe! – to meet the challenges and take advantage of opportunities.”

Now, who wants a savory frog?

GOAL SETTING



MoversSuite

EWS



MAKE THE MOVE TOWARDS...

By Movers. For Movers.

Affordable. Cloud Based. Hassle-free.

Increased visibility for improved performance and decision making.

Standardized processes for consistency and accountability organization-wide.

Online accessibility means no expensive upfront hardware costs, automatic backups, and available from anywhere, all the time.

U.S based product support for one-on-one help every step of the way.



Learn why MoversSuite is the software choice for Movers on the move.



WWW.EWSGROUP.COM



970-256-1616



SUPPORT. COMMITMENT. TRUST. LONGEVITY.



NATIONAL VAN LINES:
A place you can call home.

800.323.3135
www.NationalVanLines.com
Become an agent TODAY!
Your opportunity is waiting.



BHGS Outreach to Realtors – Use a Permitted Mover!

EDITOR'S NOTE: Because of CMSA President Steve Weitekamp's conversations and persistent requests with the Bureau of Household Goods & Services (BHGS) to promote the use of permitted movers, BHGS reached out to several entities. One of these agencies was the California Department of Real Estate (DRE). Here is an article that was printed in the Summer 2021 DRE Bulletin.



Real estate agents often refer clients to household movers. But when doing so, agents may unknowingly be breaking the law and putting others at risk.

To protect consumers, the Household Movers Act requires that those who transport household goods over California's public roads for compensation be licensed by the Bureau of Household Goods and Services (Bureau). The law also prevents anyone from aiding and abetting a household mover in violating the Household Movers Act (Bus. & Prof. Code sections 19237 & 19278). Consequently, referring a client to an unlicensed mover is against the law and is considered a misdemeanor.

Doing business with an unlicensed mover can lead to substantial financial consumer harm. This can range from delayed delivery, missing or damaged items, and in the most serious cases, belongings that are held until the consumer agrees to pay more money. In some instances, consumers pay double or triple the initial agreed upon price only to never again see their belongings. Many of

these movers deliver the household goods after the Bureau intervenes, however, the consumer must pursue civil remedies to recover any extra money paid to the mover.

It's also important to be aware that any person or business that provides moving services for compensation, even if they present themselves as operating a different type of business, must be licensed. This includes restoration companies and storage delivery companies. For more information about who must be licensed, please see the Bureau's publication "Moving Household Goods – Who Is Required to Hold A Permit?"

While investigating unlicensed household mover cases, the Bureau has found that many consumers received referrals from Department of Real Estate licensees. This puts you and your clients at risk.

To ensure that any household mover you refer is properly licensed, use the Bureau's license lookup.

If you have any questions about the permitting requirements related to movers or how to protect yourself or your clients from unscrupulous household movers, visit the Bureau of Household Goods and Services website or call (916) 999-2041.





Register for the Convention Today!

Go to the CMAA Convention Kiosk to book
your room and register for the convention:

<https://bit.ly/CMAA2022Convention>

*Your most unhappy
customers are your greatest
source of learning.*

--Bill Gates

AMERICAN
AUCTIONEERS
LIQUIDATORS - APPRAISERS - AUCTIONEERS

Highest dollar realized
Largest buyer base
Sold by the vault or piece
Experienced Auctioneers

800-838-7653



Torchlight MARKETING

Guiding your business
for Growth.



Digital Advertising



Search Engine Optimization



Reputation Management

GetTorchlight.com | 800-272-0887



New Haven moving equipment

**Quality Corrugated, Packaging, Cargo Control & Equipment
Substantial Savings & Outstanding Customer Service at our
18 Nationwide Locations**



**Los Angeles (800) 421-8700
San Leandro (800) 624-7950**

***We are excited to announce our
new Detroit location***

newhaven-usa.com

CARB Approves Amendments to Regulations For Onboard Diagnostic Systems in Trucks

California Air Resources Board members have unanimously approved amendments to light-, medium- and heavy-truck onboard diagnostic system regulations that will require more data to be stored by the OBD systems, and address issues regarding several malfunction monitors.

The plan will update the standardization requirements for OBD systems to address limitations in the number of fault codes that can be defined and to improve other aspects of the real-time diagnostic information.

The upgrades will be an essential inspection tool for CARB's annual smog check and heavy-duty truck inspection and maintenance program, expected to be approved by the board as soon as December.

The smog test regulation will for the first time require carriers operating but not domiciled in California to submit certified smog tests before entering the state. On the posi-

tive side, the proposed regulation would extend timelines for carriers with three or fewer trucks who are not compliant, with extra time to repair their trucks.

Mike Tunnell, American Trucking Associations' California-based environmental researcher stated, "They're looking at using the OBD data as the evidence that your truck doesn't have the malfunction indicator lamp on for any fault codes. That data would get sent to CARB to confirm that the truck is operating without any mechanical issues related to its emissions control system."

ATA said that fleets that travel in California should pay attention to the emerging smog check program that likely will result in new state operating requirements beginning in 2023.

"California light- and medium-duty vehicles are required to meet very stringent emissions standards," said Chairman Liane Randolph at the board's July 22 meeting.

(OBD continued on page 12)



AUCTIONEER FOR HIRE
1% COMMI\$SION
For First Time Customers only
 • Bonded & Insured Since 1992
 • As Seen on Storage Wars
1-714-271-2770
 If You Hire Dave Hester
 You Get Dave Hester
CALL TODAY!
 @davethemogul f .com/storagewarrior
 www.davehesterauctioneer.com

STAY CONNECTED WITH CMSA!



<https://twitter.com/cmsa1>



<http://on.fb.me/1jmX52R>



<http://www.thecmsa.org>

(OBD continued from page 11)

"The emissions standards for heavy-duty engines have also become significantly more stringent."

The board's new action is intended to ensure that vehicles and engines meet the standards in use and remain clean for their entire life, Randolph said.

The updated onboard diagnostics standard calls for warning lights to go off when emissions problems are detected so drivers can seek service to repair any problems. The diagnostics detect the malfunctions prior to tailpipe emissions exceeding limits.

The last update to the onboard diagnostics standard was in 2018, said Richard Corey, CARB's executive officer.

"Since then, the agency's staff has identified several changes that are needed to improve the effectiveness of the regulation, as well as its implementation," Corey said.

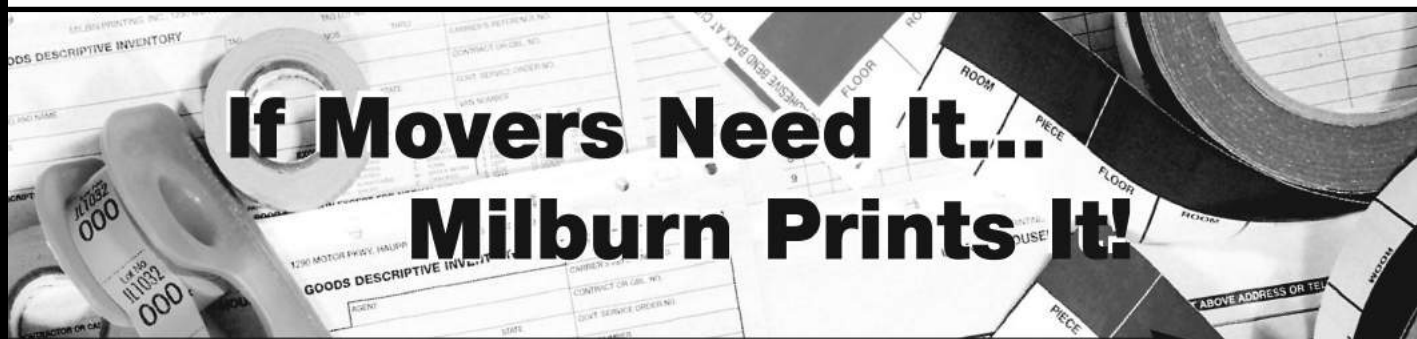
The upgrades will not require new scan tools for mechanics or shops, but will be implemented via a software update to existing hardware, CARB said. They will be required as soon as model year 2025 vehicles, with

early implementation for 2023 model year, said Yong Yu, a staff air pollution specialist.

"OBDs have been incorporated in heavy-duty trucks since 2013," ATA's Tunnell said. "It's already part of the manufacturing process, and the requirements applying to them."

In comments to the board at its July 22 meeting, Tia Sutton, vice president with the Truck and Engine Manufacturers Association, asked CARB to "take note of the multiple pending and overlapping programs, especially in cases where regulatory changes to one program would create conflicting and duplicative regulatory requirements with another program, as will be the case here."

Sutton added, "Care also needs to be taken to ensure that any changes to the OBD provisions that are contained in any of those other regulations are clearly stated, or, at minimum, clearly referenced, in the relevant OBD regulations. Further, the board should consider the burden, including compounding costs, that the multiple regulations will increasingly impose on the regulated industry."



If Movers Need It... Milburn Prints It!

It's simple, one call to us and your job is done.

- Our Knowledgeable Staff is always ready with ***Real Answers*** to Your Questions!
- ***Decades of Experience*** Servicing the Moving & Storage Industry
- Membership in ***all Moving & Storage Associations***
- 24 Hour Ordering at ***www.milburnprinting.com***

- Inventory Tape • Container & Baggage Seals
- All California Forms: Combination Agreement for Moving Service and Bill of Lading, Estimated Cost of Services, Change Order for Service, Important Notice To Shippers, Shipper's Consent to Use of Electronic Documents and Electronic Signatures
- Interstate Bill of Lading, Estimate, Order for Service and Consumer Booklets

800.999.6690
www.milburnprinting.com

MILBURN
PRINTING

How to Keep Nuclear Verdicts in Trucking From Detonating

THE ONE MINUTE TAKEAWAY

A hard insurance market led by the increase in nuclear verdicts — judgments against transportation companies that can reach the hundreds of millions of dollars — can turn a truck fleet into a ticking time bomb. Learn how to avoid the accidents that lead to nuclear verdicts and insure yourself against them.

Nuclear verdicts are changing the trucking industry — and not in a good way. A \$411 million judgment against a Florida trucking company¹ is one of the more recent examples of so-called “nuclear” verdicts, which are jury awards against transportation companies of more than \$10 million.

The number of nuclear verdicts represents a worrying trend for the transportation industry: There have been nearly 300 nuclear verdicts against trucking fleets in the last five years, compared to just 26 between 2006 and 2011.²

The increase has made excess and umbrella insurers, who bear the brunt of runaway judgements, more cautious. This caution has manifest itself with more than re-

duced coverage limits and terms. Before renewing coverage, insurance carriers are asking transportation companies to show they’re reducing the risk of a nuclear verdict.

Lessons learned from nuclear verdicts

For fleet carriers, the following best practices serve as lessons learned from nuclear verdicts:

Create a culture of safety. Every employee must be aware that unsafe acts will not be tolerated. This message must come from the top and permeate all layers of the organization.

Avoid the Reptile Theory. The Reptile Theory is a common plaintiff tactic in which they establish a pattern of risky driver behavior prior to an accident. Remove this risk through rewarding safe drivers and holding unsafe drivers accountable for their actions.

Improve hiring and onboarding. Safety should be a major area of focus during hiring and onboarding drivers to immediately spell out expectations and potential penalties for safety violations. MVR monitoring, FMCSA Clearinghouse queries, and drug screening are a baseline for any onboarding program. If your business isn’t up-to-date or compliant, a claim can spin out of control.

(NUCLEAR VERDICTS continued on page 14)



Create driver incentives. Setting up incentive programs to acknowledge and reward drivers with superior performance can be a major influence on safety.

Report and document. Drivers must report and document a crash as soon as possible. They need to be trained on proper reporting and documentation procedures. Ensure all support personnel understand their roles during a crash.

Have a post-crash protocol. Drivers need to preserve information and data from an accident. Preserve video, telematic and ELD data, as well as applicable supporting documentation. Be prepared to respond to media inquiries. A DOT investigation will follow, so secure all data specific to the driver, including training records, disciplinary action, rewards and accolades, and drug and alcohol test results. Retain all documentation of vehicle repair and maintenance records.

Embrace technology. Telematic systems monitor data on driver behavior and

allow companies to identify and correct dangerous driving. Whether collected via in-cab camera or mobile app, making sense of real-time driver data is critical to improve driver performance — and helps prevent a once-in-a-lifetime nuclear verdict.

Prepare for escalating claims. A minor rear-end accident with a car sustained \$8,000 in vehicle damage, but it soon became an \$8 million claim when a back-seat passenger sustained a spinal cord injury. Strong claims advocacy, proper documentation, and immediate drug screening post-accident makes it a lot easier to advocate for the business should a claim escalate.

Excess liability insurance helps transportation companies prepare for claims in which primary auto and other insurance coverages are insufficient. If a nuclear claim hits your company, it may force you to close up shop — unless you have excess liability insurance.

Call HUB International for more information.

CMSA's endorsed workers' compensation program for over 27 years

Keep your employees safe.
HUB can help.

- Comprehensive insurance supported by our moving and storage specialists
- Proprietary technology solutions to improve your efficiency
- Risk management experts to provide claims advocacy and support, and to help you prevent losses

CONTACT US TODAY

Tricia Smith-Bermudez • (210) 507-5905
tricia.smithbermudez@hubinternational.com



Risk & Insurance | Employee Benefits | Retirement & Private Wealth

CMSA Chapter Presidents/Leadership Orientation

On August 17, the annual Chapter Presidents/Leadership Orientation was held via Zoom. The orientation is held each year before CMSA chapter meetings kick off again after the summer busy season.

By meeting virtually, chapter presidents and other members in leadership positions were able to meet regardless of their location in California. CMSA Chairman John Chipman, Jr. started the meeting by thanking chapter presidents for the important role they play in the Association by leading and engaging member participation.

CMSA President Steve Weitekamp went over industry news, chapter president responsibilities, and lead discussions on how to have successful meetings and fundraisers.

If you are a member that wants to start



getting involved, the easiest way to start is to attend a chapter meeting—whether it's virtual or in person.

Although members have expressed interest in meeting in person again, it will depend on CDC guidelines and county restrictions due to the ongoing pandemic. Let's hope the pandemic ends soon!

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



www.monarchtruck.com



TRUCK CENTER

Hwy 101/McKee Rd.

195 N 30th Street

San Jose, CA 95116

1-408-275-0500

2023 Hino L6 26ft Box Van with 3300lbs Liftgate

Cummins B6.7 Liter 260HP diesel, Allison 2200 RDS Automatic Transmission, Air Brakes, Wabco ABS with Automatic Traction Control System, Electronic Stability Control, power windows, locks and remote side mirrors, cd system, cruise control, 90 gallon aluminum fuel tank, keyless entry, hardwood slats, hardwood floor, 2 cargo lights, 2 rows E Track, 12" steel side kickplate, Palfinger ILP 3300lbs cap 60" x 80" aluminum tuk way liftgate, GVWR 25,950

With the shortage of trucks this year and the start of next year, get your orders in now. Don't wait. We have sold out of most models and we do not see the demand slowing down.

*Based on 72 months @ \$1,299.88 month + tax. Lease end residual \$29,927.70, 5.99% APR, subject to credit approval. Lease startup \$5,992.71 includes first payment, security deposit, admin fee, and governmental fees. Expires 12-31-2021,

Who Pays Cost of Employee COVID Testing or Vaccination?

If I require an employee to go get a COVID test, or to be vaccinated, who pays the costs of testing or vaccination? Do I have to pay the employee for the time it takes?

California's Labor Commissioner has weighed in with a series of Frequently Asked Questions about who pays for the cost of COVID testing and vaccination, and whether wages and expenses are owed to the employee.

Cost of Testing or Vaccination

According to the Labor Commissioner, if an employer requires an employee to obtain a COVID test or a vaccination, then the employer must pay for any costs incurred by the employee for the test or vaccination. This is because California law requires employers to reimburse employees for all necessary business expenses (Labor Code Section 2802).

If the employer has not designated a specific testing or vaccination site, the Labor Commissioner advises that "workers should ask which location(s) or vendor(s) are acceptable to the employer to avoid disputes over cost."

Wages

If the employer requires an employee to obtain a COVID test or vaccination, then the Labor Commissioner requires the employer to pay for the time it takes for the testing or vaccination, including travel time and time spent waiting for the test or vaccination to be performed.

Wages are due because the time spent, including traveling and waiting, is time during which the worker is subject to the control

of the employer and is thus considered "hours worked." Keep in mind that an employee who goes for a test or vaccination

outside of their regular working hours could also be entitled to overtime pay if the time spent puts the worker over 8 hours in a day or 40 in a week.

An employer may not require an employee to use paid leave time (such as COVID-19 Supplemental Paid Sick

Leave or California Paid Sick Leave) for an employer-mandated COVID test or vaccination.

The Labor Commissioner notes that time spent after COVID testing while waiting for test results does not need to be paid as hours worked. However, the worker may be able to utilize paid leave while waiting for the results.

Travel Expenses

If the testing or vaccination is performed at a location other than the employee's ordinary worksite, the Labor Commissioner notes that the employee also may be entitled to reimbursement for necessary expenses incurred to travel to and from the testing or vaccination location. This could include mileage reimbursement or the cost of public transportation.

Currently the FAQs issued by the CDPH do not address whether the Labor Commissioner's guidance applies to these two orders.

The Labor Commissioner's COVID-19 Testing and Vaccine FAQs can be found at www.dir.ca.gov/dlse/COVID19resources/FAQs-Testing-Vaccine.html.

Source: Alert by CalChamber





Association Leaderboard Report

Association		Enrolled Movers	Association	Total Lbs.
1	California (CMSA)	84	1 Pennsylvania (PMSA)	2,455,104
2	Southwest Movers (SMA)	72	2 Illinois (IMAWA))	2,208,353
3	Illinois (IMAWA)	44	3 California (CMSA)	1,527,846
CMSA Report Food Collected and Delivered			4 Southwest Movers (SMA)	1,486,416
			5 North Carolina (NCMA)	1,369,699
			Hunger Fact	
Monthly	Year to Date	All Time	Over 42 million Americans (1 in 8), 13 million of whom are children (1 in 6), struggle with finding their next meal. At the same time, over a third (35%) of the food in America goes uneaten or unsold.	
21,255 lbs.	95,422 lbs.	1,527,846 lbs.		
17,712 meals	79,518 meals	1,273,205 meals		

September – Movers Take Action Photo Contest

Winners receive a free lunch for your crew and office (up to \$100). Contest sponsored by [Victory Packaging](#). For rules on how to participate, click [here](#).



MAKE CHAMPION RISK THE SINGLE SOURCE FOR ALL YOUR INSURANCE NEEDS

Champion Risk provides more than just insurance. We specialize in alternative risk solutions that prevent your costs from skyrocketing. We're proud to be the CMSA's endorsed employee benefits provider.

- Property
- General Liability
- Warehouse Legal
- Motor Truck Cargo
- Auto
- Crime
- Surety Bonds
- Umbrella
- Workers' Compensation
- International Cargo
- Independent Contractor Coverage
- Captive Programs

Find out what we can do for you: (858) 369-7900 or info@championrisk.com.

CHAMPION RISK

& Insurance Services

ChampionRisk.com

CA License #0H18156

What Movers need...



Where you need it.



victorypackaging.com



**Victory
Packaging**
A WestRock Company

CALENDAR OF EVENTS

Wed., Sep. 1	Dealing w/ Troublesome Employees - Part 2 (10 AM PST) Champion Risk & Ins. Svcs Webinar Series	Wed., Oct. 6	Dealing w/ Troublesome Employees - Part 4 (10 AM PST) Champion Risk & Ins. Svcs Webinar Series
Tue., Sep. 7	Twin Counties Chapter Meeting - Black Angus Steakhouse	Fri., Oct. 22	San Diego / Imperial Cntys Bowling Tournament (TBD)
Wed., Sep. 8	San Diego / Imperial Cntys Chapter Meeting - Red Tracton's	Sat., Oct. 23	North Bay Chapter Bocce Tournament Marin Bocce Federation
Wed., Sep. 15	Dealing w/ Troublesome Employees - Part 3 (10 AM PST) Champion Risk & Ins. Svcs Webinar Series	Fri. - Sun. Nov. 5 - 7	CMSA Fall Board Meeting Omni Rancho Las Palmas Rancho Mirage, CA
Wed., Sep. 15	Monterey Bay Chapter Mtg via ZOOM (5 PM PST)	Wed., Nov. 17	San Diego / Imperial Cntys Chapter Meeting - (TBD)
Fri., Oct. 1	Monterey Bay Chapter Golf & Bocce Tournament Del Monte Golf Course and Embassy Suites Monterey, CA	<h2 style="margin: 0;">2022</h2>	
Tue., Oct. 5	You vs. Plaintiff Attorneys: Protecting Your Company from Catastrophic Lawsuits (11 AM PST) HUB International Webinar		
		Tue., Jan. 11	Twin Counties Military Chapter Meeting (TBD)
		Tue., Jan. 12	San Diego / Imperial Cntys Military Chapter Meeting (TBD)
		<h2 style="margin: 0;">104th Annual CMSA Convention</h2> <p style="margin: 0;">Peppermill Resort Casino & Spa Reno, Nevada April 19-24, 2022</p>	

EMPLOYMENT OPPORTUNITY

Hemsted's Moving & Storage, Redding, CA is **HIRING Class A & B drivers, warehouse/operations, and general office positions.** Applicants must pass background check & drug/alcohol screening. Paid vacation, 401k, health ins. available. Submit resumes and inquiries to hemsteds@hemsteds.com. All discussions/applications will be conducted in the strictest confidence.

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.

CLASSIFIED ADVERTISING

BUSINESS WANTED

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

EMPLOYMENT OPPORTUNITY

Luigys Moving is looking to hire Class A & B drivers & helpers. Please email resume to: moveme@luigysmoving.com or call 415-413-4646

FOR SALE

Kennedy Van & Storage, Inc.
2225 McKinnon Avenue
San Francisco, CA 94124
The Kennedys are retiring. The entire moving company is for sale. 450 vaults, equipment, storage accounts, everything! If interested, please contact James Kennedy (415) 608-2095.

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.

To place your classified ad, call CMSA at (562)865-2900 or email us at information@thecmsa.org. CHARGES: 1-5 Lines \$15; \$2 each addt'l line.

HISTORICAL PHOTOS



January 2016 - Central Valley Chapter Meeting. (L-R) Former Chairman Alan Freese, IAM President Chuck White, Former Chairman Jay Casey, Former Chairman & Current President Steve Weitekamp, Former Chairman Vince Cardinale, Former Chairman Brad Metzner and Former Chairman Patrick Longo.



YOUR ONE STOP CONNECTION
to Hawaii, Alaska & Guam

OFFERING WEEKLY CONSOLIDATIONS



Royal Hawaiian Movers
A DEWITT COMPANY

HAWAII

We offer twice weekly service to all islands. Our rates include fuel surcharges and delivery services up to 50 miles from the port of **Oahu, Maui, Hilo or Kona.**



ROYAL ALASKAN MOVERS
A DEWITT COMPANY

ALASKA

Our all in rate includes fuel surcharges and delivery services up to 50 miles from the port of **Anchorage, AK.**



DeWitt Guam
A DEWITT COMPANY

GUAM

We are the Guam experts. Our all in rates include fuel surcharges and delivery services anywhere in **Guam.**

CONTACT US FOR A QUOTE TODAY

www.DeWittMove.com
info@DeWittMove.com | 858.560.1621