

California Assemblywoman Lorena Gonzalez Resigns to Lead Labor Federation

The California Legislature will lose one of its most devoted supporters of organized labor this week after Assemblywoman Lorena Gonzalez announced she will step down to take a job with one of the state's most powerful union groups.

The San Diego Democrat will lead the California Labor Federation, advocate for about 1,200 unions across the state, in July, when longtime Labor Federation chief Art Pulaski plans to retire.

Gonzalez made the announcement on January 4th, the first session of 2022, surprising many of her colleagues.

"I'm sorry this has come so sudden and I didn't give you warning, but sometimes that happens," she said. "The opportunity to



Lorena Gonzalez

serve in this capacity doesn't come up but every few decades and as I think you all know, serving working Californians is my singular priority."

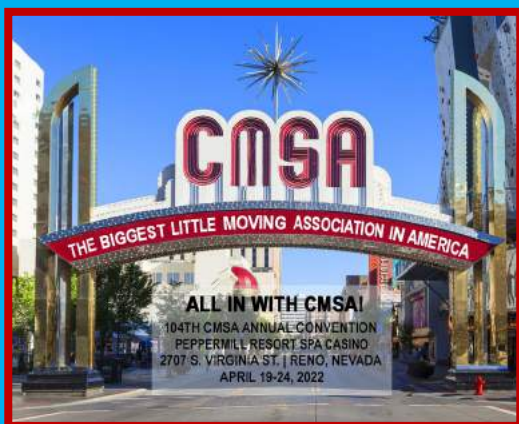
Gonzalez was first elected to the Assembly in a 2013 special election. Since then, she has authored labor laws in the state and country, including a \$15 minimum wage and a new law meant to crack down on Amazon warehouse

quotas.

She also authored Assembly Bill 5, which required companies to classify most of their contract workers as employees and provide health care and other benefits. The law continues to receive significant pushback from business groups.

She has chaired the powerful Assembly

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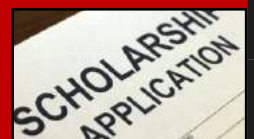


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CHAIRMAN'S CORNER

by John Chipman, Jr.

My summer vacations ended abruptly in the late 1970's when I was 14-years old. The early morning wake-up call from my dad was concise: "Hey Knucklehead, get up, it's

time to drive to the warehouse." Our family business was an agency for Mayflower in San Leandro. My first reaction was misery: a moving company had just rolled a critical hit against my summer scheme for all-nighters playing Dungeons & Dragons with nerdy friends. During a 5:30 a.m. ride to work my dad explained the very basic duties and expectations of a Summer Helper in the Bay Area during the peak season months.

Here's his advice. Much of it is still spot-on.

Be Ready. Showering at night buys you an extra 10 minutes of sleep. Pack a lunch. Keep it at the ready, but only eat when the driver says it's time. If the Sales Rep. underestimates the job, there's no time to stop work. When that happens, your Banana

Splits lunch box transforms into a miniature cattle trough. Unfortunately, grazing on Hostess Ding-Dongs on the run isn't great for digestion. Bring a toolbox. Re-assembling a swing set is a rare art form. Expect to fall asleep on the couch before Rockford Files.

Appropriate Attire. Zombies can dress however they want when they punch the clock. Movers can't. At residence, helpers must be in uniform, including an off-white button-down shirt with Pilgrim green pin-stripes and a Mayflower ship patch on your chest. Shirt and pants must be clean, never smelly. Red Wing boots are good; steel toe preferred. May dropping walk boards and tennis shoes never meet. Summer Helpers get big muscles below the waist moving dressers and buffets. Ben Davis pants last longer than Dickies do, and have the extra space needed to accommodate your super-sized calves, bulky quads and expanding derriere. No matter the brand, your pants legs should taper like stovepipes, not butt-clenching like Brooke Shields jeans. Lest you nick the customer's nice wood furniture,

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PRESIDENT'S COMMENTS

By Steve Weitekamp

Several members have called with what they consider good news. California Assemblymember Lorena Gonzalez has resigned. (See cover article.) Maybe this is good news for businesses negatively impacted by bills that Gonzalez had authored, including AB 5. However, I have a different perspective. Not only is Ms. Gonzalez probably getting an amazing pay increase (based upon reports), but she will have even more influence, for a longer time, because of the union lobbying coffers that will be at her disposal. The supermajority Democratic California state Government, Governor, Senate, and Assembly are all predisposed to support organized labor and under Ms. Gonzalez' leadership this can only garner additional attention.

Late in December, I joined former chairman Tim McCarthy for an informal lunch

with his state senator. The Dine & Dialogue with Senator Brian Jones event gave us an opportunity to speak directly with one of the rare creatures in California politics, a Republican. Jones sits on Senate B & P committee, generally the first committee that hears regulatory bills related to moving in the state Senate. It was worth the time to ensure that he understood who we are and the challenges that we face.

We began 2022 with a new MAX 4 Tariff with a 4.3% increase on almost all rates, only rates under \$0.10 did not reach the threshold for an increase this cycle. I mention new tariff because each year the Bureau of Household Goods & Services (BHGS) will issue a complete tariff, this being their fourth copy. Previously, the California Public Utilities Commission (CPUC) only produced the individual tariff pages that contained revisions, a system that BHGS was not comfortable continuing. As in previous years, CMSA conducted a Zoom session to review the changes and answer member questions. Always well received, this call had the maximum allowable num-

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no scratchy belt buckles are allowed. You'll wish you were at the zombies' jobsite if you cause a claim.

Customer Courtesy. Never ask for or expect a tip; be grateful if you receive one. Always ask to use the restroom; strike a match if needed. Pirates and Vikings can curse at their job sites; Helpers can't. Never stare too long at the customer's spouse, no matter how attractive they might be. Frankenstein's monster can run amok throwing villagers down the town well. By contrast, Helpers shall always remain polite: smile and address customers as "Sir" and "Ma'am". In fact, it's best to leave all forms of customer communication to the Driver. Don't smoke near the residence. No amount of Old Spice aftershave can mask the smell of Newport menthols.

Unwritten Rules. The Driver never sets foot in the residence after the initial walkthrough with the customer. Even so, the Driver will remember the exact location of all of the big pieces of furniture – "Fetch me the six-drawer metal desk from the basement!"



While the driver builds ramparts of household goods in the van, you will race with other Helpers like sled dogs in and out of the residence and up and down the walk board. Like a lime green

Clark forklift moving vaults, new Helpers will always walk backward carrying two-man pieces. A "humpstrap" is used to carry stuff, like dishpacks, on your back. It's not a device for enhancing late-night intimacy. Never put gas in a diesel engine; that's really, really bad. Get used to the smell and taste of coffee. If you wear a watch, please help the Driver complete the bill of lading's loading and unloading timeline. Don't forget to double the drive time on a local move. If you can explain and calculate full replacement valuation, you're a genius. After the job, strap the furniture pads like miniature high-rises to the van's walls. Lest you look like an amateur, the pads' neatly folded sides must

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(PRESIDENT'S COMMENTS continued from page 3)

ber of attendees, and the question-and-answer period took us well over our allotted time.

Over the last several months, we have seen the California Highway Patrol (CHP) more active in the issuance of citations to movers for failure to have California Motor Carrier of Property (MCP) permits. Their position, one with which we disagree, is that now that movers are no longer regulated by the California Public Utilities Commission (CPUC) that our longtime exemption from needing an MCP permit to conduct regulated work is no longer valid. As a result of the actions of the CHP, the CMSA requested a position of BHGS on the issue. BHGS agreed with CMSA and contacted the management of the Department of Motor Vehicles (DMV) who sets the law. The DMV has come back with an informal response (in line with our position) that CAL- T permitted movers are not required to have an MCP (for regulated work). We have spoken with BHGS again and are asking them to have DMV send a more formal reply that can be shared with CMSA. **At this point, the CHP**

is still enforcing what they believe to be the law, that all commercial vehicles registered in California be linked to an MCP.

Early January saw the return of CMSA's annual military affairs chapter meetings in Twin Counties and San Diego. The scheduled presenters were the International Association of Movers, President Chuck White, and Director Dan Bradley as well as ATA MSC Executive Director Katie McMichael. Unfortunately, due to circumstances beyond her control, Katie was unable to travel but still provided valuable information in the form of a PowerPoint that I presented in her absence. In addition to a review and discussion of association business and the 2022 USTC business rules for military moving, a very interesting issue revealed itself. The story is too long for this column, but it involves military members placing Apple Air Tags in their shipment, then "catching" a driver not telling the truth about his location. The takeaway is that these devices are cheap and ever more prevalent. This story is detailed in Army Times and will probably start a run on this product.



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Digital Inventories – Are you Ready?

Whether referred to as “Digital Inventories,” “Electronic Inventories,” or “Paperless Inventories,” there’s no question about the need to add this in-demand service to your team’s tool kit in order to win and keep important channels of revenue.

The great news is that there are helpful resources and significant benefits to utilizing Digital Inventories.

As confirmed in the 2022 Defense Personal Property Program (DP3) HHG Tender of Service (TOS), **USTRANSCOM is mandating the use of electronic inventories for DoD personal property shipments effective May 15, 2023.** For 2022, these electronic, descriptive inventories are “strongly encouraged” by USTRANSCOM.

Whether for military, commercial, or COD shipments, many consumers and client accounts are reporting a preference for Digital Inventories for their legibility and clarity in understanding any condition codes and comments.

With the right software, Digital Inventories support completion across multiple days and with multiple users, if needed, as well as the ability to capture shipper comments and signature. Digital inventories also give movers quick access to the itemized list of pieces, conditions, and notes, as well as the

ability to attach riders at storage and delivery. **For greatest mover benefit, it’s recommended that digital inventory software also integrate with shipment management and claims to give movers easy reference to the inventory, photos, and condition notes.**

Digital Inventories help movers to advance their goals for paperless operations and give additional communication and data reporting ability for movers and their accounts that use

them.

If you’re not yet using Digital Inventories and are wondering about the best way to begin, **you don’t have to do this by yourself.** The right tech solution and partnership give you not only the tools, but also the training, best practices, adoption advice, user communities, and on-call support to launch a successful Digital Inventory program and begin benefiting as soon as possible.

Here’s to an amazing, digital 2022 – you’ve got this!

Source: Enterprise Database Corporation EDC® invites you to connect with them via the Digital Inventory Resource Hub, www.edcus.com/inventory or via email at inventory@edcus.com.

(CHAIRMAN’S CORNER continued from page 4)

face the van’s rear doors.

Movers Don’t Whine or Quit. On a shuttle in the Oakland/Berkeley Hills, never complain. “Bitching” only makes a hard job harder, and a long day even longer. “Hard work” and “taking care of the customer” are not abstract thoughts. They define who we

are as an industry and family business. Finally, during the long ride back to the warehouse, there is no better feeling than falling asleep in the cab after an exhausting day of helping a gracious family move into their new home. Bet you can’t wait for school to resume in September.



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REGULATORY NEWS

CMSA WELCOMES NEW BHGS BUREAU CHIEF JUSTIN PADDOCK!

Justin R. Paddock, 41, of Sacramento, has been appointed Bureau Chief of the Bureau of Household Goods and Services at the Department of Consumer Affairs. Paddock has been Chief of Licensing and Examinations at the Contractors State License Board since 2018. Paddock was an Attorney at Shaw Law Group from 2017 to 2018 and a Lobbyist at the California Association of Realtors in



2017. He was Chief of the Bureau of Electronic and Appliance Repair, Home Furnishings and Thermal Insulation from 2015 to 2017 and Assistant Deputy Director of Legislative and Regulatory Review at the Department of Consumer Affairs from 2013 to 2015. Paddock earned a Juris Doctor degree from the University of the Pacific, McGeorge School of Law.

MEMORIAL BULLETIN



Terry McGrath 1939–2021

Terry McGrath (82) passed away after a brief illness on December 9, 2021. Terry was a kind, caring, generous man, with a servant's heart.

His father started McGrath Moving and Storage in 1949 using the family pickup

truck after high school, Terry joined his dad and stayed 64 years.

He served on multiple boards over the years such as the CMSA (California Moving & Storage Association).

Cruising in Modesto was the highlight of Terry's youth in the 1950s. He was honored to be recognized as one of Modesto's Graffiti USA early Legends of the Cruise.

A celebration of Terry's life will be held on Saturday, January 29 at 2:00 p.m. at the Graffiti USA Classic Car Museum.

(LORENA GONZALEZ continued from page 1)

Appropriations Committee since 2016, a position that provides broad latitude to advance or hold back legislation without public debate.

Pulaski, the Labor Federation's outgoing leader, said in a statement the organization is "thrilled" to welcome Gonzalez.

"I couldn't think of a more qualified, passionate and committed leader to continue the critical advocacy of working people at the nation's largest state federation of unions," he said in a statement.

Gov. Gavin Newsom is required to call a special election and set a date to fill the seat within 14 days of Gonzalez' resignation.

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California Gov. Newsom's Spending Plan Includes \$10B for EVs

Aiming to end the sales of internal combustion engines in California in coming decades, Democratic Gov. Gavin Newsom on Jan. 10 made public his proposed \$286 billion spending plan for 2022-23 that calls for a \$10 billion investment over the next six years to put more electric cars and trucks on roadways and in ports.

To combat climate change, one of his five major focuses, [Newsom proposed funding](#) for 1,000 new electric drayage trucks, 1,700 zero-emission transit buses, electric school buses and other zero-emission heavy trucks, as well as improving port electrification efforts. The plan also calls for an investment for 40,000 electric cars and 100,000 new charging stations.

"The investments will help maintain California's role as the hub of zero-emission vehicles market creation and innovation, creating economic development opportunities, while accelerating zero-emission solutions in hardest-to-reach segments of the transportation system," a budget summary said.

"The money's great, but it's just hard to know the details at this point," said Mike Tunnell, American Trucking Associations' California-based environmental researcher. "In the big picture, these types of funds help.

But it's just going to take a huge amount of private capital to make this happen."

Calstart, a nonprofit industry consortium pushing zero-emission commercial vehicle adoption, called the funding plan a vital addition to California's leading role in aggressively decreasing emissions from the transportation sector while supporting the growth of the clean transportation industry and jobs. A focus on equity, in investment and opportunity, provides a model for other regions as they shape their clean transportation policy, Calstart said in a statement.

Oregon, Washington, New York, New Jersey and Massachusetts followed California in approving the Advanced Clean Truck rule late last year, requiring a growing percentage of all medium- and heavy-duty trucks sold to be zero-emission starting in 2025. Manufacturers must increase their zero-emission truck sales in those states to 30% to 50% by 2030, and 40% to 75% by

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(SPENDING PLAN continued from page 11)

2035.

Jed Mandel, president of the Truck and Engine Manufacturers Association, said that his members already are making large investments in ZEVs. Rivian, Tesla and Daimler AG are developing tractor-trailers that can run hundreds of miles on a single battery charge.

California's Advanced Clean Trucks regulation mandates, among other things, that 5% of all Classes 7-8 trucks sold in the state be electric or hydrogen fuel cell beginning in 2024. Under the plan, the percentage of medium and heavy electric trucks sold would increase each year, topping out at 40% annually from 2032 and beyond. The goal is to have all trucks sold be electric in 2045.

"Gov. Newsom's budget is akin to bringing in the cavalry in the fight to achieve climate goals and the effort to build the clean transportation industry," Calstart CEO John Boesel said. "The funding that Gov. Newsom proposes supports the state's strong regulatory approach by providing incentives

for not only consumer and commercial fleet purchases, but also the funding needed to ensure we have the infrastructure in place to power this new generation of zero-pollution vehicle."

Jason Barbose, interim Western states director at the Union of Concerned Scientists, said in a statement: "With the impacts of a rapidly heating climate being felt throughout California, it is gratifying to see that Gov. Newsom recognizes the scale of the crisis by meeting the moment with investments in clean transportation and energy, while also helping workers adapt to an economy that can no longer be reliant on fossil fuels.

"Collectively, society failed to make adequate progress reducing heat-trapping emissions for more than 30 years. The next 10 years is the most consequential for the future of our planet, and Gov. Newsom's proposed spending plan is the robust response we need to fight climate change."

Source: Transport Topics

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CARB Passes “Smog Check” Regulation for Heavy Duty Trucks and Buses

The California Air Resources Board recently approved a ‘smog check’ regulation for medium- and heavy-duty trucks and buses. While these heavy-duty vehicles with a gross vehicle weight rating (GVWR) greater than 14,000 pounds comprise only 3 percent of all vehicles on California roads, they are responsible for more than 50 percent of nitrogen oxides and fine particle diesel pollution from all mobile sources in the state.

The action taken by CARB today will cover roughly 1 million heavy-duty trucks and buses operating in California. The twice-a-year inspections will ensure that the emissions control systems maintain the same efficiency as the vehicle ages. By 2037, the program is estimated to deliver reductions of 82 tons per day of NOx and fine particle diesel pollution. The Board also directed a four-times per year testing frequency for trucks with on-board diagnostics to be phased in over time.

“This first-in-the-nation program will prevent trucks and buses from emitting unhealthy pollutants from their engines for the life of the vehicle,” said CARB Chair Liane Randolph. “This commonsense measure will provide the pollution reductions we urgently need to achieve federal air quality standards and deliver cleaner air to impacted communities near ports, freeways, and warehouses.”

The new program is expected to yield \$75 billion in health benefits, prevent 7,500 air-quality related deaths and 6,000 hospitalizations and emergency room visits from 2023 to 2050. These benefits are 18 times the estimated cost of the program at \$4 billion.

The program is designed to provide a convenient approach for compliance to businesses and vehicle owners, prevent highly polluting trucks and buses from being registered, and will result in the rapid repair of malfunctioning emissions control equipment when it breaks.

The new program implements SB 210, authored by Senator and ex-officio Board member Connie Leyva in 2019, directing CARB to develop and implement a new, comprehensive Heavy-Duty Inspection and Maintenance

program to control emissions more effectively from non-gasoline on-road heavy-duty vehicles. It will also include independent owner/operators who were exempt from the current program of periodic smoke inspections.

“I am beyond excited that this historic program will finally be implemented across California and that it will result in the largest reduction in NOx emissions since the Truck and Bus Regulations were adopted in 2008. Just as passenger vehicles have already been doing for decades, it is long overdue that big diesel trucks undergo smog check testing so that we can continue to clean our air and improve public health across California. By keeping polluting dirty trucks off our freeways and roads, we will take an important step forward in further cleaning the air across our state,” Senator Leyva said. “The benefits this program will bring to our environment, our communities and the health and wellbeing of our families is a clear win-win for all Californians.”

The Heavy-Duty Inspection and Maintenance program will roll out a statewide network of roadside emission monitors to screen for high emitting trucks, starting with



(SMOG CHECK continued on page 15)

(SMOG CHECK continued from page 14)

the San Joaquin Valley and South Coast and expanding over time. It will also require vehicles with a GVWR greater than 14,000 pounds operating in California to perform periodic testing and submit the data to CARB. As with passenger cars and light-duty trucks, California registration of these heavier vehicles will require passing the inspection. Unlike light-duty smog checks, however, there is no requirement to go to a 'brick and mortar' heavy-duty smog check station.

Heavy-duty vehicle owners will be able to complete the required test and deliver the information remotely without having to travel to designated testing locations. For telematics users, an onboard diagnostics (OBD) in-

spection that draws emissions control performance data from the vehicle's internal computer, an inspection can be completed automatically without taking the vehicle out of operation. OBD systems have been required by CARB on heavy-duty vehicles since 2013. Older heavy-duty vehicles without on-board diagnostic systems would continue the current opacity testing requirements with an added visual testing component, twice each year.

The Heavy-Duty Vehicle Inspection Program will continue to augment the new testing requirements with inspections and testing randomly carried out at border crossings, California Highway Patrol weigh stations, fleet facilities and randomly selected roadside locations.



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California's Minimum Wage to Increase to \$15 per Hour for Large Employers, \$14 per Hour for Small Employers

Oakland—California's minimum wage increased on January 1, 2022 to \$15 per hour for employers with 26 or more employees, and \$14 for employers with 25 or fewer employees.

Schedule for California Minimum Wage Rate

Date	Minimum Wage for Employers with 26 or More Employees	Minimum Wage for Employers with 25 or Fewer Employees
January 1, 2022	\$15.00/hour	\$14.00/hour
January 1, 2023	\$15.00/hour	\$15.00/hour

State law requires that most California workers be paid the minimum wage. Some cities and counties have a local minimum wage that is higher than the state rate. Workers paid less than the minimum wage are urged to contact the [Labor Commissioner's Office](#) to file a [wage claim](#). In November, the Labor Commissioner's Office launched an [online wage claim application](#) in English and Spanish for workers who are owed wages or benefits.

Employees with work-related questions or complaints may contact the Labor Commissioner's Office Call Center in English or Spanish at 833 LCO-INFO (833 526-4636).

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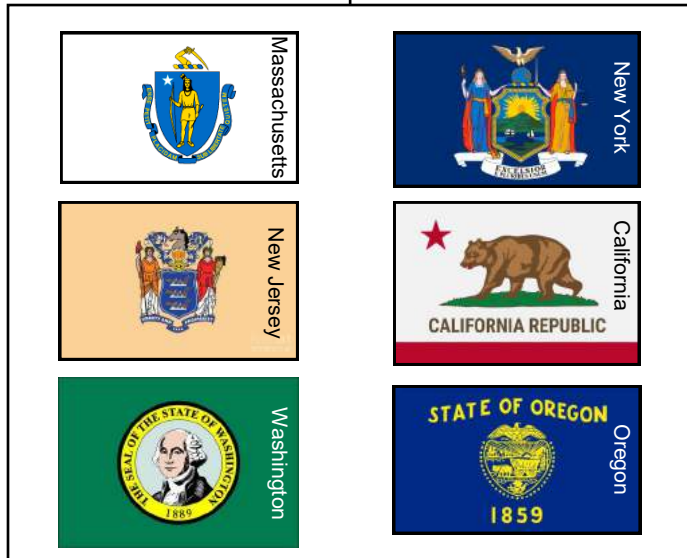
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Six States Now Committed to Zero-Emission Truck Rules

New York and Massachusetts are the latest states to adopt the Advanced Clean Trucks Rule to require truck makers of vehicles greater than 8,500 pounds to sell an increasing number of clean, zero-emission vehicles.

The states join New Jersey, Washington, Oregon and California, in adopting the regulation, which requires an increasing percentage of zero-emission truck sales starting with Model Year 2025 and ramping up through Model Year 2035. California was the first to adopt the rule.

New York Gov. Kathy Hochul said in a



press release that the regulations will help the state “cut pollution and emissions, kick-start the shift to clean electric trucks, and address the environmental injustices that have plagued too many communities across our state.”

The regulation complements New York's recently adopted legislation that established a goal for 100% of medium- and heavy-duty vehicles offered for sale or lease, or sold, or leased, for registration in the state be zero-emission by 2045, where feasible.

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1	California (CMSA)	132	1 Pennsylvania (PMSA)	2,446,005
2	Southwest Movers (SMA)	117	2 Illinois (IMAWA))	2,248,043
3	Illinois (IMAWA)	77	3 North Carolina (NCMA)	1,699,471
CMSA Report Food Collected and Delivered			4 California (CMSA)	1,636,971
			5 Southwest Movers (SMA)	1,486,467
			Move for Hunger Fact	
Monthly	Year to Date	All Time	Twenty-percent of households that are supported by Feeding America have a veteran or someone that has served in the military.	
9,632 lbs.	206,581 lbs.	1,639,005 lbs.		
8,026 meals	172,150 meals	1,365,837 meals		

CALENDAR OF EVENTS

Tue., Feb. 8	Ventura/Santa Barbara Chapter Meeting	Fri., Feb. 18	Sacramento Chapter Bowling Tournament
Wed., Feb. 9	Monterey Bay Chapter Meeting	Tue., Mar. 15	CMSA Legislative Day
Wed., Feb. 9	Greater LA/OC Beach Cities Joint Chapter Meeting	Thur., Mar. 24	San Diego/Imperial Counties 30th Annual Golf Tournament
Tue., Feb. 15	North Bay Chapter Chapter Meeting	104th Annual CMSA Convention Peppermill Resort Casino & Spa Reno, Nevada April 19-24, 2022	

CLASSIFIED ADVERTISING

CHARGES: 1-5 Lines \$15; \$2 each addt'l line. CMSA box number \$5. Special heading/setup is extra. Email: information@thecmsa.org to place your advertisement or call (562)865-2900.

BUSINESS WANTED

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

EMPLOYMENT OPPORTUNITY

Rebel Van Lines is looking to hire Class A & B drivers. To apply, please email nan@rebelvanlines.com or call 800-421-5045.

EMPLOYMENT OPPORTUNITY

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

EMPLOYMENT OPPORTUNITY

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

Reach potential employees by placing a classified ad in *The Communicator*!

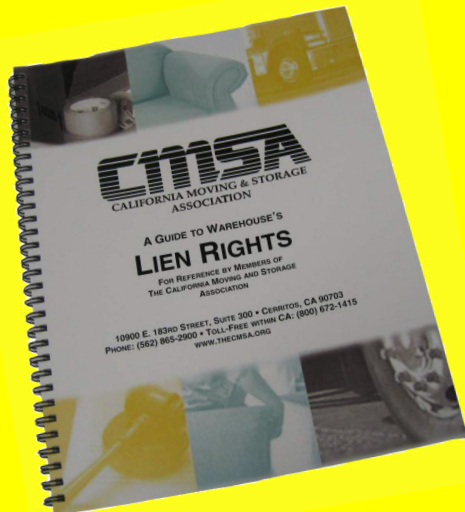
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