

CARB unveils 'Smog Check' for trucks at enforcement event at Port of Los Angeles

SACRAMENTO – The California Air Resources Board (CARB) recently previewed the Heavy-Duty Inspection and Maintenance Program (HD I/M), which is due to begin phasing in on Jan. 1, 2023, at an enforcement truck event held at the Port of Los Angeles. CARB used the event, where more than 1200 trucks were screened, to help make owners and operators aware of the new 'smog check' requirements for heavy-duty vehicles and the phase-in timeline. The program is the first in the nation of its kind and will ensure that emissions control systems on heavy-duty vehicles operate effectively for the life of the vehicle, improving air quality and protecting public health.

The HD I/M program will apply to all heavy-duty trucks, buses, agricultural equipment and personal motorhomes with a

Gross Vehicle Weight Rating (GVWR) of more than 14,000 pounds travelling in the state regardless of whether they are registered in California.



"The Heavy-Duty Inspection and Maintenance Program will ensure that the emissions control equipment in heavy-duty trucks does its job capturing and removing harmful emissions for the life of the vehicle. And, if we discover it's not working properly, it will be repaired quickly," said CARB Chair Liane Randolph. "This will save owners and operators in fuel costs and deliver significant improvements in air

quality and public health especially in communities adjacent to highways, ports and warehouses that suffer from persistent air pollution as a result of heavy traffic."

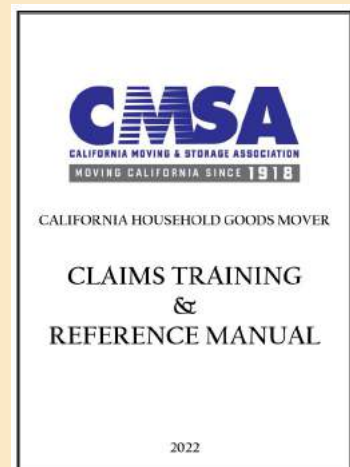
While the heavy-duty vehicles under this

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CHAIR'S CORNER

by Shiree Hammer

Two things come to mind as we wind down the summer: balance and trust. Both are important and hard to attain whether personally or profes-

sionally. Recently, I was sent a picture of a plaque from the campus of Cal Poly San Luis Obispo. It was a quote by the founder of Kinkos, Paul Orfalea, "Trust people. If you don't, you have to do everything yourself." This is what our customers do every day; rely on our ability to safely pack, transport, and deliver their prized possessions. We wouldn't be in business as movers if this level of trust didn't exist. At the same time, we trust our employees, suppliers, vendors, and partners to make a move successful. I am sure we

have all been in situations where we have taken on too much, due to a lack of trust. Instead of delegating or hiring extra help, we try to do too much on our own, I felt this quote was fitting for those situations as well. A small reminder to have trust and ask for help, it is what we expect our customers to do.



Balance is the act of even distribution. This has been challenging to achieve in the current economic state. Not only is the work versus family balance harder with the demand for instant communication and response. The balance of operating a successful business is as well. Just

when we figured out how to stay in operation during a pandemic and keep our employees and customers safe; we are now faced with the escalating costs of running a moving company. This year feels like it has been a constant stream of increases with no end in sight. As we analyze the success of

(CHAIR'S CORNER continued on page 4)





PRESIDENT'S COMMENTS

By Steve Weitekamp

September is the start of the 2022–2023 CMSA Chapter meetings year and the time when Chair Shiree Hammer of California Relocation Services, Inc. and I begin our tour around the state,

visiting members and sharing information on the current state of our industry at chapter meetings. CMSA Chapter presidents are hard at work preparing for upcoming meetings, and all that is needed is your participation. CMSA is in a unique position of supporting 12 chapters around the state, all of which conduct meetings and raise funds for the most successful scholarship/charity program in our industry.

This year is kind of a big deal, Shiree is a third-generation CMSA member, with her grandfather, Joe Hammer, serving as CMSA Chair for the 1995–1996 year. She is also the fourth woman to become CMSA

Chair and the first since Jill Longo who served with distinction from 2005–2006. There is so much going on in our industry this year, pretty much every year these days, that you won't want to miss the opportunity to be there. Please check the CMSA Calendar of Events [Click here](#) for the most updated schedule of meetings, or just call our office. Remember that as a member you can attend any chapter meeting or event, not just those of your own chapter. Many share that they have gained a lot from attending meetings outside of their own area.

A concept that has been front of mind for me recently, as the longest peak season in history has begun to slow down, at least for the interstate household goods business, is the idea of Under Promise Over Perform.

The idea is not new or revolutionary but can be a very successful reputation and marketing tool if applied consistently. My definition of Under Promise doesn't mean lowering your customer's expectations or offering less than your competition, in either price or services. Over Perform (this is the key) means going the extra mile and leaving the

(PRESIDENT'S COMMENTS continued on page 4)

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(CHAIR'S CORNER continued from page 2)

the summer season, will the surge in volume outweigh the price of doing such business? As most companies adjust rates annually to keep up with the cost of living; were those raises enough for what we have faced so far in 2022? Many moving companies send out new compensation schedules at the beginning of the year and unfortunately, a lot of the increases our industry

faced came after that. As the year comes to an end and we work on rates for 2023, there will be a fine balance of increasing rates enough to offset higher costs without scaring customers away. What is going to rise next and to what degree?

As I start my tour of the state next week with Steve, I look forward to discussing the above with all of you to help continue to make our industry the best it can be.

(PRESIDENT'S COMMENTS continued from page 3)

customer with a greater than expected experience. Exceeding expectations, in value and service, is a fantastic way to grow organically! The best leads and recommendations come from beyond satisfied customers. These leads frequently result in "lay down" customers (those who are ready to book work on the initial phone call) and cost the least to acquire.

CMSA has been active with California legislative issues that impact our membership and the larger industry.

August 31, 2022, was the final day of the

2021-22 Regular Session of the California State Legislature (2-year session). AB 224 (Daly) the bill where we were the only opposition, and the supporters were the Teamsters and the California Trucking Association finally died in committee without another hearing on 8-31-2022. Additionally, AB 2956 the Omnibus Transportation Bill that includes our requested changes to the California Vehicle Code (removing the MCP motor carrier of property requirement for CAL-T regulated work) sitting on Governor Newsom's desk for signature. If signed, this oversight will be corrected on January 1, 2023.

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(SMOG CHECK continued from page 1)

program comprise only 3 percent of all vehicles on California roads, they are responsible for more than half of all harmful smog-causing pollution and fine particulate matter from mobile sources in the state

By ensuring that trucks continue to run clean for the life of the vehicle, the new program is expected to deliver \$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.

In the first phase of the program, beginning in January 2023, the Portable Emissions Acquisition System (PEAQS) – a road-side monitoring system that measures truck emissions – will be deployed in various areas to screen for potential high-emitting vehicles operating on California roads. The detection/monitoring system was unveiled at the enforcement event at the Port of Los Angeles.

Vehicles flagged by the monitoring devices will be required to undergo an additional emissions test to verify their emissions-control equipment is functioning properly and repair any malfunctioning emission control equipment, if necessary.

In mid-2023, phase two of the HD I/M program requires all heavy-duty trucks to register with CARB and obtain a certificate of compliance to operate in the state. In 2024, in the last phase of the program, heavy-duty truck registration in California will require proof of emissions compliance with the HD I/M Program. Emissions inspections will need to be performed twice a year for vehicles with onboard diagnostic (OBD) systems, increasing to four times per year

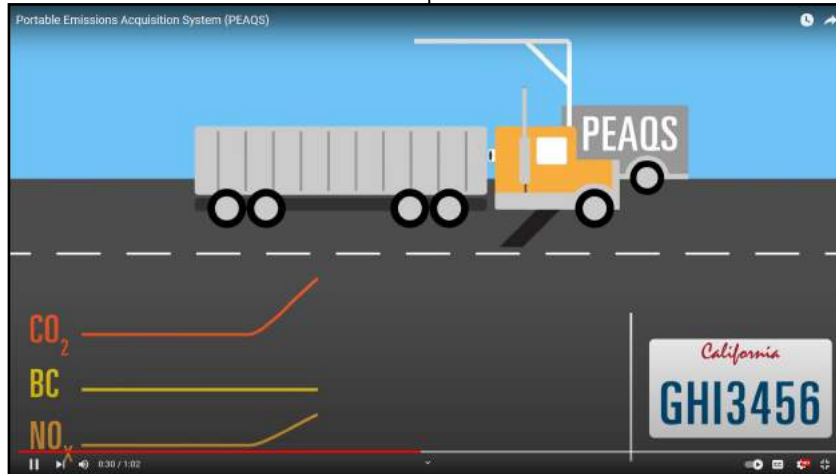
testing in 2027.

Emissions inspections are designed to minimize downtime and the inconvenience to owners/operators. Unlike passenger car smog checks, heavy-duty vehicle owners will be able to complete the required test and deliver emissions systems inspection information remotely without having to travel to designated testing locations. The test can be conducted anywhere using the truck's OBD system or stand-alone scan tool provided it's performed by a CARB-credentialed tester using a CARB-certified readout

device. It is projected that 75 to 80% of all heavy-duty trucks will have OBD equipment that can utilize telematics technology – that is, sending the data automatically – when the program begins.

Older heavy-duty vehicles without an OBD system will continue the current opacity testing requirements with an added visual testing component, twice each year.

Source: California Air Resources Board



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Stakeholders See Potential for New Law To Boost Zero-Emission Vehicle Market

Trucking stakeholders see early potential for the industry in clean-air provisions included in the Inflation Reduction Act — mostly as it relates to boosting adoption of zero-emission trucks — but success hinges on how those aspects of the law are ultimately implemented.

The bill, signed by President Joe Biden on Aug. 16, provides billions in tax credits to expand the number of zero-emission commercial trucks on the road, along with the fueling and charging infrastructure they require. While the bill's overall value is pegged at \$737 billion, the lion's share — \$369 billion — is earmarked to address climate change and energy independence.

"With the amount of money available for incentivizing medium- and heavy-duty trucks — 30% of the cost of a new truck up to \$40,000, and the \$100,000 for electric infra-



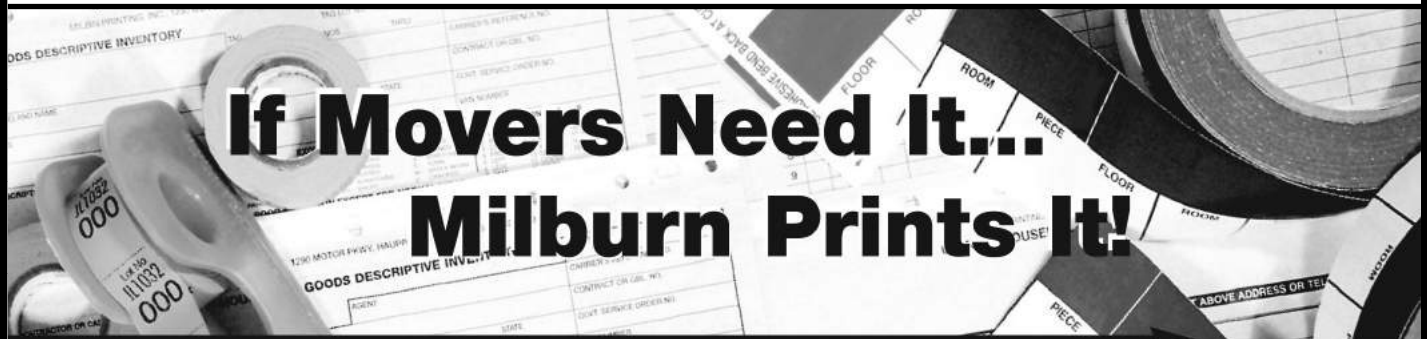
structure — those pieces actually pull forward electrification," Mike Roeth, executive director of the North American Council for Freight Efficiency, told Transport Topics. "I think this will definitely hurry up

and get people off the sidelines, and even help scale. That's a lot of money."

One carrier executive who's eyeing eventual adoption of some electric trucks agreed, but said the devil is in the details.

"The legislation will certainly fast-track fleets to clean vehicles faster than before," said Brian Matthews, vice president of operations at American Central Transport, a Liberty, MO-based carrier with about 300 trucks. "But, I believe, in the legislation you have to receive grants first in order to get the credits for the charging stations. So, we need to do some more research in the area

(ZERO-EMISSION VEHICLE MARKET continued on page 8)



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and see what comes of the National Electric Vehicle Infrastructure formula program for the state of Missouri and nationally as well.” NEVI is part of the Infrastructure Investment and Jobs Act that Biden signed last year.

“We have a small fleet of day cab trucks that have the potential to be converted to heavy-duty commercial EVs before our over-the-road fleet,” Matthews added.

Truck makers see the legislation as a next step to advance efforts they already have underway.

Daimler Truck North America, the leader in Classes 6-8 U.S. retail sales according to Wards Intelligence, called IRA an “unprecedented investment” in clean energy and domestic clean energy industries. The company holds the long-term ambition to transition all of its new vehicle sales to exclusively carbonneutral (in driving operation) by 2039.

Jacqueline Gelb, vice president of government affairs at Navistar Inc., which makes International trucks, said IRA

“provides certainty as Navistar and the transportation industry are making significant investments to accelerate the impact of sustainable mobility.”

Magnus Koeck, vice president of strategy at Volvo Trucks North America, said, “We’ve seen since our customer launch of the VNR Electric that areas with incentives have had higher adoption rates.”

David Galbraith, vice president of global brand and marketing at Mack Trucks, said IRA’s incentives will “help us achieve our goal of 35% of our sales to be zero-emission vehicles by 2030.”

VTNA and Mack are brands of Volvo Group.

Partners for a ZEV Future, a new advocacy group, noted IRA includes, among other provisions:

- \$1 billion in grants and rebates for clean Classes 6-7 heavy-duty vehicles
- *advanced manufacturing and clean*

fuel production credits — including \$2 billion for domestic manufacturing re-tooling grants

- *\$6 billion in grant funding to the Environmental Protection Agency for environmental and climate justice block grants, and for the purchase and installation of zero-emission equipment at ports.*

Cummins Inc. CEO Jennifer Rumsey said the company sees IRA as an opportunity to increase U.S. manufacturing capacity and grow jobs “in all of these different technologies that support our strategy — Destination Zero — to decarbonize our industry.” She made the comment at a White House roundtable discussion in August, before the bill was approved.

Cummins noted IRA included incentives for development of low- and no-carbon technologies, including battery and fuel cell electric, as well as low- and no-carbon fuels like hydrogen that could be used with those technologies. Hydrogen can also fuel traditional platforms, such as internal combustion engines,

to reduce carbon.

Zero-emission truck maker Nikola Corp. in a statement said IRA touches nearly every aspect of its business model. It noted the bill’s hydrogen production tax credit of up to \$3 per kilogram is significant because “it instantly provides a drastic reduction of one of the most costly components of total cost of ownership, hydrogen fuel (for fuel cells).”

Thomas Healy, founder and CEO of Hyliion Inc., said, “We are excited to share that our Hypertruck ERX (extended range electric powertrain) will qualify for the \$40,000 tax credit” included in the bill.

Roeth at NACFE added, “With respect to alternatives like natural gas, hybridization or renewable diesel (available now), IRA also makes those benefits and consequences clearer, so that there is less confusion in this messy middle (packed with existing and emerging alternatives to traditional diesel).”

Source: Transport Topics



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As Protests Wind Down, What's Next for AB 5?

Operations at the Port of Oakland have resumed after being paused in the wake of protests from independent truck drivers unhappy with a California law that would reclassify them as employees of motor carriers, but the longer-term outlook for how implementation of that law might ultimately play out remains murky.

"The Port of Oakland's marine terminals are open," the port's director of media relations, Robert Bernardo, told Transport Topics on July 25, after a suspension compelled by days of protests aimed at California's so-called AB 5 law. The law, which had been challenged by the California Trucking Association in court and was subject to an injunction, was cleared to take effect when the U.S. Supreme Court declined to hear a CTA appeal.

Now, the industry must determine next steps. Bernardo suggested truckers turn their attention to state lawmakers.

"Our executive director, Danny Wan, has already said that the truckers have been heard and now we urge them to voice their grievances with the lawmakers in Sacramento, the folks that can really impact the legislation," he said.

Some protesters remained onsite, but Bernardo said they are lawfully using designated "free speech zones" that the port set up so protesters could express their feelings about the law.

"We are in the business of keeping commerce moving and in a timely manner," Bernardo said of the facility's reopening, noting that the port has worked closely with law enforcement during the protests to ensure everyone's safety.

Harbor Trucking Association CEO Matt



Schrap told TT that he expects protests at Oakland to continue, but the scale may not reach earlier levels.

"There are drivers up there, but there is a large police presence," he said. "How disruptive it will be remains to be seen. According to the protesters, they'll continue until AB 5 is repealed or there is an exemption."

"The independent owner-operator model is a way for people to start in business and expand their trucking companies," said Bill Aboudi, president of carrier Oakland Port Services Corp. He told TT that AB 5 has made it hard to attract and retain company drivers, and said he plans to downsize the 35-year-old drayage company to six trucks in the coming year.

"We want to move freight and instead we're going to spend the next two or three years in California, in court, litigating this," Aboudi said.

He also criticized a lack of guidance from state officials over specifics for enforcement. "You go to 10 different attorneys and you

(WHAT'S NEXT FOR AB5 continued on page 11)

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(WHAT'S NEXT FOR AB5 continued from page 9)

get 10 different answers," he said. "We don't know how to comply with this and it's all very vague. We don't have a silver bullet. It starts out with being a bad law."

"Motor carriers who contract with owner-operators in California are considering a range of possible solutions to maintain their independent relationships, whether through AB 5's so-called 'business-to-business exception' or other approaches," American Trucking Associations General Counsel Rich Pianka said. "At this stage, however, we don't know how California regulators and courts will view these various scenarios. That's not to say carriers shouldn't be actively exploring their options — they absolutely should — but they should do so with the help of counsel and with their eyes open to the present uncertainties."

One option is a "two-check" system in which a third-party company hires drivers as W-2 employees, complete with a salary, health care, 401(k) plans and other benefits, and then contracts them to carriers. Drivers also would receive a check from the trucking

company as compensation for use of their trucks.

Lisa Mitchell, a national account manager with TransForce, said the company has hired several hundred drivers for its program.

"AB 5 wants the driver to be an employee, and we are the employer of record — they are employed by TransForce, and that satisfies the California requirements," Mitchell said. "We're paying the driver for the hours they work. We satisfy the wage-and-hour division provisions." She noted lease agreements between the driver and motor carriers address use of the drivers' equipment.

Schrap from HTA said a lack of information coming from Sacramento over compliance issues clouds how the industry can proceed longer term. "There is no direction coming from Sacramento," he said. "You are kind of taking your chances, and the state government was caught flat-footed even though they had two years to prepare."

Source: *Transport Topics*

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Applicant with Criminal History? Follow Process Before Revoking Offer



We ran a criminal background check on a prospective new employee and the check revealed some criminal history. Can we choose to revoke the job offer now?

Over the past several years, both the California Legislature and the California Civil Rights Council (formerly known as the Fair Employment and Housing Council) have placed an increased focus on an employer's ability to revoke job offers due to a prospective employee's criminal history.

For an employer to even conduct the background check under California's "ban-the-box" law, the employer must first provide the applicant with a conditional job offer. This means the employer cannot ask about criminal history at the application or interview or reference check stage until an offer of employment has been made.

Once the offer has been made, the employer may inform the prospective employee that the offer is contingent upon a successful criminal background check. If the background check returns some criminal history, an employer must complete the "fair chance process" before revoking the offer.

Individualized Assessment

If an employer is considering revoking a job offer due to the criminal history revealed

during the background check, the employer must assess how that specific criminal history affects the prospective employee's ability to perform their specific job functions.

Employers must consider the following:

- The nature and gravity of the offense or conduct;
- The time that has passed since the offense or conduct and completion of any criminal sentence; and
- The nature of the job held or sought.

This means that the employer must compare the specific offenses to the proposed job duties.

For example, if a criminal history report reveals that the prospective employee was convicted of a felony driving while under the influence, but they will not be doing any driving as part of the job, the criminal history has limited impact on the nature of the job sought.

Conversely, if the criminal history yields serious violent crimes and the position will work closely with the public, an employer may determine that the nature of the offense or conduct greatly affects the prospective employee's ability to perform the job duties.

Notice Requirements

Once the employer has performed an adequate individualized assessment and determines that the criminal history warrants revoking the job offer, the employer must follow a pair of notice procedures.

First, the employer must provide a preliminary notice to the prospective employee that includes all the following:

- The identity of the disqualifying conviction;
- A copy of the conviction history report, if any;
- Informing them of their right to respond to the notice within a deadline

(HUMAN RESOURCES CORNER continued on page 14)

of at least five business days before a final decision is made; and

- An explanation that the response can include evidence challenging the accuracy of the report and/or evidence of rehabilitation or mitigating circumstances.

If the prospective employee notifies the employer within the deadline that they will dispute the report's accuracy and are obtaining evidence to that effect, the employer must provide the prospective employee with at least another five business days to do so.

Once the prospective employee has submitted evidence, or declined to do so, and the employer still wishes to revoke the offer, the employer must provide a final notice that includes the following:

- The final denial or disqualification;
- Any existing procedure the employer has for the prospective employee to challenge the decision or request reconsideration; and
- The prospective employee's right to file a complaint with the California Civ-

il Rights Department (formerly the Department of Fair Employment and Housing).

If an employer has a question about any aspect of this process, they should consult with legal counsel to ensure compliance with these criminal history check rules.

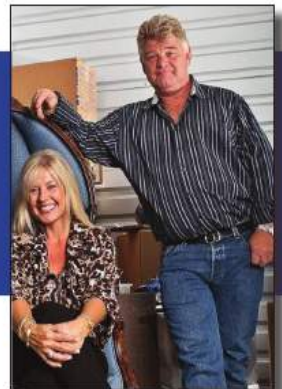
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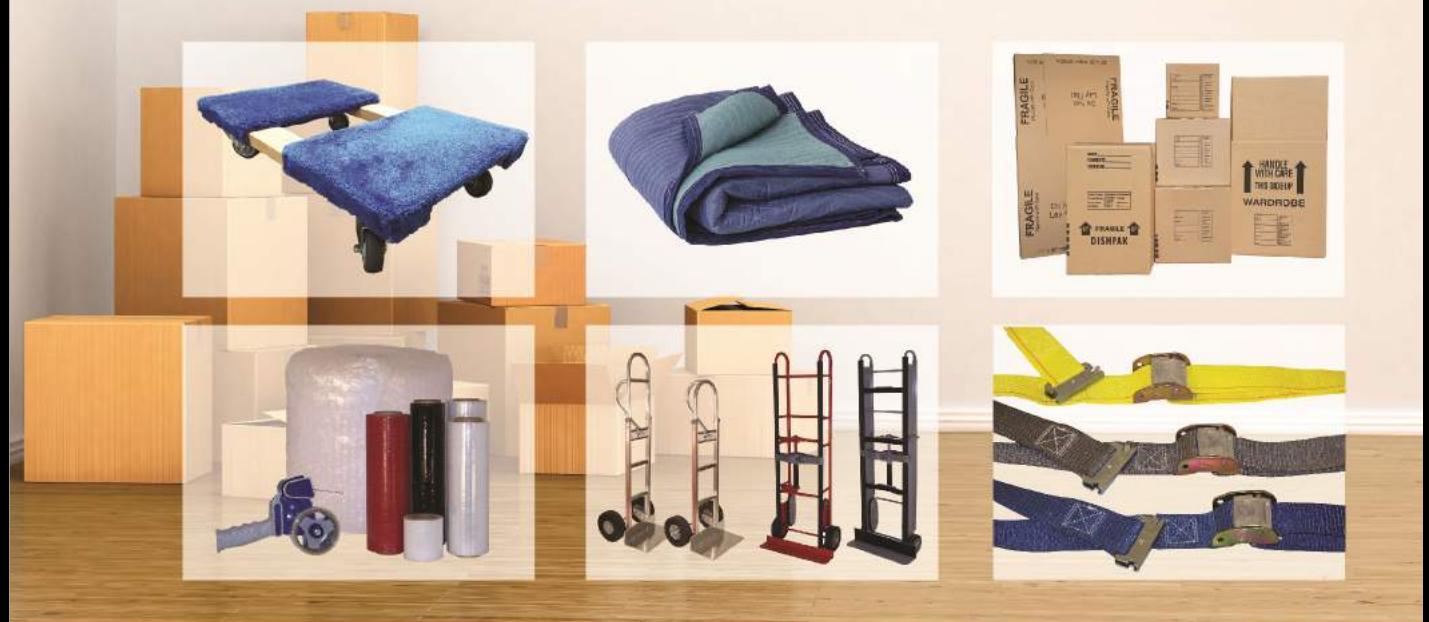
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California Moves Toward Phasing Out New Gasoline-Fueled Vehicles by 2035

SACRAMENTO, Calif. — California plans to require all new cars, trucks and SUVs to run on electricity or hydrogen by 2035 under a policy approved Aug. 25 by regulators that seeks a dramatic cut in carbon emissions and an eventual end to gasoline-powered vehicles.

The decision by the California Air Resources Board came two years after Gov. Gavin Newsom first directed regulators to consider such a policy. If the goal is reached, California would cut emissions from cars in half by 2040. The air board is working on separate emissions rules for motorcycles and diesel trucks.

The move gives the most populous U.S. state the world's most stringent regulations for transitioning to electric vehicles. It is expected to prompt other states to follow California's lead and to accelerate the production of zero-emission vehicles by automakers.

Board member Daniel Sperling, founding director of the Institute of Transportation Studies at the University of California, Davis, called the vote "the most important and transformative action" the air board has ever taken.

The policy still needs federal approval but that's considered very likely under Democratic President Joe Biden's administration. It allows Californians to keep driving gas-powered vehicles and buying used ones after 2035, but no new models would be sold in the state.

One-fifth of automakers' sales after 2035 could be plug-in hybrids, which run on batteries and gas, but the rest must be powered solely by electricity or hydrogen.

The European Parliament in June backed a plan to effectively prohibit the sale of gas and diesel cars in the 27-nation Eu-



Cars are parked at an electric charging station in San Francisco. California has 80,000 charging stations in public places.

ropean Union by 2035, and Canada has mandated the sale of zero-emission cars by the same year.

California climate officials say the state's new policy is the world's most ambitious because it sets benchmarks for ramping up electric vehicle sales over the next 13 years.

The first mandated threshold comes in 2026, when one-third of all vehicles sold in the state must be zero-emission. Automakers could be fined \$20,000 per vehicle sold short of that goal.

About 16% of cars sold in California in the first three months of this year were electric.

Washington state and Massachusetts already have said they will follow California's lead and many more are likely to — New York and Pennsylvania are among 17 states that have adopted some or all of California's tailpipe emission standards that are stricter than federal rules.

Kia Corp.'s Laurie Holmes said the company plans to spend \$25 billion by 2025 on electric vehicles and hopes to offer seven models by 2027.

But she and several other representatives for auto companies expressed concern about the state's timeline given factors such

(PHASING OUT continued on page 17)

(PHASING OUT continued from page 16)

as supply chain challenges and the high cost of materials to build electric cars.

“Automakers could have significant difficulties meeting this target given elements outside of the control of the industry,” she said.

The switch from gas to electric cars will drastically reduce emissions and air pollutants. Transportation is the single largest source of emissions in the state, accounting for about 40% of the state’s greenhouse gas emissions. But the transition will be painful for the state’s oil industry. California remains the seventh-largest oil-producing U.S. state, though its output is falling as it pushes forward with climate goals.

California shouldn’t wrap its entire transportation strategy around a vehicle market powered by electricity, said Tanya DeRivi, vice president for climate policy with the Western States Petroleum Association, an oil industry group.

“Californians should be able to choose a vehicle technology, including

electric vehicles, that best fits their needs based on availability, affordability and personal necessity,” she said.

California is the nation’s most populous state, with about 39 million people. They account for 10% of the U.S. car market but have 43% of the nation’s 2.6 million registered plug-in vehicles, according to the air board.

Reaching the 100% goal by 2035 will mean overcoming very practical hurdles, notably enough reliable power and charging stations.

California now has about 80,000 stations in public places, far short of the 250,000 it wants by 2025. The Alliance for Automotive Innovation, which represents many major carmakers, warned about the lack of infrastructure, access to materials needed to make batteries, and supply chain issues as being among the challenges to meeting the state’s timeline.

Source: Transport Topics

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Cerritos, CA 90703

Dear Stephen,

Thank you for your \$5,000.00 donation! Every act of your generosity helps us further our mission. The success of Grateful Gatherings depends on people like you who believe a helping hand can positively change a life. By helping provide life's most basic needs, you are giving low-income families a furnished home to feel proud of, a place where they can grow, heal and be inspired to succeed.

Families' lives are transformed because of your support. For example, a single mom with her three little girls who had recently escaped domestic violence had recently moved into new housing in Oakland, but they didn't have much for their new home. We worked with the community to help get items donated for their new home, and essential items not donated were purchased. All three girls were treated to the surprise of their own beds, comfortable new bedding, as well as a fully furnished home! "I get my own bed!" exclaimed the 4-year-old daughter when she saw her redone room. The mom said, "Thank you all so much. This is an event that we will remember for the rest of our lives." Thank you for your support of Grateful Gatherings!

Thank you for your support!

Gratefully,


Donna Wright Somerville
Executive Director

*Thank you, the
organization, John Chipman
and everyone involved for
this wonderful support! It
truly changes lives!
We had a blast at the event!*



Association Leaderboard Report

	Association	Enrolled Movers
1	California (CMSA)	85
2	Southwest Movers (SMA)	74
3	Illinois (IMAWA)	44

CMSA Report Food Collected and Delivered

Monthly	Year to Date	All Time
38,663 lbs.	143,562 lbs.	1,251,558 lbs.
32,219 meals	119,635 meals	1,042,965 meals

1 in 6 **CHILDREN** go to bed **HUNGRY** each night.



Food insecurity among children can have devastating long-term health consequences. [Click here](#) to see how you can take a stand against hunger during Hunger Action Month and support the 12 million children in the U.S. facing hunger.

CALENDAR OF EVENTS

Tues., Sep. 6 Twin Counties Chp. Mtg
 Wed., Sep. 7 San Diego/Imperial Counties Chapter Meeting & Baseball Outing
 Wed., Sep. 14 Monterey Bay Chp. Mtg
 Thur., Sep. 15 Central Coast Chp. Mtg
 Thur., Sep. 29 Orange County / Beach Cities Chapter Meeting
 Fri., Sep. 30 Sacramento Chapter Golf Tournament

Fri., Oct. 7 Monterey Bay Chapter Cardinale Classic Bocce & Golf Tournament
 Wed., Oct. 12 Greater LA Chp. Mtg
 Tues., Oct. 18 North Bay Chp. Mtg
 Wed., Oct. 19 Northern Region Chp. Mtg
 Thur., Oct. 20 Sacramento Chp. Mtg
**105th Annual CMSA Convention
 Omni Rancho Las Palmas
 May 16-21, 2023**

CLASSIFIED ADVERTISING

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

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.

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

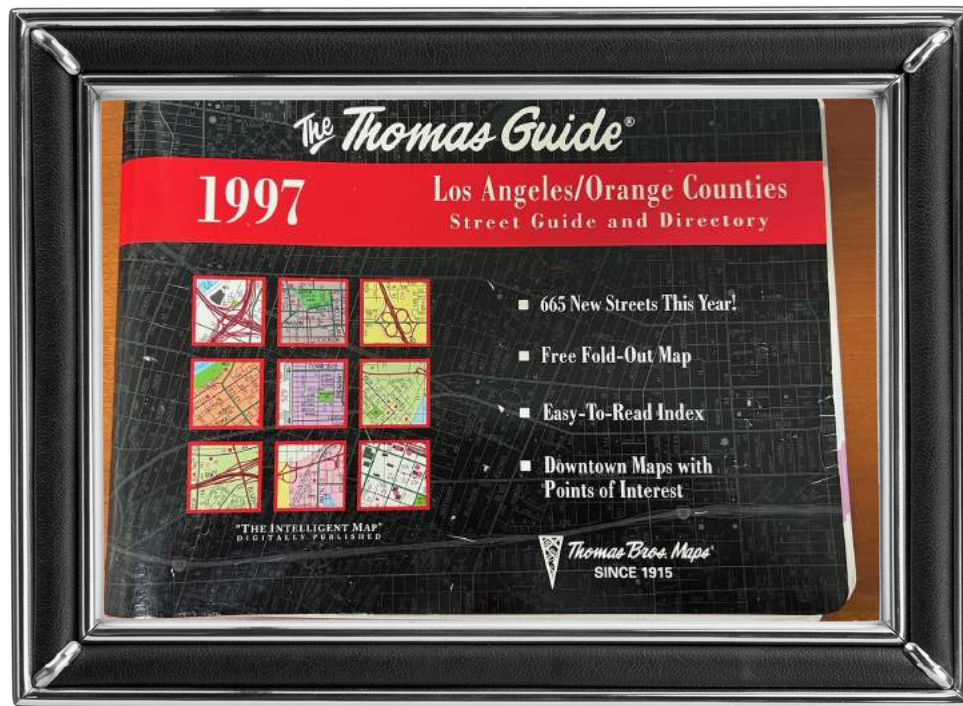
EMPLOYMENT OPPORTUNITY

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

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.

HISTORICAL PHOTOS



Remember this? The Thomas Guide was a must-have for every driver in California before GPS and navigation apps became the standard.



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