

## California ELD Mandate – Effective January 1, 2024

The California ELD mandate requires commercial drivers to use electronic logging devices (ELDs) to record their record of duty status (RODS). The mandate is set to take effect on January 1, 2024.

However, there are some exemptions to this mandate. The following drivers are exempt from the California ELD mandate:

Drivers who are operating under short-haul operations aren't required to keep a record of duty status (RODS). Timecards can be used in place of ELD. Drivers of property-carrying rental vehicles rented for eight days or less. Drivers hauling livestock and insects, such as bees.

Household goods movers are considered



household goods carriers in California. Therefore, they are subject to the ELD mandate unless they qualify for an exemption. If a household goods mover drives less than 100 miles and keeps RODS

for eight days or fewer outside of the 100-mile radius in a 30-day period, they are exempt from the ELD mandate. If a driver exceeds the short-haul exemption more than eight times within 30 days, they will need to comply with the ELD mandate.

It's important to note that the California ELD mandate for intrastate truckers is set to take effect on January 1, 2024. Therefore, household goods movers should prepare for the transition by adopting ELD technology and ensuring compliance with the mandate.



### REGISTER NOW!!!

The 2024 CMSA Convention  
will be held at the Hilton Waikoloa Village  
on the "Big Island" of Hawaii!  
April 30-May 5, 2024



Click [here](#) for the convention kiosk.

**106th Annual CMSA Convention Forms  
are included in this issue.**



## CHAIRMAN'S CORNER

by Jesse Chabot

I am going to do a little something different with this article by offering some words of encouragement to anyone who may need it. I find that as I've been traveling and talking to more people, I've noticed two things:

The first one is that as people take on roles in the CMSA, whether it is to become chapter president or be on the board, they kind of get out of their comfort zone. Now, they may have to start doing public speaking and organizing meetings, things they haven't done before. Let me start by saying every president we met has run an awesome meeting in their own style and has done a great job at running their meeting, but I think when they look back on how they performed for that night, they tend to see the mistakes they made that nobody else even noticed, and this could carry into other aspects of our

lives and businesses. The way I have always approached being out of my element was perfectly summed up in the movie Boiler Room. A bunch of new stock traders are joining a firm, and the CEO walks in and explains to the new recruits that they should act as if they're the CEO of the company, act as if they are the most successful person in the room, just act as if (this isn't a direct quote). The point being perception is everything. Sometimes, you have to put on a brave face and say I'm the best person to do this even if inside you have doubt. Almost all of the time, you're the only one judging your performance.

The second thing that I've noticed is that for being such a diverse group of moving companies, from companies that just do local moves on the weekends to huge operations that have their own international teams all around the world, we all deal with the same problems. Just because you view your moving company as smaller, you think that your problems are overwhelming because of

(CHAIRMANS CORNER continued on page 4)







## PRESIDENT'S COMMENTS

By Steve Weitekamp

In the movie *The Last King of Scotland*, the story of the rise of Ugandan Dictator Idi Amin, there is a scene of a tense moment between the dictator and his foreign advisor, Nicholas. Amin is

angry with his advisor and holds him responsible for the negative consequences of Amin's own actions. He asks, why did you not tell me what to do? The advisor answers, "I did!" to which Amin retorts, "But you did not persuade me, Nicholas. You did not persuade me!" I find this scene frequently relevant to issues related to certain problems related to moves and a class of consumers who only want validation of the poor choices they are about to make.

A very unfortunate issue that is on the rise, particularly in urban areas, is the increase in cargo theft related to moves. We are seeing a rise in items disappearing off

the tailgate and the curb. There have become areas where the prudent course of action is to protect the shipper's belongings by having a person stay with the truck while the required number of moving crew members proceed with the load or delivery. It really doesn't matter if the shipper or the mover supplies that individual; other than if supplied by the mover, there will be an increased (necessary) cost to the move. My opinion is that the mover has a responsibility to PERSUADE the shipper of the necessity. I get all the objections on both sides: it's too expensive, I'll lose the sale, etc.

Let me share with you a recent real-world example of this issue. A high-quality local mover had a moving job into an apartment in the center of the city where the mover was aware a large homeless encampment was right down the street. The mover advised the shipper of the security issue, but the shipper wanted to contain costs and said that they would watch the truck as the small crew delivered it to the upstairs apartment. The shipper was less

(PRESIDENT'S COMMENTS continued on page 4)

# Keep moving forward with HUB

HUB can help you protect your business, your clients, and their valuables.

- 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

*(CHAIRMANS CORNER continued from page 2)*

your size, or if you had this, that, or the other, these problems would not affect you. However, just know that the bigger companies have the same problems. I think, at least for me personally, I've always looked to other companies and thought that they didn't

have the issues that I have, and if I could just reach a certain size, things would get easier. I know now that that is not true.

So I encourage everybody, especially now in this uncertain time, to get out there, get out of their comfort zone, try something new, and definitely "act as if."

*(PRESIDENT'S COMMENTS continued from page 3)*

than diligent in their duties to watch the truck, something the mover was aware of but, wanting to avoid confrontation, failed to address immediately. As a result, two high-end carry-on metal suitcases were stolen from the back of the truck. The shipper blamed the mover for the theft, even making them feel as if they were criminals, then filed a claim for over \$20,000, stating that the two suitcases were filled with high-end items. They also used their technological sophistication to trash the mover on social media. The shipper went so far as to record the mover's unfortunate and ill-advised call, expressing his indignation related to his perception that they were calling him a criminal

and then posting his call on social media. They also filed a complaint with the Bureau of Household Goods and Services related to violations of paperwork and practices.

If we can step back and view this without emotion, this story has several valuable takeaways. To me, the most important is that we need to persuade consumers of issues related to the safety of crews and belongings. There is no job worth doing if the consequences involve an unreasonably high risk of injury to staff or financial loss greater than the project's total revenue.

On behalf of CMSA and our families, we wish you joy and good cheer, shared with family and friends this holiday season, and all the best in the year ahead!





# Celebrating Gary Bell's Remarkable Career as He Retires from the Moving and Storage Industry

After a dedicated and illustrious 24-year career in the Moving and Storage industry, Gary Bell is bidding farewell as he embarks on a well-deserved retirement. Gary's journey in the industry has been nothing short of remarkable, characterized by growth, accomplishments, and a commitment to excellence that has earned him respect and admiration from colleagues and peers.

In 1999, Gary embarked on his journey in the Moving and Storage business, where he joined BEKINS and began working under the guidance of Bill Lovejoy. From his early days in the industry, it was evident that Gary possessed a unique combination of skills, determination, and a passion for his work.



Over the years, Gary's career evolved as he assumed different roles, showcasing his versatility and capability. He transitioned from being a skilled salesman to taking on the responsibilities of a sales manager and finally VP of Sales at Republic Moving & Storage. His relentless dedication and ability to book a substantial number of moves not only showcased his talents but also played a pivotal role in the success of the companies he served.

What truly sets Gary apart is not only his professional achievements but also his commitment to the Moving and Storage industry as a whole. His involvement in industry organizations, particularly the California Mov-

*(GARY BELL continued on page 8)*

## CHAMPION RISK DELIVERS FOR CMSA MEMBERS

As the moving and storage industry's largest insurance brokerage, we offer cost-effective solutions from interstate carriers to single truck operators.

As the CMSA's Silver Sponsor, members count on Champion Risk to provide best-in-class insurance coverage for all their lines of business.

Put our dedicated moving and storage team to work for you.

Contact us today at 858-369-7900  
or [info@championrisk.com](mailto:info@championrisk.com)

**CHAMPION RISK**  
& Insurance Services

[ChampionRisk.com](http://ChampionRisk.com)

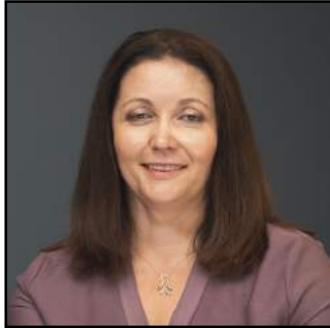
Insurance License OH18156



# Diana Corona, President & Co-Founder of Enterprise Database Corporation (EDC®), Recognized as 2023 NVTC Tech100 Executive Honoree

Enterprise Database Corporation (EDC®) proudly announces that Diana Corona, President & Co-Founder of the company, has been honored as a 2023 Tech100 Executive by the Northern Virginia Technology Council (NVTC). This prestigious recognition celebrates Diana's exceptional leadership, innovation, and positive impact on her team & the tech community.

NVTC Tech100 Executive honorees are senior leaders in the National Capital Region who are driving innovation, implementing cutting-edge solutions, and leading growth, all while maintaining a high level of employee morale and making a positive impact in the tech community.



This achievement follows EDC®'s recognition as a Tech100 Company in 2022, underscoring EDC®'s recognition as a leader in tech excellence and innovation. EDC®'s tech solutions span a variety of vertical markets, such as moving & storage, healthcare, government, construction, and more.

Diana's leadership has been instrumental in driving EDC®'s commitment to client-centric solutions, innovative breakthroughs, and community engagement. Under her guidance, EDC® continues to be a pioneering force in forward-looking technology, pushing boundaries, and contributing to the

*(DIANA CORONA continued on page 8)*

## miniMOVES® GLOBAL MOVING SOLUTIONS™ BOOKING PARTNER PROGRAM

**Book Interstate Shipments | Earn Great Commissions | Add More Revenue**

- ✓ Simple inventory and pricing process
- ✓ Startup training and ongoing support
- ✓ You'll be quoting in just a few days
- ✓ There's no cost to enroll

**Nearly 200 movers  
have joined our  
booking partner program.  
Call today.**



**Michael Clarner**

Senior Vice President, Strategy & Business Development



708-240-5562



mclarner@minimoves.com



MC 268180 US DOT No. 526036



"WE'RE VERY HAPPY  
WITH EDC-MOVESTAR®.  
IT'S MADE OUR LIVES  
A LOT EASIER."

- Katy, Arrowpak International

The perfect gift for your moving business!

Sales | Dispatch | Surveys | Claims | Warehouse | Financials  
Digital inventory | Quotes | E-signatures | Reporting  
Automations | Desktop & mobile | Documents & forms  
Mover-to-mover data exchange & auto sync | & More!

All move types, sizes, & locations!

SCAN ME



Let's chat!

[WWW.EDC-MOVESTAR.COM](http://WWW.EDC-MOVESTAR.COM)



(GARY BELL continued from page 5)

ing and Storage Association (CMSA), is a testament to his dedication. Gary has served as the president of CMSA San Diego Chapter, where he displayed leadership and vision, and organized an amazing golf tournament. His contributions didn't stop there; even after his presidency, he remained actively engaged as a board member, providing valuable insights and expertise.

As we celebrate Gary's retirement, it's a time to honor the achievements of a true industry professional. The lessons learned from his career serve as an inspiration to many in the field. With gratitude and best wishes for his well-earned retirement, we look forward to witnessing the next chapter in Gary Bell's life, confident that it will be just as exceptional as his career in the Moving and Storage industry.

(DIANA CORONA continued from page 6)

growth of the local and global tech community with EDC®'s web, mobile, & desktop applications, as well as database development and systems integration.

The NVTC Tech100 Executive award further recognizes Diana's leadership in guiding EDC® as a leading technology solutions provider, known for its unwavering dedication to client success, innovative solutions, and community impact. Diana will be formally recognized at the 2023 NVTC Tech100 Celebration on December 12 at The Ritz Carlton, Tysons Corner, Virginia.

## STAY CONNECTED WITH CMSA!



<https://twitter.com/cmsa1>



<https://bit.ly/FB-cmsa1>



<http://www.thecmsa.org>



## If Movers Need It... Milburn Prints It!

***It's simple, come to us and your job is done.***

- **Decades of Experience** Servicing the Moving & Storage Industry
- Membership in **all Moving & Storage Associations**
- 24 Hour Ordering at **[www.milburnprinting.com](http://www.milburnprinting.com)**
- **Digital Inventories, Military Forms** and **California Forms** are on our Website!

**Visit [www.milburnprinting.com](http://www.milburnprinting.com) and click on the form software tab!**

- 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,
- Interstate Bill of Lading and Estimate • Inventories • Military Forms

Check out our  
**Digital Forms!**

**800.999.6690**  
**[www.milburnprinting.com](http://www.milburnprinting.com)**

**MILBURN**  
PRINTING



## 2024 CMSA Vocational Scholarship

CMSA will offer one-time scholarships up to \$2,000.00 (not to exceed 50% of school cost) to deserving qualified persons interested in improving their skills in a vocation by attending an accredited technical or vocational school. Applicants are not limited to any particular vocation.

All applicants must complete the required documents and submit them to be received no later than noon on **Thursday, February 1, 2024** to: CMSA, 10900 E. 183rd St., #300, Cerritos, CA 90703 or e-mail to: [information@thecmsa.org](mailto:information@thecmsa.org) or fax to: (562) 865-2944. Winners will be notified by **March 11, 2024** and the award recognition will take place at **CMSA's 106th Annual Convention** at the Hilton Waikoloa Village, Waikoloa, HI during the Awards Luncheon on May 4, 2024.

### Requirements:

- 1) Complete scholarship application form.
- 2) Résumé.
- 3) Submit documentation of the cost of the vocational/technical school completed during May 2023 through April 2024 OR ~~the school's~~ verifiable projected cost for those just beginning their education. (Scholarship does NOT include incidental expenses such as parking, childcare, etc.) You must show receipt(s) of tuition payment to be reimbursed up to \$2,000 (not to exceed 50% of the school cost). If the student has not started the vocational school at the time the scholarship is awarded, the check will be made payable to the vocational institution.
- 4) Two letters of recommendation from any of the following: teachers, employers or business leaders.
- 5) Written statement (approximately 250 words) describing the vocation you are pursuing and how the scholarship will help you to reach your future goals. Describe how this benefit will affect your life.

### Eligibility:

- Student MUST be a California resident and an employee or child/grandchild of a CMSA mover or associate member company. The member company must have a current ACTIVE membership status for at least one year and no outstanding balance.
- Applicants must attend an accredited vocational or technical school.

### Criteria for Selection:

Scholarship recipients must have a record of dedication to duty, demonstrate loyalty and a commitment to community service.

## 2024 CMSA Vocational Scholarship Application

Name: \_\_\_\_\_  
Last First Middle

Home Address: \_\_\_\_\_  
Street City, State, ZIP

Telephone Number: ( ) \_\_\_\_\_ Student ID No.: \_\_\_\_\_

Date of Birth: \_\_\_\_\_

Name of Employer or Parent/Grandparent (Sponsor) Associated w/ CMSA:

\_\_\_\_\_

Name of Company: \_\_\_\_\_ Position: \_\_\_\_\_

Address of Company: \_\_\_\_\_  
Street City, State, ZIP

Sponsor's Signature: \_\_\_\_\_

Names of Technical or Vocational Schools Applying to or Currently Enrolled in:

\_\_\_\_\_

\_\_\_\_\_

Field of Vocational Interest:

\_\_\_\_\_

\_\_\_\_\_

Student's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Please list your extra-curricular and community activities. Include work experience, family activities and hobbies.

\_\_\_\_\_

\_\_\_\_\_



# EMPOWERED

BY NATIONAL VAN LINES

**BECOME  
AN AGENT  
TODAY!**

**YOUR OPPORTUNITY  
IS WAITING**

**ROBBIE SEIDEL**

GENERAL MANAGER OF  
MIGHTY MOVING & STORAGE  
NATIONAL VAN LINES PARTNER SINCE 2022

**800.323.3135  
NATIONALVANLINES.COM**



GROW YOUR OWN BRAND • KEEP YOUR INDEPENDENCE • KEEP CONTROL OF YOUR BUSINESS • REACH NEW  
MARKETS • ACQUIRE NEW CUSTOMERS • SUPPORT FROM AN INDUSTRY EXPERT • ADD BRAND RECOGNITION OF A  
NEARLY 100 YEAR OLD COMPANY • GROW YOUR SALES TEAM • KEEP MORE OF YOUR REVENUE • HAVE A VOICE!



**Every Mover Has A Story.  
That's why we value every one of your  
orders and appreciate your business.**



**Call or visit us for the very best in Corrugated,  
Packaging & Equipment, prompt deliveries,  
outstanding service and pricing.**

**Los Angeles (800) 421-8700 San Leandro (800) 624-7950  
[www.newhaven-usa.com](http://www.newhaven-usa.com)**



## LABOR LAW CORNER

### New Laws California Employers Will Need to Follow in 2024

#### SB 616: MANDATORY PAID SICK LEAVE EXPANSION

Effective January 1, 2024, California employers will need to provide employees with five days or 40 hours of paid sick leave, Hoffman explains. In the case of accrual



caps where an employee accrues one hour for every 30 hours worked, the accrual can be capped at 80 hours or 10 days.

Why is there a difference between the hours and the days, Roberts asks?

Hoffman answers that although a work shift is often thought to be eight hours, that's not true for everyone. Some employees in the health care industry, for example, often work a 12-hour shift.

One problem with SB 616 is that it's not clear whether the paid sick leave time can be given as a lump sum on January 1 or if it can be given on an employee's employment anniversary date.

For example, if an employee was hired in July and gets his lump sum in July, what happens with his time bank on January 1, Roberts asks?

Hoffman says that unfortunately the statute is not clear on this issue. The CalChamber will be collecting questions from mem-

bers to send them to the California Department of Industrial Relations (DIR) in the hope of obtaining guidance before January 1.

#### SB 848: Reproductive-Related Bereavement Leave

The reproductive-related bereavement leave established by SB 848 is a separate leave from California's existing bereavement leave law, Hoffman says. The new leave applies to employers with more than five employees. Eligible employees are entitled to up to five days of bereavement leave that can be taken within three months of the event.

An eligible employee is someone who suffers from what is defined as a reproductive loss event. This includes situations like miscarriage or stillbirth, unsuccessful assisted reproduction, failed surrogacy or failed adoption.

(LABOR LAWS continued on page 14)

An advertisement for Dave Hester Auctioneer. It features a man in a black shirt and cap holding a fan of cash. The text reads: "AUCTIONEER FOR HIRE 1% COMMISSION 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 .com/storagewarrior www.davehesterauctioneer.com".

**AUCTIONEER FOR HIRE**  
**1% COMMISSION**  
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 .com/storagewarrior  
www.davehesterauctioneer.com

(LABOR LAWS continued from page 13)

Regarding unsuccessful assisted reproduction, Hoffman says it's important to note that SB 848 specifically talks about artificial in- or embryo transfer. This means that this procedure is going to cover a fertilization (IVF) or intrauterine insemination (IUI).



Sometimes people receive assistance such as taking medications to help with reproductive issues and SB 848 doesn't cover those situations unless the employee meets the exact definitions in the statute, Hoffman says.

Unlike bereavement leave, the bereavement leave established by SB 848 doesn't allow employers to ask for documentation. The new law also has a cap: it grants up to 20 days a year. Both parents, including the

non-birthing parent, are eligible for this leave.

### **AB 2188, SB 700: Cannabis Use**

The last two bills discussed on the podcast deal with a person's use of cannabis and the requirement's impact on the California Fair Employment and Housing Act (FEHA).

(LABOR LAWS continued on page 18)

## **Nationwide Warehouseman Lien Auctions**



Dan & Laura Dotson, celebrity auctioneers of Storage Wars and professional auction team are most trusted in the industry for over 4 decades, Call Today!

**AMERICAN**  
**AUCTIONEERS** COM  
800 838 SOLD (7653)

## **CALIFORNIA, COVERED**

### **NORTHERN CALIFORNIA**

(800) 817-5581

cstr@victorypackaging.com

### **SOUTHERN CALIFORNIA**

(800) 288-5100

csla@victorypackaging.com



©2022 Victory Packaging. VICTORY PACKAGING and the Victory Packaging Logo are trademarks owned by WestRock Company. All rights reserved.



**Victory  
Packaging**  
A WestRock Company



# MEMORIAL BULLETIN

## Charles Wolfe Cunningham 1941 - 2023

Charles Wolfe Cunningham went to heaven at the age of 81, on November 11, 2023 in San Francisco.

Charles' was born on November 20, 1941 in Skibbereen, County Cork, Ireland to Gerald-Patrick Cunningham and Marjorie Winsome Cunningham (née Wolfe). Charles attended Newbridge College Boarding School, where he loved to play rugby and sail during the summer in West Cork on Baltimore Bay. He left for the USA after graduation in 1959 to live with his Uncle Joey and Aunt Irene Cunningham in Redwood City, CA. After attending USF for one year, Charles, who was nicknamed Charlie, served in the U.S. Marine Corps for two years of active duty (1963



-1964) followed by weekend reserves.

Charlie met his beautiful wife, Karen Anne Cunningham (née Phillips) in San Francisco at the Irish Dances, a quite popular weekend event at the time. They married on October 22, 1966. Charlie started working as a mover at Market Street Van & Storage, followed by a job at Bekins Worldwide Moving. This darling gentleman charmed his customers with his Irish accent, three piece suit, and a well-prepared sales prospect list under his arm. He rose to Sales Manager and then decided he wanted to start his own moving company. As such, Cunningham Moving and Storage was born in December of 1970. Along with his vibrant wife, three small children, and many long and arduous hours for them both, Charlie built a strong and well-respected moving

*(MEMORIAL BULLETIN continued on page 17)*

## Taking Orders Now!, 2024 Isuzu FTR 26ft Box Vans



Leasing and Financing Available



**2024 Isuzu FTR 26ft x 102"W x 110"H Movers Box Van with Ramp**

Cummins B6.7 Liter 260HP diesel, Allison 2500 RDS Automatic Transmission, Air Ride Suspension, Air Brakes, power windows, locks and remote side mirrors, LED sound media system, backup camera, cruise control, 100 gallon aluminum fuel tank, keyless entry, hardwood slats, hardwood floor, cargo lights, 2 rows E Track, kickplate, dual side door access, storage attic, rear extension rail system, ramp

**With limited amount of trucks being built this year get your orders in now. Don't wait.**



**TRUCK CENTER**

Hwy 101/McKee Rd.  
195 N 30th Street  
San Jose, CA 95116

**1-408-275-0500**

**GROW YOUR BUSINESS**

**For The  
Long Haul**



SCAN THIS QR CODE TO  
**LEARN MORE**

## Get Paid For Long-Distance Moving Leads

**NATIONALEXPRESS MOVE (NEX)** is a National Van Lines program that helps local and independent moving companies monetize their long-distance leads without long-term or binding contracts.

### OUR REFERRAL PROGRAM WORKS LIKE THIS:

- 1** Sign up – it's fast, easy and free.
- 2** Submit the lead at **NationalExpressMove.com**
- 3** Get paid when we complete the move. It's that simple!

**NATIONAL  
EXPRESS**  
YOUR NEXT MOVE



LEARN MORE AT **NATIONALEXPRESSMOVE.COM**  
OR CALL **855-517-5310**



(MEMORIAL BULLETIN continued from page 15)

company in San Francisco. He loved his customers, he loved to be of service, was a gentleman to everyone he met, and because of his passion for serving others, made an iconic name for himself in San Francisco and the moving industry.

Charlie enjoyed golfing with his business

associates and vendors, was a member of the Irish American community in SF, was a member of the California Moving and Storage Association (CMSA), and the San Francisco Executive's Association, where he made many strong business connections and friends.



## **Amy Messinger 1967 - 2023**

Amy Messinger passed away on November 22, 2023 at the age of 56. Amy was born to Richard and Rosemary Messinger on October 18, 1967 in Fremont, OH.

She was a loving mother to her 17-year-old daughter Mia and life companion to Enrique Palos.

Amy attended Santa Clara High School in Oxnard, CA where she graduated with honors as class Valedictorian. Amy continued her education at UC Santa Barbara where she graduated Phi Beta Kappa and earned a B.A. degree in History.

Shortly after graduating from UCSB, Amy moved to San Francisco and began a career in the moving and storage industry where she worked for over 32 years. Amy was co-owner of Cummings Moving Co., located in South San Francisco, for 18 of those years. A successful and accomplished businesswoman, Amy was well-respected for her innovation and volunteer service to the moving and storage industry.

Her greatest passion was being a mother to her daughter, Mia. Amy enjoyed attending all of her daughter's dance recitals, as well as coaching her daughter's school volleyball team for several years. Amy was an incredible friend and colleague to everyone around her, and she cherished spending time with her close circle of chosen family.



## **YOUR ALLY IN MOVING & STORAGE**

For 50 years and counting, IAT TransGuard has been a leader in the Moving & Storage industry. Our specialized program and loss control services aim to meet your unique needs. Coverages include Auto Liability, Physical Damage, Cargo, General Liability, Warehouse Legal, Property, Crime, Moving Equipment and Umbrella.

Scan the QR code to connect with an agent in California or visit us online at [www.iatinsurance.com](http://www.iatinsurance.com) and select Find an Agent to learn more.



AB 2188 passed in 2022, but it had a delayed implementation date. The law will take effect on January 1, 2024, and will create a new protected class under the FEHA to add off-duty cannabis use.

Hoffman explains that the new law affects which tests employers can use to screen employees for cannabis use. Employers can no longer use hair tests as cannabis use can stay in those samples for weeks. Instead, employers can use only tests that measure psychoactive cannabis metabolites.

The law does not apply to some employers. Federal contractors and those in the



construction and building trades are exempted from AB 2188.

Another cannabis-related employment law bill employers will need to know for the new year is SB 700.

This new law prohibits employers from asking job applicants about cannabis use, including in job applications or interviews. Also, information received about the applicant's cannabis use from criminal history is off limits unless the employer is specifically allowed to consider it under the Fair Chance Act.

SB 700 does not apply to federal contractors.

Source: *Cal Chamber*

## California Paperwork

**CMSA**  
www.thecmsa.org  
(562) 865-2900

### Regulated Paperwork

**Form# 2066R** - Combination Agreement for Moving Service and Bill of Lading

**Form# 2088 A-B** - Estimated Cost of Services and Table of Measurement

**Form# 2098** - Change Order for Service

**Form# 2095** - Important Notice to Shippers

### Unregulated Paperwork

**Form# 3062** - Non-Regulated Moving Bill of Lading

**Form# 330CA** - Non-Negotiable Warehouse Receipt and Contract

### Interstate Paperwork

**Form# 862R** - Uniform Household Goods Bill of Lading and Freight Bill

**Form# 883** - Non-Binding Estimate Cost of Services

### Inventory Forms

**Form# 1190** - Descriptive Inventory - List for 40 Items

**Form# 1190S** - Descriptive Inventory - List for 30 Items

**Form# 1182** - High Value Inventory

### Inventory Tape and Labels

**1002B - 1003B - 1005B** - Double Numbered Inventory Tape-Lot and Piece Number

**1002BC-1004BC** Double Numbered Bar-Coded Inventory Tape-Lot and Piece Number

**1012B** - Commercial Movers Labels - Floor, Room and Piece

**1004S** - Container Seals

**MILBURN**  
PRINTING

Give one of our Customer Service Reps a call or order online.

www.milburnprinting.com  
(800) 999-6690





## Association Leaderboard Report

**CMSA Enrolled  
Movers: 90**

| CA Leaderboard |   | Total       | CMSA Report<br>Food Collected and Delivered |               |                 |
|----------------|---|-------------|---|---------------|-----------------|
| 1              | All-Ways Moving & Storage, Inc.           | 12,273 lbs. | Monthly                                     | Year to Date  | All Time        |
| 2              | S & M Moving Systems                      | 4,934 lbs.  | 32,368 lbs.                                 | 202,557 lbs.  | 1,600,013 lbs.  |
| 3              | Beltmann Relocation Group -LA/Orange Cnty | 2,135 lbs.  | 26,973 meals                                | 168,798 meals | 1,333,344 meals |

### Join the Mover For Hunger!

Visit: <https://moveforhunger.org/join> | Call: (732) 774-0521 |  
Or Email: [taylor@moveforhunger.org](mailto:taylor@moveforhunger.org)

### CALENDAR OF EVENTS

|                |   |   |                                |
|----------------|---|---|--------------------------------|
| Mon., Dec. 4   | Greater LA/Orange County Beach Cities Annual Holiday Dinner/Toy Drive | Tues., Jan. 9   | Twin Counties Chapter Meeting  |
| Fri., Dec. 8   | Northern Region Chapter Annual Holiday Dinner                         | Wed., Jan. 10   | San Diego Chapter Meeting      |
| Tues., Dec. 12 | North Bay Chapter December Meeting                                    | Thurs., Jan. 11   | Central Valley Chapter Meeting |
| Wed., Dec. 13  | Sacramento Chapter December TopGolf/ Meeting                          | 106th Annual CMSA Convention<br>Hilton Waikoloa Village<br>April 30-May 5, 2024 |                                |

### CLASSIFIED ADVERTISING

**CHARGES:** 1-5 Lines \$15; \$2 each add'l line. CMSA Box number \$5. Special heading or setup is extra. Email: [information@thecmsa.org](mailto: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.

#### 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.

**PLACE  
YOUR AD  
HERE!**

#### FOR SALE

International Used Trucks-Sacramento UTC is offering late model lease returns from some of the industry OTR giants such as JB Hunt, Swift, Penske Heartland and more. Units are reconditioned, serviced and detailed. Available with 1 or 2 year Factory Warranties covering engine, aftertreatment, extended vehicle chassis and towing. Day Cabs, Sleepers, Single Bunk to Double Bunk Tractors, Medium Duty 26' Box Trucks with or without liftgates. Come by or give us a call to quote your next unit. 4505 W. Capitol Avenue, West Sacramento, CA 95691 (916) 372-7871 [Jeff.Dossey@Navistar.com](mailto:Jeff.Dossey@Navistar.com)



Greater Los Angeles and Orange County Chapter's Annual Holiday Meeting and Toy Drive for the Ronald McDonald House of Orange County. L-R CMSA President Steve Weitekamp, CMSA Sr. Chair Shiree Hammer and Greater Los Angeles Chapter President Marshall Lambert



**DEWITT  
MOVE WORLDWIDE**

A DEWITT COMPANY

**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**

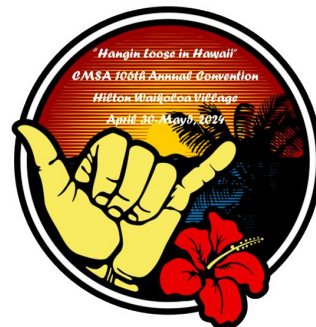
[www.DeWittMove.com](http://www.DeWittMove.com)  
[info@DeWittMove.com](mailto:info@DeWittMove.com) | 858.560.1621



# CMSA 106th Annual Convention Registration Form

## April 30-May 5, 2024

**EARLY REGISTRATION DEADLINE: MARCH 31, 2024**  
**FULL registrations paid by MARCH 31, 2024 are eligible for the drawing to win \$50 CASH on May 4, 2024!**



First CMSA Convention? (Y/N) \_\_\_\_\_

Interested in joining the CMSA Young Professionals Group? (Y/N) \_\_\_\_\_

Register the following company's representatives.

CMSA Member \_\_\_\_\_ Badge First Name \_\_\_\_\_

Guest \_\_\_\_\_ Badge First Name \_\_\_\_\_

Guest \_\_\_\_\_ Badge First Name \_\_\_\_\_

Company \_\_\_\_\_ Phone (\_\_\_\_) \_\_\_\_\_ Email \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Date of Arrival \_\_\_\_\_ Date of Departure \_\_\_\_\_

**REGISTRATION FEE:** (See reverse side)

CMSA MEMBER or GUEST (13+ yrs.)

CHILDREN'S PRICE (up to 12 yrs.)

NON-MEMBERS (each)

**Before  
March 31**

\$675.00

\$510.00

\$852.00

**After  
March 31**

\$775.00

\$530.00

\$952.00

Sponsors & Exhibitors—Please use appropriate forms to ensure proper handling of complimentary registrants.

Special Food Requests (e.g. vegetarian, gluten-free, vegan, etc.): \_\_\_\_\_  
*We will notify you whether or not your requests can be accommodated and if any additional fees are necessary.*

**Enclose registration fees with this form.** Make checks or money orders payable to **CMSA** or use your **Visa**, or **MasterCard**. Credit card registrations may be faxed to (562) 865-2944.

( ) Visa ( ) MC ( ) Check enclosed Amount \$ \_\_\_\_\_

Name on Card \_\_\_\_\_ Card # \_\_\_\_\_ Exp. Date \_\_\_\_\_

Card Billing Address \_\_\_\_\_

Three-Digit CVV Number \_\_\_\_\_

**\*\*CANCELLATIONS:** *Cancellations made before **March 31, 2024** will be subject to administrative fees plus any incurred costs (not to exceed 50% of total fees paid). After **March 31, 2024**, we will be unable to make refunds. Substitutions will be accepted, but we need to know one week in advance.*

**ROOM RESERVATIONS:** Call Hilton Waikoloa Village at (800) HILTONS (445-8667) to make reservations and reference **California Moving and Storage Association** to receive the special group rate. A reservation link can also be found online by visiting [www.thecmsa.org](http://www.thecmsa.org) and clicking on the Convention Calendar webpage. Reservations must be made by **March 31, 2024** to guarantee the special group room rate. All major credit cards are accepted for deposit. Special CMSA rates apply to extended stay three days before and after the convention dates based on availability, so make reservations ASAP!

RETURN COMPLETED FORM TO: CMSA, 10900 E. 183RD ST., STE 300, CERRITOS, CA 90703  
OR FAX TO: (562) 865-2944

## **2024 CONVENTION EVENTS**

**ALL GENERAL SESSIONS AND PANEL DISCUSSIONS ARE OPEN TO ALL MEMBERS**

**Thursday, MAY 2**

**YOUNG PROFESSIONALS GROUP MEETING**

**EXHIBITORS WELCOME RECEPTION**

Food, Beverage, Latest in Industry Products and Service Technologies

**Friday, MAY 3**

**BIG ISLAND BREAKFAST**

**CMSA GENERAL SESSION**

**LEHUA BLOSSOM LUNCHEON**

**MILITARY BREAKOUT SESSION**

**FRIDAY EVENT TBD**

**Saturday, MAY 4**

**WAIKOLOA SUNRISE BREAKFAST**

**CMSA GENERAL SESSION**

**VAN LINE PANEL DISCUSSION**

**KOHALA COAST AWARDS LUNCHEON**

**CHAIRMAN'S RECEPTION & DINNER/BALL**



# CMSA ANNUAL GOLF TOURNAMENT REGISTRATION FORM

Waikoloa Beach Resort Golf  
69-600 Waikoloa Beach Drive  
Waikoloa, HI 96738  
(808) 886-7888

THURSDAY, May 2, 2024  
9:00 A.M. SHOTGUN START  
(Golfers should arrive at course by 8:30 a.m.)



## Dress Code:

Acceptable Attire: Men—collared shirts, slacks or golf shorts.

Women—dresses, skirts, slacks, mid-length golf shorts.

Unacceptable Attire: Men—tee shirts, tank tops, denim, cut-offs or swimsuits.

Women—halter top, tee shirts, tank tops, denim, cut-offs, or swimsuits.

Soft-spikes or spike-less shoes are required for both men and women.

**EVENT PARTNERS: CHAMPION RISK & INSURANCE SERVICES, L.P.  
and VANLINER INSURANCE COMPANY**

**ENTRY FEE — \$175.00 per person / Includes: green fee, shared cart, and  
unlimited use of practice facility on day of play.**

## Primary Contact:

Golfer 1: \_\_\_\_\_ Company: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

## List golfers in your foursome. (Foursomes will be formed by CMSA unless listed below.):

Golfer 2: \_\_\_\_\_ Company: \_\_\_\_\_

Golfer 3: \_\_\_\_\_ Company: \_\_\_\_\_

Golfer 4: \_\_\_\_\_ Company: \_\_\_\_\_

**\*Refunds are subject to a \$20 processing fee. No refunds for cancellations after March 31, 2024.\***

Enclose golf fees with this form. Make checks payable to **CMSA**, or use your Visa or MasterCard.

( ) Visa ( ) MC ( ) Check enclosed Total Amount: \_\_\_\_\_

Name on Card: \_\_\_\_\_ Card #: \_\_\_\_\_

Exp. Date: \_\_\_\_\_ Three-Digit Code: \_\_\_\_\_

Billing Address & ZIP Code: \_\_\_\_\_

Phone: \_\_\_\_\_ Email Address: \_\_\_\_\_

**GOLF CLUB RENTAL FEES ARE PAID DIRECTLY TO THE PRO SHOP—NOT CMSA.**

If you would like to reserve a set of golf clubs, please provide a count below so that the pro shop will be sure to have enough on hand and ready for you to pick up. Golf club rentals are available at the pro shop at a rate of \$55 (price subject to change) per set.

Enter # of Rental Sets: \_\_\_\_ Men's RH \_\_\_\_ Men's LH \_\_\_\_ Women's RH \_\_\_\_ Women's LH

Please mail this form, with payment to: CMSA, 10900 E. 183rd St., Suite 300, Cerritos, CA 90703  
or fax to: (562) 865-2944.