

## ATRI Assesses Impact of Marijuana Use on Trucking Many Drivers Leave Their Jobs After Failing Drug Test

More than 100,000 truck drivers have been removed from the industry in the past three years due to positive marijuana tests, and most have not returned, according to a new study by the [American Transportation Research Institute](#).

ATRI released the report, "Impacts of Marijuana Legalization on the Trucking Industry," on June 5 in response to concerns about the [increasing use of marijuana by truck drivers](#) largely believed to be due to the recreational legalization of pot in 23 states. Drivers also can be placed in a prohibited status even for testing positive while using the drug for medicinal purposes.

"In all likelihood, more states will move in this direction since a majority of Americans (59%) support legalization," the report said.

The ATRI report seeks to shed light on the continuing mystery of why so many medium- and large-truck drivers are leaving their jobs after failing a marijuana test — most likely accepting other jobs with lower pay rather than returning to the current nationwide driver pool that already is critically short.

"Based on Drug and Alcohol Clearinghouse data, marijuana use clearly has an impact on the availability of truck drivers," the report concluded. "Data confirms that



most have not completed the return-to-work process and instead opt to remain outside of the interstate trucking industry."

"Furthermore, truck drivers who do successfully return to duty may still find it difficult to find truck driving employment, based on carrier survey data indicating that a segment of carriers will not hire truck drivers who have tested positive."

The mean annual wage for a heavy-duty truck driver is currently \$50,340, but only \$42,630 for a light-duty truck driver, according to the study.

The ATRI analysis also documents the strategies and implications of the two pathways the federal government can take in response to advancing legalization efforts.

The first pathway, maintaining the current prohibition policy where marijuana remains a Schedule I drug, would continue the trend of removing thousands of drivers annually from the industry through positive tests for past marijuana use, ATRI said.

The second pathway, a scenario in which the federal government eases restrictions and possibly removes marijuana from the Schedule I designation, has significant challenges as well. Prior to any federal legalization action, the report identifies several pro-

(MARIJUANA continued on page 6)



## CHAIRMAN'S CORNER

by Jesse Chabot

In my opinion, one of the best things the CMSA provides is community. I say that because through all the years I've been involved with the CMSA, I've made many friends, met many acquaintances, and made new business relationships. I have tried to keep in touch with them—some by liking their posts on Facebook, some by sending silly memes on Instagram, and some by talking on the phone. There are certain people I talk to every couple of weeks and gossip about what's going on in the industry and others I call to ask for advice about the best way to help a certain situation.

This leads me to this month. This month has definitely started like no other summer has. I had high hopes of a great start to a summer season after the convention and that all fizzled out when I noticed the phones were slowing down and we had

open days still left in the books.

That said, I started getting calls asking, "Hey, how are your bookings looking? Are your phones ringing? Are you doing anything to get the ball rolling?" That's how I knew everybody else was kind of in the same boat I was. Some people, even though they were slow, were still offering me words of encouragement, and ideas to book more. One day a couple of weeks in, we were having an office meeting and discussing how bad this month was starting out. It was all doom and gloom. Then I got a call from a CMSA friend, who began explaining that he was slow as well and went into a very inspirational talk that I needed at the time. I thanked him and told him how much I appreciated this talk and how it came at the right time. I think these interactions are what makes the CMSA great.

My competitors that I'm also friends with, we were on the phone talking about how weird this summer is and later that day I got a phone call from a customer that he referred to us because they could not service the customer on their preferred date.

*(CHAIRMAN'S CORNER continued on page 4)*





## PRESIDENT'S COMMENTS

By Steve Weitekamp

We've just passed the midpoint of 2023, and yes it has gone by very quickly. The first half of the year has been challenging for many movers and those of us who serve the moving and storage industry. Most household goods movers have seen what one might call a peak-a-boo peak season, with more than a few starts and stops. Some military movers have seen a better year to date but are very concerned about a future that has yet to show any clarity with respect to pricing or distribution. A frequent question from members is whether others are in the same boat, and while there are always outliers who do better or worse than the average, a lot of movers are looking for more and are hopeful that the remainder of the summer and the months ahead will see an uptick in business.

How we deal with the challenges we face determines our success and happiness. I could write several pages on diversification, which while important, is something that we all have been seeing a lot about in industry publications. We know that we have warehouses, office and sales staff, trucks, and manpower. These are all valuable assets that can be used for things other than the traditional household goods move. But, what many of us don't think about enough is the concept of Positivity vs Negativity. In this case, I am thinking about what I consider the path to YES! For many of us, particularly in challenging times, it is far easier to be negative and to think and say, "that it isn't possible" or "others don't understand." I see and hear it even from people I like, and work to support and help.

Chairman Chabot's column speaks to the value of our Association from the perspective of relationships, and I agree that it is extremely valuable. I have seen it work time and again, yet some speak negatively about the social aspects of the CMSA. They say they don't have time for chapter meet-

*(PRESIDENT'S COMMENTS continued on page 4)*

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(CHAIRMAN'S CORNER continued from page 2)

As the month went by, I got a call when I was at Disneyland of all places (shocking) from a member who is working on a large contract up north that I should be involved with down in my area. We talked on the phone multiple times as the week went by, trying to navigate the process and we were both able to submit our contracts in a timely manner after jumping through some hoops and some last-minute scares; but again, I go back to the community that makes being in the CMSA great.

So, I encourage everybody to attend your chapter meetings, meet people, attend the convention, meet people out of your ar-

ea, go out of your comfort zone, and say hi to somebody. Ask them where they're from, what they do, and how they're involved with the CMSA. You never know, that person one day might be able to help you out in some little way or you might hit it off and make a lasting friendship.

This is the time you'll go a little further in your efforts to do a job, maybe you'll add marketing to office moving and go further out of your service area to complete a job sometimes just to keep your guys working.

So again, it's in all our best interests to work together, provide great service to our customers, reach out to our peers, and offer a helping hand or advice.

(PRESIDENT'S COMMENTS continued from page 3)

ings, fundraisers, or conventions, sometimes with backhanded compliments about all the fun we're having. Take a moment to look at the three pages in this issue of happy and proud young people from within our Association who were awarded CMSA scholarships at our recent convention thanks to the hard work of our chapter lead-

ership's fundraising efforts! I could say a lot, but the point of this column is to be positive and supportive.

As such it is my belief that we better serve when we choose the path of positivity, not because it is easier, but because it is the path that will lead us to success and maybe even more importantly—happiness.



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(MARIJUANA continued from page 1)

tections that must be in place for employers in safety-sensitive industries. These include the development of a nationally recognized marijuana impairment test and impairment standards, as well as provisions that protect a carrier's ability to screen employees for drug use.

The ATRI study noted that the [Centers for Disease Control and Prevention](#), said the THC

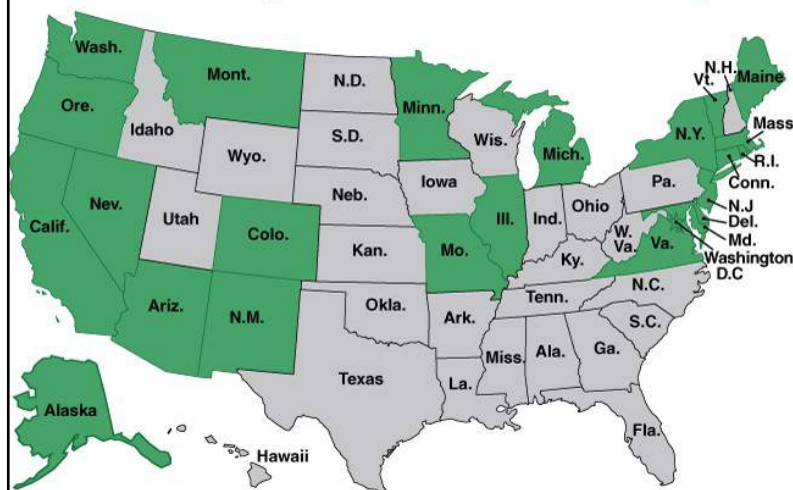
(tetrahydrocannabinol) contained in marijuana "is a psychoactive (mind-altering) compound that affects areas of the brain that control the body's movements, balance, coordination, memory and judgment.

"The impacts of marijuana also include impaired coordination, distorted perception, memory loss and problem-solving difficulties, as well as decision-making capabilities and reaction times, which can be slowed by marijuana," the ATRI report said.

The report maintained that should the federal government maintain current marijuana laws, the trucking industry will continue to have thousands of drivers annually placed in prohibited status and will lose many others to occupations that do not test for marijuana use.

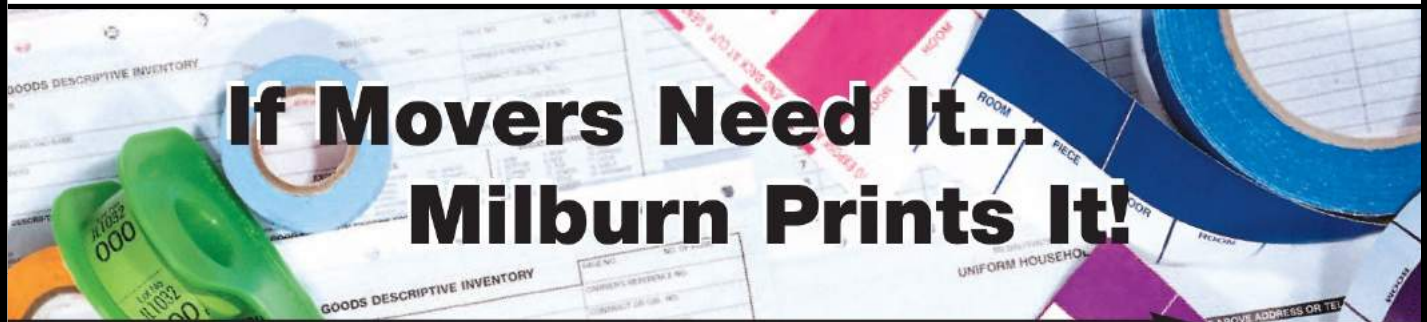
"Ultimately, this puts pressure on the availability of CDL drivers," the report

### States With Legalized Recreational Marijuana



Source: American Transportation Research Institute; graphic: Transport Topics

(MARIJUANA continued on page 7)



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(MARIJUANA continued from page 6)

concluded.

ATRI's study said that employers of CDL drivers likely compete for drivers with short-haul parcel delivery companies that have emerged with the shift to e-commerce.

"While these positions typically pay less, there are nonmonetary benefits such as increased home time," the report said.

"Additionally, non-CDL positions are not required to submit to pre-employment screening (though some employers continue to test non-CDL drivers for insurance and liability reasons). While there is little evidence that longhaul truck drivers are migrating to non-CDL positions explicitly because of marijuana testing policies and regulations, legalizing marijuana may be a motivator for truck drivers to migrate to positions that do not require drug testing."

The ATRI report also includes industry surveys that provide insight into motor carrier and truck driver perspectives on the consequences of marijuana legalization and current drug screening regulations.



"The data collected show that drivers and carriers are equally frustrated with current drug-testing limitations, in particular the lack of a test for marijuana impairment," the report said.

Testing impaired individuals through a quantitative measurement — which has been key to combating drunken driving — remains elusive in the case of marijuana, the study points out.

"There is not even a definition or quantitative threshold for marijuana impairment," the study said. "Testing CDL drivers for drug use is a logical approach to support highway safety, and marijuana-impaired drivers should never operate heavy-duty trucks."

"That said, marijuana remains detectable for weeks, while alcohol and most recreational drugs are only detectable for a matter of days or even hours when using [U.S. Department of Transportation](#)-approved testing methods. This fact has led to the removal of many thousands of drivers from the industry based solely on past marijuana use."

*Source: Transport Topics*

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# Olga Garcia Becomes the First Latina President in the South San Francisco Chamber of Commerce's 110-Year History

**South San Francisco 6/21/2023** - The South San Francisco Chamber of Commerce proudly announces the appointment of Olga García as its newest Board President, marking a historic moment as she becomes the first Latina President in the Chamber's 110-year history. This significant milestone reflects the Chamber's commitment to diversity, inclusivity, and embracing the rich cultural tapestry of the South San Francisco community.

Olga García is an accomplished leader and highly respected Manager at CG Moving Co., where she has been delivering comprehensive office and residential relocation and storage solutions since 2013. With extensive experience in the corporate, government, and non-profit sectors, Olga's expertise has solidified her reputation as a trusted leader in the industry.

At CG Moving Co., Olga oversees every aspect of customer interaction, ensuring seamless coordination and exceptional service from start to finish. Her unwavering commitment to client satisfaction and her ability to navigate diverse needs and cultural nuances have earned her the trust and admiration of her clientele.

Beyond her professional achievements, Olga actively engages in industry associations and community organizations, demonstrating her dedication to making a positive impact. She co-presides over the Northern Region Chapter of the California Moving and Storage Association, spearheading initiatives that promote collaboration and excellence within the moving industry. Olga is al-



so the co-founder of the renowned "Women on the Move" series and conferences, empowering women in leadership and professional development within the moving industry.

In addition to her industry involvement, Olga holds influential positions in various business and trade associations. As a board member of the Golden Gate Business Association, the nation's first LGBTQ+ Chamber of Commerce. Now, as the Board President of the South San Francisco Chamber of Commerce,

Olga continues to drive local business support and community development initiatives.

Olga García's exceptional managerial acumen, industry leadership, and commitment to advocacy have garnered her recognition and respect within the moving industry and the communities she serves. She holds a B.A. in Latino/Latina Studies from San Francisco State University. As the first Latina Immigrant President of the South San Francisco Chamber of Commerce, Olga embodies the spirit of diversity, representation, and inclusive leadership, inspiring others to achieve their full potential.

The South San Francisco Chamber of Commerce welcomes Olga García as its Board President and looks forward to her visionary leadership and continued dedication to the success and prosperity of the South San Francisco business community.

Established in 1913, the South San Francisco Chamber of Commerce is a prominent business organization dedicated to supporting and advocating for local businesses.

# Former CMSA Chairman Jumps Out of Plane to Raise Donations for Wounded Warrior Project

## SNOHOMISH —

Former CMSA Chairman (1985-1986) and first time skydiver Ralph Myers, 81, jumped out of an airplane on June 7 at Harvey Airfield to raise donations for the Wounded Warrior Project. The jump not only commemorated the death of his uncle Samuel Eugene Donahue but also the comrades that fought during the Normandy landings and the Battle of the Bulge.

Now living in Bellingham, Myers served in the U.S. Army in Germany from 1960 to 1963. During his service, he witnessed the height of the Cold War and preparation for a potential battle during the Cuban missile crisis. He was ranked an army specialist fourth class, and he also had a classified job title in the United States Army Security Agency.

Through his time in the military, he developed a greater admiration for his uncle Samuel. "Sam was a member of I Company, 101st Airborne, that jumped on Utah Beach and later fought in Operation Market Garden, and Bastogne," said Myers. "He was one of the survivors from his company."

Even though Donahue was one of the survivors, his battle was far from over. Donahue suffered from post-traumatic stress disorder and alcoholism. "He wouldn't talk about the war. Every Christmas, which is when all the battles took place, he got really despondent and he drank a lot," said Myers. "When I was in service in Germany he died, he was, I think, only 45 when he died. And the result, of course, was, I think he had cirrhosis of the liver from all the drinking."

"In those days, they didn't call it PTSD, and he never had any treatments. I think they may have called it shell shock or something like that, but seeing what my uncle



*Former CMSA Chairman Ralph Myers, 81, sky dived in Snohomish last week in honor of the World War II veterans of D-Day which included his uncle. Photo courtesy of Kelly Craig.*

went through and never getting any treatment for it. I think it is very important that we reach out and help our men and women that serve in the armed forces," said Myers.

Not only did his training get him into great physical shape but also healed emotional trauma. "My wife died eight years ago, and we had a son... But in 1993, my 25-year-old son was murdered.

That has been the most difficult thing for me to deal with, throughout you know, I was 52 or 53 when he was killed. And they caught the guy, and the guy served prison time so forth," said Myers.

Myers started training last December, and he hired a fitness instructor to get him in the best physical condition before the jump. "I never felt like giving up. To be able to help our fellow military people, men, and women. That motivated me more."

As Myers's time approached to board the airplane, he glowed with excitement, giving spectators the thumbs up as they began to take off. "If I chicken out when we get up there, then push me out!" Myers said to Kelly Craig, tandem instructor.

"Looking down, it was pretty intimidating, but I was just enjoying it!" said Myers. "I plan on keeping up my training. I already booked another 6 months with my coach."

If you would like to support Myers in his mission to help our men and women who served our country, you can make a donation on Ralph Myers' Wounded Warrior Project page: [www.tinyurl.com/ralphmyers](http://www.tinyurl.com/ralphmyers). All donations and proceeds are donated to the Wounded Warrior Project to support veterans injured during service.

*Written by Allison Ungren*

# Congratulations to the 2023 Scholarship Recipients!



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(SCHOLARSHIP WINNERS continued on page 12)

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(SCHOLARSHIP WINNERS continued on page 13)

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(CONVENTION GOLF TOURNAMENT continued on page 16)



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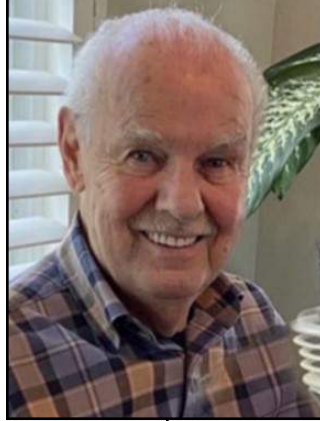
Danny Murray, Bobbie Goldie, and Tawnee Moss from Transguard Insurance Co. of America.



# MEMORIAL BULLETIN

## John L. Stephan 1938–2023

SAN DIEGO – John L. Stephan, aged 85, passed away early Sunday, July 2, 2023. Born March 1938, to parents Ervin and Myrtle Stephan in Fort Wayne, Indiana. He is survived by his wife of 64 years, Sheryl, his two sons Kevin and Gregory, and their spouses Jennifer and Heidi, as well as four grandchildren Molli, (Devin), Tygett, Rachael, (Shay), Thompson Tanner, Riley, and six great-grandchildren Joshua, Jesse, Brody, Kinsley, Myla, and Camden, and three siblings Karen, Tom, and Mike. John grew up in Fort Wayne, where he met and married his high school sweetheart Sheryl in 1959. John fathered two children and began his career in the moving business as a salesman for



North American Van Lines. He moved to San Diego in 1968 to help his father-in-law run his moving agency, Republic Van Lines of San Diego. In 1975 he purchased property on Miramar Road from which he would build and operate his own moving agency until his retirement in 2002. Services will be held July 29, 2023 at 1 p.m., at Calvary Lutheran Church, 424 Via de la Valle, Solana Beach, CA 92075. In lieu of flowers, we will be accepting donations to Nice Guys, P.O. Box 881456, San Diego, CA 92168. La Jolla Golden Triangle Rotary Club Foundation, 14918 Rancho Nuevo, Del Mar, CA 92014. The Leukemia & Lymphoma Society, Donor Services, P.O. Box 22324, New York, NY 10087, and the American Diabetes Association, P.O. Box 7023, Merrifield, VA 22116-7023. Memo: In Honor/Memory of John L. Stephan.

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## Memories Made at 2023 Convention (Part 2)



(CONVENTION PHOTOS continued on page 20)



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