

ATA Seeks DOT Action on Marijuana Downgrade Proposal

Trucking Industry Federation Opposes Downgrading Drug Due to Safety Concerns Centered on Driver Impairment

American Trucking Associations has asked Transportation Secretary Sean Duffy to provide clarity on a long-pending federal proposal to reclassify marijuana as a less harmful drug, a move ATA has opposed due to safety concerns centered on driver impairment.

ATA Chief Operating Officer Dan Horvath in a two-page Aug. 14 letter reaffirmed ATA's commitment to work with USDOT and all stakeholders on strategies to prevent marijuana-related crashes and fatalities.

He stressed ATA has no formal policy on legalization of marijuana; rather, Horvath said, ATA is "deeply concerned about the safety risks of rescheduling marijuana without explicit safeguards to preserve the nec-



ATA and other trucking stakeholders are concerned about the potential effects on drug testing of USDOT-regulated safety-sensitive workers should marijuana be reclassified as a less dangerous drug.

essary testing authority and technical requirements for DOT-regulated safety-sensitive workers."

The Trump administration has indicated it may take action on the unresolved proposal from the Drug Enforcement Administration to reclassify marijuana from the most serious category of

federal drug offenses to a lesser category. The proposal was introduced during the Biden administration.

"We appreciate your commitment to evidence-based safety policies and the vitality of the trucking industry as well as your willingness to engage on issues that affect both our workforce and the traveling public," Horvath wrote.

In particular, Horvath sought clarity on whether DOT would retain the authority and

(ATA SEEKS ACTION continued on page 5)



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CHAIRWOMAN'S CORNER

By: Jeanette Homan

Recently I had the honor of attending the U.S. Transportation Command (USTRANSCOM) Joint Task Force meeting held on August 12 near Scott

Air Force Base in Illinois. This was a particularly meaningful experience because the last time industry was invited to participate in a forum like this was back in 2019.

This year's session left me encouraged and hopeful, largely due to the leadership and openness of General Curtis, who not only attended but stayed for the entire meeting. He actively listened, asked questions, and made it clear that he values industry input as he prepares his recommendations for Secretary of Defense Pete Hegseth. His willingness to truly engage

with us was a positive sign that collaboration is being taken seriously at the highest levels.

The Joint Task Force team was also highly engaged, asking thoughtful questions that showed a genuine effort to better understand the challenges we face with "boots on the ground." Alongside them were familiar faces from USTRANSCOM and the acquisitions team, waiting to see the outcome of this meeting. One of the options for the task force is to recommend that the program be managed by SDDC again, which previously administered the DP3 program when it was implemented.

As I shared during the session, my personal recommendation was clear: if the household goods program is handed over to a single GHC contractor in a FAR-based environment, USTRANSCOM risks losing the very control that is essential to serving our service members effectively. We've seen what happens when too much is out-

(CHAIRWOMAN'S CORNER continued on page 4)



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PRESIDENT'S COMMENTS

By Steve Weitekamp

As we have just observed Labor Day 2025, I take a moment to reflect on my time in the moving industry. Having observed 45 Labor Day holidays from various vantage points in this industry,

I still appreciate the opportunity to celebrate the hard-working men and women who have and continue to make our country a beacon of hope for the world. A more cynical person would remind me of all the difficulties that we face; I would not disagree, but would still choose our position over anything or anyone else.

As an industry, we are center cut in the category described as labor. Working hard to ensure that individuals' personal belongings are packed and moved, be it around the block or around the world. As we have mentioned on several occasions, mobility is one of the primary reasons for the success

of the American way of life, and we play a key role in that process. There have been several occasions in my career where our industry has been underappreciated and/or disrespected. The design and rollout of the failed Global Household Goods Contract (GHC) by individuals who knew little and cared less about our industry is just the latest example of someone thinking that moving is easy, and so is manipulating our industry.

But when times are challenging, we are frequently called upon to help, and we answer the call. With the collapse of the GHC, US TransCom asked us to step up and fill the void created by them and their contractor. There were a number of thank yous, but no acknowledgement of their failures, even as of today. Regardless, long-term providers of moving services, which were destined to be damaged by the GHC, stepped up to ensure that our military members and their families received the quality service they deserved.

When I think of Labor Day now, I am also drawn to my memories of the COVID-19

(PRESIDENT'S COMMENTS continued on page 4)

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(CHAIRWOMAN'S CORNER continued from page 2)

sourced — housing and the POV program are examples where oversight and accountability suffered. By contrast, a tender-based program, with ongoing industry input, allows for refinements, shared responsibility, and ultimately better outcomes for the men and women who serve our country.

I was also honored to be invited once again to serve on the NDTA (National Defense Transportation Association) Household Goods Subcommittee, alongside other industry leaders. Our role will be to report directly to the Joint Task Force. About ten years ago, I served on this same committee,

where we presented at JPPSO (Joint Personal Property Shipping Office) and delivered a PowerPoint to bridge the gap between government and industry. The reception at that time was very positive, and I am hopeful that this renewed collaboration will once again give the government a deeper understanding of what our industry experiences daily.

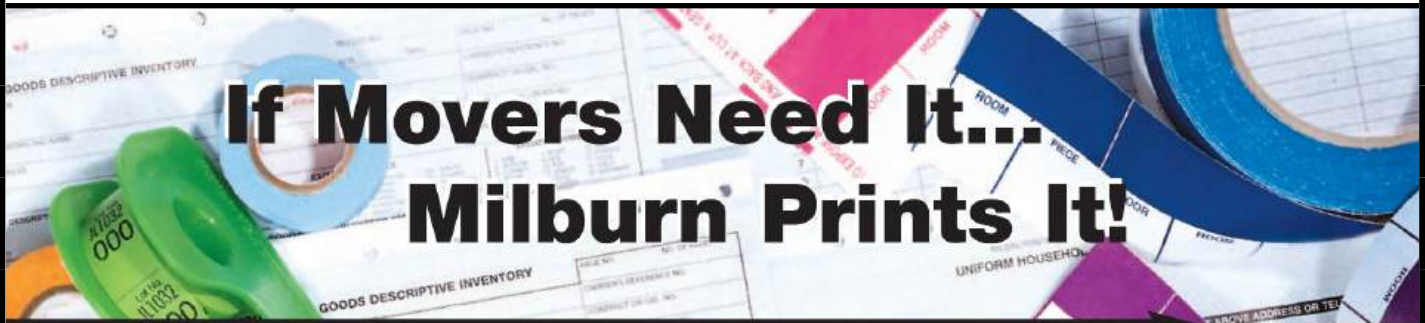
This is an evolving discussion, and I look forward to sharing updates with you as the committee continues its work. For now, I am grateful that our voice is being heard and that there is a real opportunity to shape a stronger, more effective process for military relocations.

(PRESIDENT'S COMMENTS continued from page 3)

era and the unprecedented multiyear peak season for our industry. In the early days of the pandemic, my energies were focused on two areas: an upcoming convention and the

legal term 'force majeure', and the other was ensuring that moving was recognized as an essential service as counties around the state and the country went into lockdown. Individual counties would issue Shelter-in-Place (SIP) orders and then essential-

(PRESIDENT'S COMMENTS continued on page 5)



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(PRESIDENTS COMMENTS continued from page 4)

ly shut down. If our industry had not been mentioned or, at the very least, implied in these orders, we could have easily been prevented from operating, like other businesses, by local police or other authorities. It wasn't an easy time for movers with requirements related to personal protective equipment (PPE) and continuous exposure, but our crews stepped up and did what needed to be done.

The California Moving and Storage As-

sociation (CMSA) developed a document that explained to law enforcement and other parties that movers were recognized as essential service providers and were able to continue working while other industries were shut down. I heard from CMSA members as far away as New York, who stated that our documentation was sufficient to prevent them from having to shut their doors when authorities visited their facility. It even helped some get priority vaccinations in those early days.

(ATA SEEKS ACTION continued from page 1)

capability to test for marijuana use by commercial motor vehicle drivers and other safety-sensitive transportation workers should the reclassification move forward. Horvath noted these concerns were raised with previous DOT leadership in personal discussions and letters, but no resolution occurred.

"In congressional testimony, then-Secretary Pete Buttigieg stated that DOT believed testing for regulated safety-

sensitive transportation workers would not be affected by rescheduling," Horvath wrote. "However, ATA never received a response to our correspondence explaining the basis for this position or detailing how DOT intended to address any impacts to the program."

He warned that a gap in federal agency testing authority could create risks and possible roadway safety issues.

"In the trucking industry alone, marijuana accounts for roughly 60% of all positive em-

(ATA SEEKS ACTION continued on page 8)

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EPA Takes Action to Deny California's Latest Illegal Power Grab on Heavy-Duty Vehicles

WASHINGTON – U.S. Environmental Protection Agency (EPA) is proposing to disapprove of California's Heavy-Duty (HD) Inspection and Maintenance (I/M) Requirements as it applies to out-of-state and out-of-country vehicles. The HD I/M requirement in the State Implementation Plan (SIP) submitted by California establishes an I/M program for any heavy-duty vehicle driven in the state—regardless of registration. EPA is proposing to deny these actions due to concerns that this requirement violates the U.S. Constitution's Commerce Clause and this inconsistency with Federal law also violates Section 110 of the Clean Air Act.

"California was not, and has never been, duly elected by the American people to run our great country," said EPA Administrator Lee Zeldin. "The state's power grab knows no bounds. EPA will not allow California to violate federal law, and we will not sit idly by while, in the name of climate change, they raise the cost of living on all Americans who rely on truck drivers and the products they deliver across the country."

Furthermore, by seeking to apply California's HD I/M requirement to foreign vehicles, California's SIP appears to ignore the fundamental principal that powers related to foreign affairs are solely vested by the Federal government.

EPA will not allow California to violate federal law in a manner that foists yet another attack on truck drivers and engine manufacturers who provide the food and products we need to survive. California's approach appears to be part of a larger strategy to drive out affordable trucks and products based on an extreme climate ideology.

EPA's proposed partial disapproval and partial approval will be open for public comment for 30 days after publication in the Federal Register, and EPA will consider all comments submitted before taking final action on the proposal.

Background

This proposed disapproval comes on the heels of two complaints filed by the U.S. Department of Justice in federal courts against the California Air Resources Board (CARB) regarding the State's enforcement of preempted emissions standards through its so-called "Clean Truck Partnership" with heavy-duty truck and engine manufacturers.

In February, Administrator Zeldin announced alongside President Trump and the newly created National Energy Dominance Council, that EPA would transmit to Congress three waiver rules granted by the Biden EPA – California's Advanced Clean Cars II, Advanced Clean Trucks, and Heavy-Duty Engine Omnibus NOx in order to comply with the agency's duties under the Congressional Review Act (CRA). In June 2025, the three CRA resolutions disapproving California's vehicle emission waivers were signed into law following passage in the U.S. House of Representatives and U.S. Senate.

These waivers would have raised costs, restricted consumer choice, and strained the electric grid. By passing the CRA resolutions of disapproval, Congress rejected these mandates and reaffirmed the importance of maintaining a consistent national approach to vehicle standards rather than allowing a single state to impose its radical agenda on the rest of the country.



(ATA SEEKS ACTION continued from page 5)

ployer drug tests reported to the [Federal Motor Carrier Safety Administration Drug & Alcohol] Clearinghouse since 2020. The National Transportation Safety Board has found marijuana to be one of the most frequently detected substances in impaired driving crashes resulting in serious or fatal injuries,” he stated in the letter.

A 2023 study linked legalizing recreational marijuana with an average increase of 2.2 traffic fatalities per billion miles driven or over 1,000 additional deaths yearly and higher rates in states that legalized marijuana earlier, the letter noted.

The letter also pointed out several fatal crashes where marijuana was a factor:

- Seven people died in Indiana in a

2023 crash involving a truck driver with marijuana in his system.

- Two Texas fatalities were linked to a cement truck driver who admitted using marijuana the night before crossing into oncoming traffic before hitting a school bus — killing a child and the driver.

• An NTSB finding that marijuana impairment caused a crash in a 2022 collision in Oklahoma that killed six teenagers.

“Without the deterrent and detection power of marijuana testing, such preventable tragedies will only become more frequent,” Horvath wrote. “Given the heightened public attention to marijuana policy and the possibility of a federal rescheduling of marijuana in the near term, we are re-

ventable tragedies will only become more frequent,” Horvath wrote. “Given the heightened public attention to marijuana policy and the possibility of a federal rescheduling of marijuana in the near term, we are re-

(ATA SEEKS ACTION continued on page 9)



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(ATA SEEKS ACTION continued from page 8)

questing clarity on DOT's plans to address such a change."

He also urged DOT to initiate coordination with the Department of Justice — which has oversight of DEA — and the Department of Health and Human Services as well

as relevant lawmakers to ensure "any federal policy shift preserves the authority, tools and technical capacity necessary to continue testing DOT-regulated safety-sensitive workers."

SOURCE: *TRANSPORT TOPICS*

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Doctor's Note Not a Requirement for Using Paid Sick Leave

Can I require a doctor's note after an employee has been out sick for three consecutive days?

The answer to this question depends on whether the employee is using paid sick leave when they are out.

California's mandatory paid sick leave (PSL) law, the Healthy Workplaces, Healthy Families Act, requires employers to provide sick leave to employees for use when they (or a qualifying family member) are sick or need medical care.

PSL is a form of protected time off, meaning employees have a legal right to use the time and they cannot be disciplined, terminated or otherwise subjected to adverse action because of doing so.

Employees must be allowed to use PSL upon their request. The PSL law does require that employees provide reasonable advance notice if their need to use PSL is foreseeable; but if the need is not foreseeable (such as in an emergency), they only must provide notice as soon as practicable.

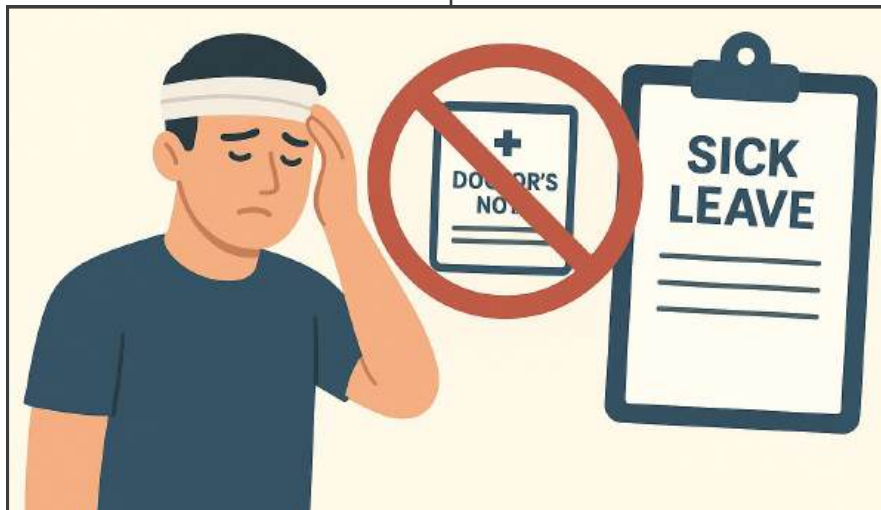
There is no provision in the PSL law that allows an employer to require medical certification or a doctor's note when an employee requests or uses PSL, regardless of the number of days of PSL the employee uses.

Labor Commissioner

In addition, the Labor Commissioner has taken the position in its [California Paid Sick Leave: Frequently Asked Questions](#) that employers cannot require a doctor's note when employees use PSL:

"An employer may not deny an employee paid sick leave based solely on a lack of certification from a health care provider. An employee is entitled to take paid sick leave immediately upon the covered employee's oral or written request. The leave is not conditioned on medical certification."

Thus, as long as an employee is using PSL, an employer should not request a doctor's note. A policy or practice of requiring a doctor's note after a specific number of days should carve out absences for which an employee is using PSL.



However, if an employee is out sick but chooses not to use PSL or has exhausted all their PSL, then the protections of the PSL law don't apply and an employer's ability to require a doctor's note would be based on company policy.

Employers requesting doctor's notes in those situations should do so pursuant to a written policy and should enforce that policy consistently.

Other Leaves

Although the PSL law doesn't provide for doctor's notes, employers may still be able to request medical certification under an applicable leave law, such as the California Family Rights Act (CFRA), or in the context of evaluating a request for leave as an accommodation under the California Fair Employment and Housing Act (FEHA).

SOURCE: CAL CHAMBER - ALERT

CARB Calls Out U.S. Department of Energy “Study” for Spreading Misinformation and Devaluing Human Life



SACRAMENTO —The California Air Resources Board filed public comments debunking the U.S. Energy Department (DOE) study the U.S. Environmental Protection Agency (U.S. EPA) is using to eliminate federal climate programs. CARB’s comments include a detailed report calling out DOE misinformation and falsehoods one by one.

The DOE report ([“A Critical Review of Impacts of Greenhouse Gas Emissions on the U.S. Climate”](#)) claims to justify undoing the 2009 endangerment finding, which determined that climate-warming gases are harmful to human health and the environment. It also found that U.S. EPA has the authority to regulate those gases. Reversing the endangerment finding flies in the face of decades of U.S. and international research proving that human-caused climate change worsens already extreme weather, is fueling more intense wildfires, worsens air pollution

and is killing people, among many other impacts.

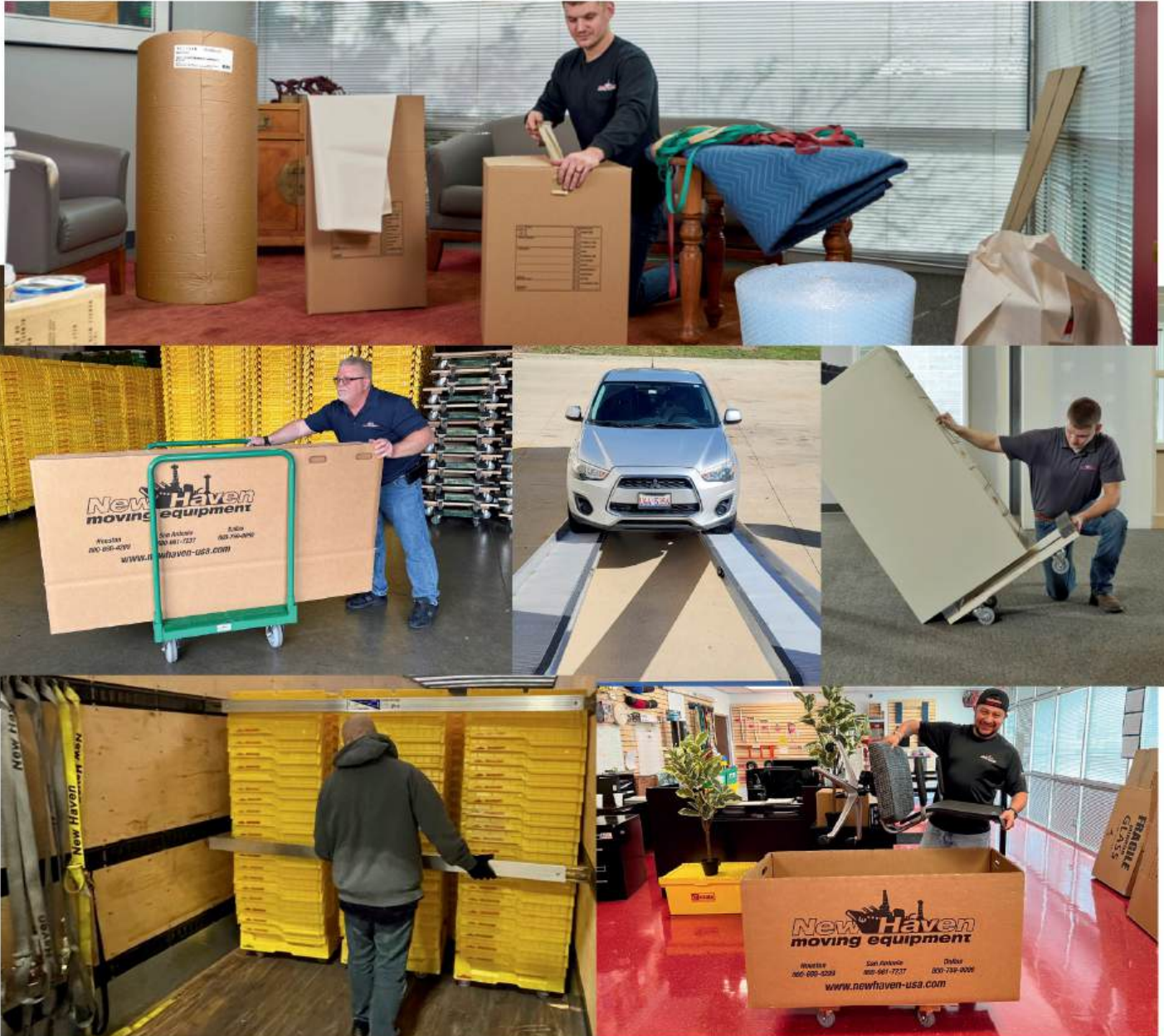
“This DOE document relies on the old tobacco industry strategy of undermining established science, spreading doubt about established reality and carelessly endangering fellow human beings,” said CARB Chair Liane Randolph. “If the endangerment finding is rolled back, it will clearly establish that the federal government is further stamping its approval on a proposal that puts profits before the health of the people the administration claims to represent.”

The CARB comments stand up for science instead of attempting to bury it. They take the DOE study to task for discounting the harm of extreme weather and climate disasters on human life and property. That discounted harm would include the recent loss of more than 120 people on Texas’

(ARB VS EPA continued on page 14)



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EXECUTIVE MEMORANDUM

TO: All Agents, Drivers & Corporate Staff
FROM: Mark Kirschner, CEO
DATE: September 4, 2025
SUBJECT: Mark Kirschner Retirement

After 42 years with this great company—20 of those as CEO—I will be retiring at the end of this year.

I was fortunate to be given the opportunity to lead by my predecessor, Steve Burns, and have been truly blessed to work alongside so many dedicated and talented people over the years. The success we've achieved has always been the result of our stellar team—our past and present executives, our incredible staff, and the strongest network of agents in the industry. Most importantly, the true backbone of our company has been, and always will be, our professional drivers. They represent the very best of this industry, and I'm proud of the standards they set every day.

I'm also very pleased to share that Jim Gaw, who joined us last year as President and brings almost 30 years of industry experience, will succeed me as CEO effective January 1, 2026. Jim is a proven leader, and I have complete confidence in his ability to guide this company into the future.

The van line is well positioned for growth as we continue to provide the highest level of customer service in the industry. We have an ownership structure that is well established and sustainable through our 100% Employee Stock Ownership Program (ESOP). With the strong market presence of Bekins Van Lines and Wheaton World Wide Moving brands; the outstanding level of service provided by our agents and drivers; and Jim's leadership, we are confident in our ability to achieve our strategic goals and drive future success.

Although I am retiring from daily responsibilities, I will continue to serve on the Wheaton | Bekins Board of Directors and remain closely connected to the company and its future growth.

It has been the honor of a lifetime to serve this company, and I'm deeply grateful for the opportunity, the friendships, and the memories.

(ARB VS EPA continued from page 11)

Guadalupe River, the 250 lost lives and hundreds of miles and billions of dollars in damage left across the Southeast by Hurricane Helene, and the lives and property lost in this year's Los Angeles wildfires. Those are just three of the 27 multi-billion-dollar climate-driven weather disasters so far this year in the U.S.

The CARB comments also point out dozens of instances of missing context, misinformation, selective editing and outright false statements contained in the DOE report.

For example, the DOE report concedes the value of agencies such as the National

Oceanic and Atmospheric Administration and the National Weather Service in protecting the public. CARB points out that DOE does not mention that the Administration is gutting funding and dramatically cutting staff at those agencies.

The comments from CARB attempt to set the record straight before the federal government can rewrite history to serve its own profit-driven ends.

The submission follows verbal testimony CARB Executive Officer Dr. Steven Cliff provided last month in opposition to the U.S. EPA's proposal to reverse the endangerment finding.



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CMSA Develops New Website with Enhanced Mobile Capability

The digital landscape is continually evolving, requiring organizations to adapt and innovate in response to the ever-changing needs of their audiences. In this spirit of progress, CMSA is proud to announce the October release of its brand-new website platform, designed from the ground up to offer a seamless, engaging, and modern user experience. Among the array of features introduced in this major overhaul, one stands out as particularly transformative: the website's robust mobile capacity. This enhancement marks a significant step forward, ensuring that CMSA's content, services, and community can now be accessed easily and intuitively from any device, anywhere in the world.

CMSA's mission has always centered around connecting people, sharing knowledge, and fostering a vibrant community. As more users shift to browsing smartphones and tablets, it has become clear that a mobile-friendly approach is not just desirable, but essential. The vision for the new website was to create a digital gateway, breaking down barriers to information and empowering users to interact with CMSA's resources effortlessly, regardless of their chosen device.

The flagship feature of the new CMSA website is its comprehensive mobile capacity. This isn't simply a site that "works" on a phone; it's a platform that thrives in the mobile environment:

- **Responsive Design:** The website adapts dynamically to various screen sizes and resolutions, ensuring optimal readability and navigation whether on a smartphone, tablet, laptop, or desktop.

- **Intuitive Navigation:** Menus, buttons, and interactive elements have been reimagined for touch interfaces, making it easy to find information with a tap or swipe.
- **Seamless Content Experience:** Articles, videos, and forms are formatted for clarity and ease-of-use on smaller screens, eliminating the need for awkward

zooming or side-scrolling.

- **Cross-Platform Consistency:**

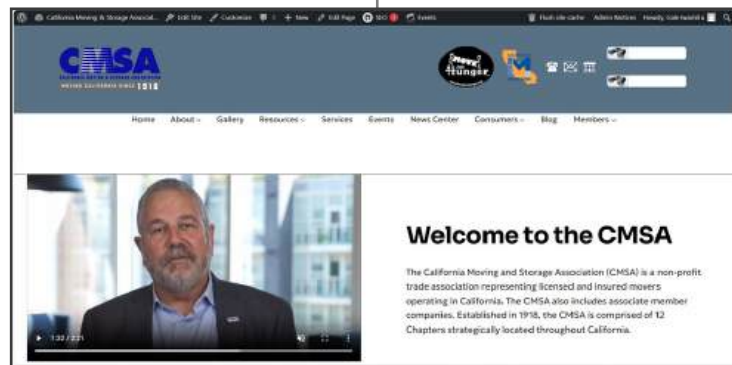
Whether users log in from home, at work, or on the go, the experience remains familiar and reliable, with synchronized user accounts and settings.

A major goal of the upgrade was to foster greater engagement within the CMSA community. The new site makes it easier than ever to connect with fellow members and stay informed about the latest developments.

Mobile capacity is not just about user experience—it's also a cornerstone of modern digital strategy. The new CMSA website is fully optimized for search engines, ensuring that mobile and desktop users alike can discover resources, events, and updates through organic search.

CMSA invites everyone to explore the new website upon its release, experience its mobile capacity first-hand, and share feedback for ongoing refinement. This initiative is a testament to the organization's belief that digital spaces should work for everyone, everywhere.

Whether you are searching for resources, connecting with peers, or seeking support on the go, the new CMSA website is ready to meet you where you are—anytime, anywhere, on any device.



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Tue., Sept. 23 Mid Valley Chapter
September Meeting

Wed., Sept. 24 Central Coast Chapter
September Meeting

Fri., Oct. 3 Monterey Bay Chapter's
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Sat., Oct. 4 Central Valley Chapter's
Cornhole Tournament
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Wed., Oct. 8 Greater LA Chapter
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Fri. - Sun.,
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2	Ace Relocation Systems of Los Angeles	12,036 lbs.
3	Daly Movers	11,621 lbs

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Monthly	Year to Date	All Time
489 lbs.	66,732 lbs.	2,071,004 lbs.
408 meals	55,610 meals	1,725,837 meals



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