W W W . T H E C M S A . O R G

NOVEMBER 2025

California Labor Commissioner's BOFE unit cites Costco, Ryder Last Mile Inc., and Mega Nice Trucking LLC for \$868,128 in Misclassification Violations

San Diego—The California Labor Commissioner's Office (LCO) has cited Costco Wholesale Corporation, Ryder Last Mile Inc., and Mega Nice Trucking LLC for misclassification and labor law violations affecting 58 delivery drivers.

Mega Nice Trucking, based in Chula Vista, served as a subcontractor for third-party logistics companies, including Ryder Last Mile, which contracted with drivers to deliver large items from big box retailers across the San Diego region.

An investigation by the LCO's Bureau of Field Enforcement (BOFE) determined that drivers working under Mega Nice Trucking

were systematically misclassified as independent contractors, depriving them of basic workplace protections such as minimum wage, overtime pay, and legally mandated meal and rest breaks.

Although the drivers were reclassified as employees in 2023, the violations persisted. Workers continued to receive a flat daily rate without proper compensation for overtime hours or missed meal breaks. Investigators also uncovered falsified payroll records, suggesting deliberate efforts to conceal these ongoing labor law violations.

What California Labor Commissioner

(BOFE UNIT continued on page 5)

IMPORTANT NOTICE

We are preparing the 2026 CMSA Membership Roster.

Did your company move? Had any staff changes? Did your website change?

PLEASE LET US KNOW

Submit your completed 2026 Roster Update Form by December 15, 2025.

The form can be found at the end of this issue.



CMSA 2026 College & Vocational Scholarship Applications Now Available!

See Page 14 & 15 for the College Application or visit: For the Vocational Scholarship application, visit: CMSA Vocational Scholarship



CHAIRWOMAN'S CORNER By: Jeanette Homan

In October, our chapter hosted a cornhole tournament fundraiser, complete with hot dogs and linguiça sandwiches fresh off the grill. It was a well-attended and lively event, and what made it

even more special was seeing guests and participants from other chapters come out to support us. My team—especially my sister, Rhonda Stephens—put a tremendous amount of time into the planning and details, which made the event such a success.

People often ask why I organize these events—and why Lambert and our team put



so much effort into them. The truth is, I don't do it for myself or even for the

success of our chapter. I do it for our employees and their children. My hope is that they can benefit from the scholarship opportunities we work so hard to fund, giving them a chance to pursue higher education

and brighter futures. In fact, this cause is especially close to my heart—my daughter was a recipient of



this scholarship back in 1998, along with my granddaughter and an employee's daughter. Being able to see the positive impact that the additional funds had on their college experience was amazing.

A huge thank-you to everyone who supported this event!

Looking ahead, we've decided to try something new—a pickleball tournament in

(CHAIRWOMAN'S CORNER continued on page 4)





PRESIDENT'S COMMENTS
By Steve Weitekamp

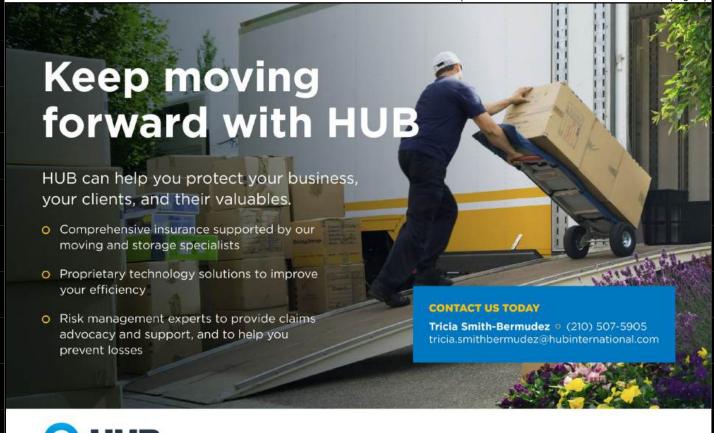
I recently received a call from a reporter investigating a story about U-Haul's U-Box Load Share Program. He wanted my opinion on the program from a regulatory perspective. I told him that while I wasn't a transpor-

tation attorney, I would be happy to share my layman's perspective, but I also felt it was critical to look at the program from a public safety perspective. Just in case you are not familiar with this misguided initiative, it allows U-Haul truck rental customers to attach and tow storage containers (U-Boxes) to destinations along their routes. In exchange, participants, customers who are not professional drivers, receive a discount on their truck rental rate.

We've all seen the Memes and even a Simpsons short video related to U-Haul's slogan, "America's Moving Adventure." They illustrate the mayhem that can ensue when unprepared individuals operate trucks outside their skill set. The reality is not really funny. As members of the trucking industry, we are well aware that the mere possession of a class C license does not a truck driver make. Yet anyone with a regular driver's license can walk into any straight truck rental facility and drive off with a truck with a rating up to 26,000 lbs. GVWR. Not great from a public safety perspective, now let's add a trailer to the mix and the complications that can come. It is easy for even the most casual observer to understand that an even more serious public danger has now been created.

My position is that because U-Haul drivers in this program are compensated for hauling a container for another person, in the form of a discount, they are subject to the rules and regulations of commercial transportation, which activates a host of FMCSA requirements for commercial vehicles engaging in interstate commerce. A commercial driver is defined by the Federal Motor Carrier Safety Administration (FMCSA) as someone who operates a com-

(PRESIDENT'S COMMENTS continued on page 4)





Risk & Insurance | Employee Benefits | Retirement & Private Wealth

(CHAIRWOMAN'S CORNER continued from page 2)

February. Pickleball is certainly having its moment, and we're excited to give it a whirl. Hopefully, it will be just as well-attended and enjoyable as our cornhole tournament was.

Moving on to our Fall Board Meeting in Reno, it was another shining example of the dedication and effort that go into CMSA events. This meeting is very important, as we make decisions for future CMSA convention venues and put a great deal of thought into selecting and planning the loca-

tions for these events. The meeting was well-attended, well-planned, and well-executed. Kudos to Steve and Gale for their hard work and thoughtful organization that made the event such a success.

We wrapped up with a memorable bourbon-tasting experience, where we not only sampled some fine bourbons but even created our own barrel! We brought it home and now we'll be turning it every 30 days. In about three months, we'll have our finished product.

(PRESIDENT'S COMMENTS continued from page 3)

mercial motor vehicle (CMV) in commerce, subject to federal safety regulations. The Key FMCSA Actions that Define a Commercial HHG Driver:

- Driving vehicles over 10,001 lbs. GVWR or GCWR
- Obtaining and maintaining a valid CDL
- Passing required medical, knowledge, and skills tests
- Complying with hours of service, drug/

alcohol testing, and safety regulations

Reporting convictions and maintaining a single license

While it is unlikely that the program will stop without litigation and serious financial loss, I am afraid that is what the future holds. I am not afraid because of the financial loss to U-Haul and any others that attempt this initiative, but for those of us on the public highway who can and will be put at physical risk by this ill-advised venture.



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(BOFE UNIT continued from page 1)

Lilia García-Brower said: "Companies that exert control over workers cannot evade responsibility by hiding behind layers of subcontracting. Misclassification strips workers of their rights and protections, and employers who direct and control their workforce are responsible for paying all wages owed."

The LCO also found that Costco and Ryder Last Mile exercised both direct and indirect control over the delivery drivers. They scheduled deliveries, mandated uniforms, enforced specific protocols, and closely monitored driver performance. These actions establish a joint employer relationship with Mega Nice Trucking and make Costco and Ryder Last Mile equally liable for the misclassification and resulting wage theft.

The investigation began in July 2024 after two former Mega Nice Trucking employees filed complaints alleging wage theft and misclassification. During the investigation, Mega Nice Trucking admitted to misclassifying its drivers. Investigators also discovered that the company had previously been penalized by the California Employment Devel-

opment Department for similar violations, indicating a repeated pattern of noncompliance.

Costco, Ryder Last Mile, and Mega Nice Trucking have been jointly cited by the LCO for a total of \$868,128, of which \$662,978 is payable to the affected workers. All three employers have appealed the citations.









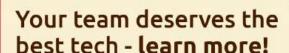


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Humboldt Moving & Storage Named 2025 North American Van Lines Agent of the Year

OAKBROOK TERRACE,III., Oct. 28, 2025 /PRNewswire/ -- North American Van Lines, Inc., one of the world's largest moving companies, recognized Humboldt Moving & Storage of Sparks, Nevada as its 2025

Agent of the Year at its October 18 annual agent convention in Denver, Colorado.

Josh Sehon of Humboldt Moving, accompanied by Casey Asche of subsidiary, Locatelli Moving, accept the 2025 North American Van Lines Agent of the Year award from

Kevin Murphy.

IMB ON SCT.

Josh Sehon of Humboldt Moving, accompanied by Casey Asche from subsidiary Locatelli Moving, accept the 2025 North American Van Lines Agent of the Year award from Kevin Murphy.

"North American and its agent network have provided the highest quality moving service and relocation experience to our customers for over 9 decades," says Kevin Murphy, VP and General Manager, North American Van Lines. "In its short tenure as a North American agent, Humboldt Moving, Sparks, Nevada, has joined the ranks of the 'best-of-the-best' through an unwavering passion for delivering excellent customer service and quality. This attitude has earned them their first **Agent of the Year** title. Congratulations to everyone at Humboldt Moving, Sparks, NV for this achievement."

"From inception, the mission of Humboldt Moving & Storage has been to provide a moving experience that is modern, efficient and professional with service that is high quality and personal to each customer's

needs, every move, every day," says Josh Sehon, Chief Executive Officer, Humboldt Moving. "I am proud to work with a team that is so dedicated and hard-working. This is truly a team award, and I'm excited to see

what the future holds."

The Agent of the Year award recognizes excellence in service quality, hauling growth, sales growth, safety performance, and support of fellow agents and customers.

About Humboldt Moving &

Storage

Humboldt Moving & Storage has

provided high-quality household goods moving and storage solutions to consumer, corporate and military customers for 61 years. The company, based in Reno, Nevada, serves customers in the western United States out of locations in Reno and Sparks, NV; and Eureka, Crescent City, Modesto, and Redding, CA; and in Santa Cruz and Milpitas, CA under Locatelli Moving. Learn more at www.humboldtmoving.com.

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California Disputes FMCSA on **Non-Domiciled CDL Compliance**

DMV Says Technical Issues Don't Warrant Grant Cuts

ity to issue commercial driver's licenses. We will get compliance.

California formally defended its past handling of nondomiciled commercial driver licenses as "substantially compliant" with federal law, while characterizing a threat to

withhold federal grants as inappropriate.

"Eventually we can pull [California's] ability to issue commercial driver's licenses. We will get compliance. They will comply," Duffy said.

Steve Gordon, director of the California Department of Motor Vehicles, outlined California's formal response in a 16-page letter to the Federal Motor Carrier Safety Administration on Oct. 26.

FMCSA, through its chief counsel Jesse Elison, put California on notice Sept. 26 about potentially losing federal grants for "substantial noncompliance" in adhering to FMCSA regulations in issuing non-domiciled CDLs and commercial license permits.

Giving California a 30-day deadline to respond, FMCSA warned the federal government could issue "a final determination of substantial noncompliance" and withhold up to \$158 million in fiscal year 2027 funds and double that amount to \$316 million in FY 2028 for further noncompliance.

"Once funds are withheld following a substantial noncompliance determination, they are no longer available for apportionment to California," Elison told the state.

U.S. Transportation Secretary Sean Duffy

"Eventually we can pull [California's] abil- had accused California of having the most "egregious" licensing situation of any state, with 25% of its non-domiciled CDLs in viola-

> tion of federal rules.

After receiving FMCSA's notice. California conducted a comprehensive audit, reviewing 65,000 records of all non -domiciled CDLs and CLPs. The state found

"certain technical limitations in its systems, and it is

duly working toward correcting those issues. However, DMV's audit also revealed that, despite these technical limitations, its commercial driver's license issuance policies and practices were substantially compliant with applicable federal requirements.

While Gordon acknowledged the state found issues that now are being addressed. the audit "did not corroborate a substantial failure to comply with relevant federal regulations, and any limitations in DMV's systems do not justify a withdrawal of federal highway funding.

Gordon argued that "FMCSA faults DMV and finds noncompliance for practices that were explicitly approved by the Department of Homeland Security. Accordingly, it is not appropriate for FMCSA to withhold federal highway funding or take any other adverse action at this time."

FMCSA noted its auditors found CDLs and CLPs issued in California to ineligible drivers and also to drivers whose licenses

(CALIFORNIA DISPUTES FMCSA continued on page 10)

(CALIFORNIA DISPUTES FMCSA continued from page 9)

remained valid years beyond the expiration of their legal U.S. residency status.

Gordon countered this point. He said the DMV found "20,000 non-domiciled CDLs had expiration dates that exceeded their legal presence document, but the majority of



these
were issued
appropriately"
through
the federal
government's

Duffy

SAVE system and approved according to DHS methodology.

He told FMCSA that California "intends to fully comply" with Duffy's emergency rule with tougher non-domiciled CDL requirements when the state is able to restart issuing these licenses. In the meantime, DMV

wants to have an informal discussion with FMCSA to create a mutually agreeable schedule for California "to implement corrective measures."

FMCSA is evaluating California's response. However, Duffy pointed again to California during an Oct. 30 press conference on states issuing noncompliant CDLs.

"California is less than cooperative. We're in a process of going through a review and we have the opportunity to pull \$160 million of additional dollars from the state of California. That's about 4% of the money that we send California from DOT. We'll be able to pull another 4% and another 4% if they don't comply," Duffy said. "Eventually we can pull their ability to issue commercial driver's licenses. We will get compliance. They will comply."

Duffy announced he would pull \$40 million in federal funds from California for failing to enforce a <u>revived English-language</u> <u>proficiency testing</u> required for truckers found having questionable abilities to read highway signs and communicate sufficiently with roadside inspectors.

Gratitude drives everything we do.

This Thanksgiving, we're especially thankful for the incredible partnerships, trust, and teamwork that define this industry and community. Every day, we have the privilege of protecting what matters most to our clients – and that's something we never take for granted.

From all of us at Champion Risk, we wish you a safe and joyful holiday season.

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THE PETS OF THE CMSA Challenge coming soon! Chance to receive bragging rights.

We're inviting all members to **send in a photo of their pet** for our upcoming *Match the Pet with the Person Contest*.

During the event, we'll showcase the photos of your pet and challenge everyone to guess the correct pairings.

Think you can tell which pet belongs to which person? Now's your chance!

How to join in:

Send us a photo of your pet (any kind welcome!) to: information@thecmsa.org

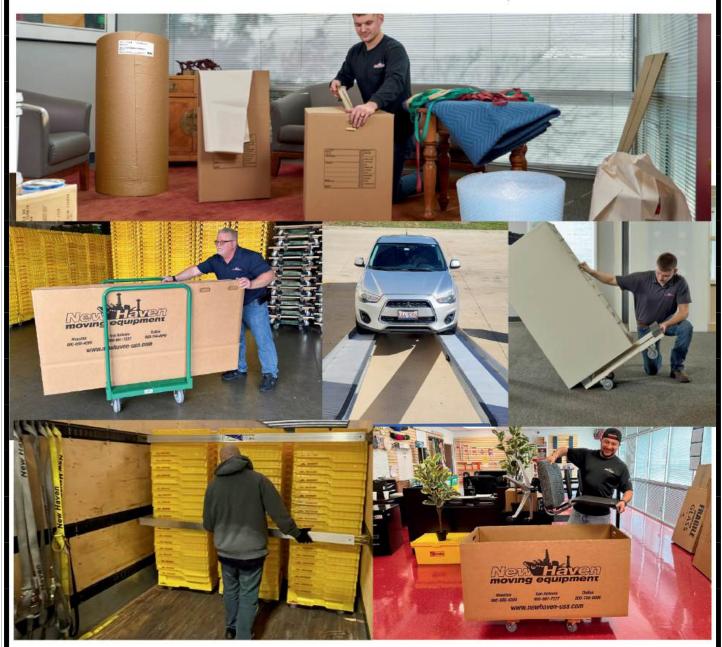
Include your name and your pets name.



We'll be sharing the photos in an upcoming newsletter to celebrate our beloved companions, and see if you can match the pet to their master.



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CMSA College Scholarship 2026

CMSA will offer \$2,000 scholarships to students who will be enrolled in an undergraduate program at an accredited college, university, or community college during the 2026-2027 academic year. Applicants are not limited to any particular field of study.

Each individual must obtain and complete the required documents listed below and submit them to be received no later than noon on <u>Tuesday</u>, <u>February 3</u>, <u>2026</u>, to CMSA, 10900 E. 183rd St., #300, Cerritos, CA 90703, or e-mail to information@thecmsa.org. Winners will be notified by March 13, 2026. The awards recognition will take place at the CMSA's 108th Annual Convention at Omni Rancho Las Palmas, Rancho Mirage, CA, during the Awards Luncheon on May 16, 2026.

Application Requirements:

- Completed scholarship application form.
- Résumé.
- 3) Two letters of recommendation. Whenever possible, letters should be typewritten. One letter should be from a teacher/professor, counselor, or school administrator, and one letter should be from a community business member (not family).
- A copy of your most recent transcript/report card.
- 5) Completed essay of 500-1000 words addressing the following topic:

If you could dedicate your life to solving one problem, what would it be and why?

Eligibility Requirements:

- * 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.
- * High school students must have a minimum high school GPA of 2.5.
- * College students must show proof of enrollment and a minimum cumulative GPA of 2.5.
- * Student must be enrolled in an undergraduate program at an accredited four-year college, university, or community college during the 2026-2027 academic school year. Minimum nine units per semester/quarter.

Criteria for Selection:

Upon meeting the minimum eligibility requirements, scholarship recipients will be selected upon the quality and excellence of the essay.

CMSA scholarship awards will be mailed directly to the recipient in the name of the college or university for use during the 2026-2027 academic school year only.

If you have any questions, please call the CMSA office at (562) 865-2900.

2026 CMSA Scholarship Application

Name:			
Last	First		Middle
Home Address:			
Street			City, State, ZIP
Telephone Number: ()		Cell Number: ()
Email Address:			
Name of School Currently Attending	g:		
Expected College Graduation Date:			
Name of Employer or Parent/Grand	parent (Sponsor)	Associated with C	EMSA:
Name of Company:		Position:	
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Sponsor's Signature:			
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as ineligible, CMSA will take steps			
applying for this scholarship.)	to remedy the sitt	uation. See engion	my requirements <u>BEFORE</u>
applying for this scholarship.)			
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Major Field of Interest:			
High School GPA:		Current Colle	ege GPA:
Student's Signature:		Date:	
Please list your extra-curricular and hobbies. (Use separate sheet if need	led.)		
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If you could dedicate your	life to solving	one problem,	what would it be and

If you are notified as being a scholarship recipient, you will have 10 days to respond to the CMSA scholarship notification, or you will forfeit the scholarship.

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CALENDAR OF EVENTS

Tues., Nov. 11 Twin Counties Chapter

November Meeting

Wed., Nov. 12 San Diego/Imperial

Counties Chapter

November Meeting

Thurs., Nov. 20 Monterey Bay Chapter

November Meeting

Wed., Dec 3 Greater LA & OCBC

Holiday Dinner/Meeting

Thurs., Dec, 4 Ventura/Santa Barbara

Chapter December

Meeting

Fri., Dec. 12 Northern Region

December Meeting

Tues., Dec. 9 North Bay Chapter

December Meeting

Wed., Dec. 10 Sacramento Chapter

December Meeting

Thurs.. Mar. 26 San Diego Chapter

Golf Tournament

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Association Hunger Leaderboard Report

	CA Leaders for the Month	Total
1	Beltmann Relocation Grp Of LA/Orange	1,377 lbs.
2	123 Moving & Storage- LA	420 lbs.
3	Oakley Relocation	227 lbs

CMSA Report Food Collected and Delivered

Monthly	Year to Date	All Time
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1,987	61,709	1,731,937
meals	meals	meals



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City:			State:		ZIP:	
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Email to: information@thecmsa.org Phone #: (562) 865-2900						
RETURN BY DECEMBER 15, 2025 (no guarantee changes will be made if received after due date)						
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Company Name:		
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