

Port of L.A. Foiled 120 Million Cyberattacks in August

The port expects cargo volumes could rise
Another 5% to 10%

The U.S.'s busiest container port for global trade foiled more than 120 million cyberattack attempts in August, posing a persistent threat to its operations as it grapples with shifting tariff policies.

The Port of Los Angeles identified intrusion, network exploitation, credential harvesting and malware attacks, among other efforts, Executive Director Gene Seroka told Bloomberg Television in an interview. The port's cybersecurity operations team in a coalition with private-sector businesses form a seven-

layer digital defense around its operations, he added.

Seroka's comments came after U.S. officials disclosed that American government agencies were tracking cyber threats against nearly 20 ships around the world. Attacks in the maritime sector have es-

calated in recent years as vessels become increasingly dependent on digital systems for navigation, communications and other operations.

"All they have to do is to get it right one

(FOILED CYBERATTACKS continued on page 8)



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CHAIRWOMAN'S CORNER

By: Griselda Gonzalez

There is a story in the Bible that I love. Even secular readers are probably familiar with at least part of it. Jonah gets an assignment he doesn't particularly want, runs in

the opposite direction, ends up in a storm, gets thrown overboard, and is swallowed by a great fish. But hear me out. Let's talk about the worm.

By Chapter 4, Jonah has survived the fish, made it to Nineveh, and completed the assignment he tried so hard to avoid. He is sitting outside the city when God provides a plant that grows over him and gives him some much-needed shade. Jonah is very happy about this plant. Then God provides a worm. The worm attacks the plant, the plant withers, the sun comes up, and Jonah is furious.

Jonah's reaction, in my opinion, lands

somewhere between a teenager and a toddler. He is mad. Over a plant. But God uses that little worm, and Jonah's reaction to it, to make a much bigger point about perspective, compassion, and what really matters. (Jonah 4:6-11)

I don't know what kind of worm Jonah was dealing with, but consider the ordinary earthworm for a moment. These little creatures spend their lives underground, yet their activity helps create channels for air and water and contributes to healthier soil. Small creature, important job. If God could give a worm an assignment, surely I shouldn't be so quick to decide that I have nothing left to contribute. And neither should you.

Because there are days when I feel like I cannot give one more thing to the business, to the employees I am supposed to lead, to my family, my responsibilities, or the people who need something from me. There are days when, honestly, I picture myself walking away from all of it. Not dramatically. Just that fantasy of: What if I simply didn't have to deal with any of this today?

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(CHAIRWOMAN'S CORNER continued on page 4)

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PRESIDENT'S COMMENTS

By Steve Weitekamp

As someone who represents movers for a living, I regularly run into two issues. The first is explaining our industry. I live in Burbank, the real capital of the entertainment industry, so when I say, "moving industry," many people hear "movie industry" and are visibly deflated when I explain the reality.

The second issue is not so funny. Our industry too often suffers from a negative image, largely because of rogue operators who harm the moving public, the legitimate industry, and, just as important, the taxpayers. Rogue operators don't pay taxes and fees. They don't carry proper insurance, and they don't answer to regulators. Any consumer who thinks it doesn't matter who they hire is fooling themselves. When a rogue operator holds a family's belongings hostage or simply disappears, the damage

doesn't stop at that household. It lands on the whole community.

That's why we should never understate the good work of legitimate movers, our CMSA members. They are employers, taxpayers, and neighbors in the communities where they operate. Let me share one small example.

Recently, our partners at Special Olympics of Southern California told me they needed to move their 50-person office to a new building in the area. As a nonprofit, they keep as much revenue as possible directed to their mission of serving people with special needs. They hoped we could find a mover willing to handle the move pro bono, or at the very least for a greatly reduced fee. I sent a broad request to our Southern California membership, expecting a bit of a challenge. It has not been an easy year for a number of movers, and a 50-person office is no small job.

The response was heartwarming. Within minutes, Donnie Hill of Alexander's committed to doing the move. His company was the first of more than a few members to of-

(PRESIDENT'S COMMENTS continued on page 10)

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ny, perhaps you know the feeling. A truck goes down. A customer is unhappy. Someone calls out. A claim lands on your desk. A job you thought was profitable suddenly isn't. The phone is ringing while you're trying to solve the problem created by the last phone call. Then you go home, where apparently there are people who also expect things from you. Rude.

I have to remind myself that whatever I am experiencing at that moment is not the whole picture. My frustration may be real, but it is also momentary. And there are certainly worse things in this world than being in my shoes.

I recently finished Daniel Chidiac's *Stop Letting Everything Affect You: How to Break Free from Overthinking, Emotional Chaos, and Self-Sabotage*. One section discusses psychologist Susan Nolen-Hoeksema's research on rumination, basically getting stuck repeatedly thinking about distress, its causes, and its consequences without actually moving toward a solution. Her research

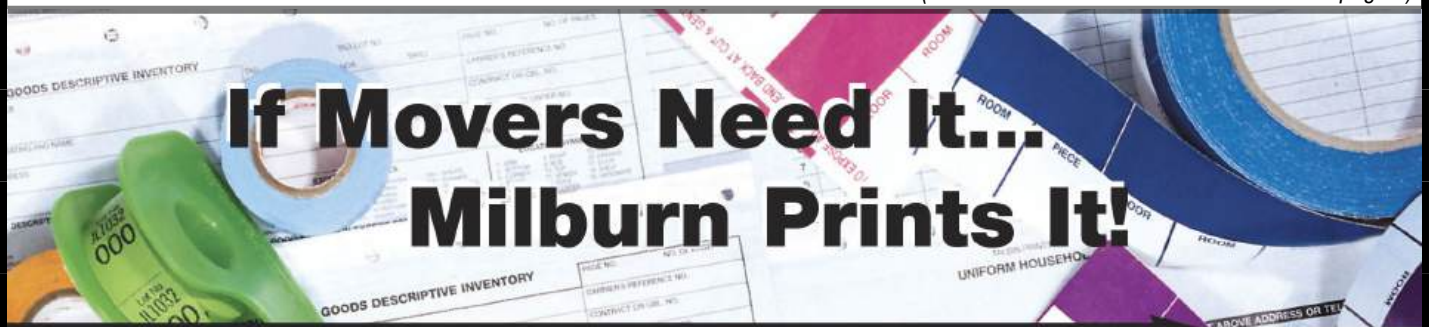
found that rumination can feed depression and anxiety rather than resolve the problem in front of us.

This one hit home. I have a great memory. Ask my husband. He will tell you I remember things too well. But remembering everything is not always useful. Neither is replaying a conversation 14 different ways, imagining what someone meant, revisiting a decision that has already been made, or forecasting every possible disaster that could come next. At some point, more thinking isn't helping me. Acting is.

That is especially relevant in our business because we are problem solvers by necessity. Moving rarely goes exactly according to plan. Elevators break. Trucks break. Weather changes. Customers add items. Access isn't what we were told it would be. Someone measured something incorrectly. Someone forgot to tell someone something. We adjust.

Maybe resilience isn't pretending those things don't bother us. Maybe it's recognizing when thinking about the problem has

(CHAIRWOMAN'S CORNER continued on page 5)



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stopped being productive and asking three questions: What do I actually know? What am I assuming? What can I do next?

Sometimes that next step is surprisingly small. Make the call. Send the email. Look at the numbers. Ask another mover how they handled it. Apologize. Follow up. Go home. Get some sleep and look at it again tomorrow. And sometimes the answer really is: nothing today.

As we move into fall and toward the holidays, the pressures change. Peak moving season may be behind many of us, but business doesn't stop. We are budgeting and planning for another year, looking at equipment and staffing, renewing insurance, making decisions about our companies, and trying to figure out what the next season will bring.

At the same time, the holidays bring their own demands: family, travel, traditions, people we love, people we miss, and sometimes people we love whom we would prefer to enjoy in smaller doses.

So perhaps this is a good season to

step outside the problem for a moment. What is stressing you right now that might look different if you viewed it as an observer instead of the protagonist? And if life and business happen to be giving you a restful season, what are you doing with it? Are you preparing your business, your people, and yourself for the next round?

Jonah couldn't see much beyond his dead plant. I understand him more than I'd like to admit. But the plant wasn't the whole story. Neither was the storm or the fish, and neither is whatever happened at work today.

Sometimes we need to deal with the problem in front of us. Sometimes we need to change our perspective. And sometimes we just need to stop thinking long enough to take the next useful step. After all, even the worm had a job to do.



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Tesla Launches High-Volume Semi Production

Program Chief Dan Priestley promises 1,000 trucks a week

Tesla launched high-volume production of its Class 8 battery-electric Semi tractor Sept. 24 at its factory in Reno, Nev., with plans to build 1,000 trucks a week, Semi program chief Dan Priestley said.

The Reno plant can produce up to 50,000 trucks a year, according to Tesla.

The first production Semi rolled off the line April 29.

"This is not just a general assembly facility. It is as close as we can to get to raw material in, finished

product out," Priestley said. Nearly all metal components are pressed on-site, and Tesla manufactures its own plastic parts as it seeks to reduce costs, control quality and improve reliability, the OEM said.

The facility sits alongside Tesla's Giga Nevada operation, the company's largest battery factory.

Tesla celebrated the production launch with an invitation-only "Semi Rollout" event. CEO Elon Musk did not attend because he was scheduled to attend a White House state dinner for Chinese President Xi Jinping.

Musk appeared via video message, telling attendees the Semi is "almost like a sports car to drive" and that a self-driving option is expected in the "very near future."

The executive also promoted the potential benefits of autonomous trucking, saying it could allow drivers to arrive at destinations more refreshed while reducing fuel costs.

Autonomous Semi development

During Tesla's second-quarter 2026

earnings call July 22, Musk said the company expects to accelerate development of autonomous Semis late in 2026 or early in 2027.

Tesla made numerous changes to the truck during development and fleet testing, Priestley said.

Among them was a shift from hydraulic to full electric power steering, a move he said prepares the vehicle for autonomous operation. Other upgrades include a lighter 4680-based battery pack and a bar-wound stator.

"It is the most precise steering system I have ever seen on a Class 8 truck," Tesla vehicle engineering chief Lars Moravy said.

Priestley added that the truck's turning radius is similar to that of Tesla's Model Y SUV, providing greater maneuverability in urban environments.

Simplified system

Tesla also simplified the drive-axle lubrication system. Production models eliminate oil in the hub, while the gearbox and motor share a common lubricant. That oil will last



(TESLA LAUNCH continued on page 8)

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time,” Seroka said. “This is front of mind every day.”

Shifts in trade flows and policy have also

impacted the port’s business, with the amount of cargo it handles from Southeast Asia increasing over the past year and a half and China’s share of total business shrinking. Vietnam’s business with the

port has quadrupled over the past decade, while China’s has fallen to 40% of the port’s total throughput from 60% over the same period, he said.

Arpan Podduturi of Samsara examines how AI, telematics and onboard cameras are converging to protect drivers and reduce risk. Tune in above or by going to



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The port has benefited from increased traffic as ships divert away from the Suez and Panama Canals for security and weather-related reasons, Seroka said. Low water

levels in the Panama Canal mean carriers from Asia are forced to unload cargo on the U.S. west coast and truck it overland to east coast markets.

Having just completed its busiest three-month period

on record over June-August, Seroka said the port could see a further 5% to 10% boost to volumes due to restrictions in the Panama Canal rerouting cargoes in its direction.

SOURCE: *TRANSPORT TOPICS*

more than 250,000 miles, Moravy said.

The company also learned that truck operators preferred a roll-down window over the pop-out design used in earlier iterations, Priestley said. Some observers, however, remain skeptical about the central seating position when drivers need to interact with customers, law enforcement officers or gate personnel.

Tesla will offer two versions of the tractor.

The standard model will have a range of about 325 miles, while the long-range version is expected to travel about 500 miles. The standard truck has a curb weight of less than 20,000 pounds; the long-range model weighs about 23,000 pounds.

Tesla’s pilot fleet of about 180 trucks has

accumulated 17.5 million miles of real-world testing, company officials said.

Branded Semis from several fleets were visible around the facility during the event. IMC Logistics Pacific Region President Jim Gillis said in a social media post that the company expects to receive 34 Semis before the end of 2026.

Tesla also secured its largest Semi order just days before the production launch, winning a request for proposals covering as many as 2,500 trucks from a coalition backed by a group of shippers. The non-profits that organized the coalition said deliveries will begin in the fourth quarter of 2026.

Tesla is expected to deliver all 2,500 trucks within 18 months, according to a

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(PRESIDENT'S COMMENTS continued from page 3)

fer help, and so it was awarded the job. Larry Levin of New Haven Moving Equipment then stepped up to provide whatever packing material was needed. Neither response surprised me. Many other members also raised their hands, and I'm grateful to every one of them.

This is who legitimate movers are. They are licensed, insured, and accountable, and

they show up for their communities without being asked and without fanfare. That deserves recognition, and it should be remembered the next time anyone searches online for a mover using the vague prompt "best value." The best value is a mover who is licensed, who is insured, and who is part of the community they serve.



(TESLA LAUNCH continued from page 8)

spokeswoman for Catalyst Mobility, which organized the procurement effort with fellow nonprofit Smart Freight Centre.

Just over a week earlier, the Semi made its European debut, marking Tesla's challenge to established commercial vehicle manufacturers there. Customer deliveries in Europe are targeted for late 2027, and the truck is expected to closely resemble the standard-range North American model.

Meanwhile, Tesla is building a North American mobile maintenance network and plans to provide over-the-air software updates.

"The best part is no part. The best maintenance is no maintenance," Priestley said.

Tesla expects 30 megacharger sites to be operational in the United States by the end of 2026, providing more than 200 megawatt charging posts, Priestley said. The company also sells chargers for depot-based operations.

"Wherever we are going to put trucks, we will also put chargers," Priestley said.



SOURCE: *TransportTopics*

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What to Consider Before Using AI Tool to Record Workplace Meetings

Do I need to obtain employee consent to record or transcribe a workplace conversation or meeting, including when using an AI notetaking tool?

Employers who want to record workplace conversations and meetings — including using artificial intelligence (AI) notetaking

tools — generally need to obtain employee consent.

Employers considering using AI notetaking tools or other methods of recording conversations in the workplace should proceed with

caution, consider how the tool is being used, and consult with legal counsel.

Consent Needed

California is a two-party consent state for audio recording. This means that, outside of limited exceptions, everyone who is a part of a recording must consent to it. In other words, you typically cannot legally record a workplace conversation without the other person's consent.

If an AI notetaking tool records audio when used (which most do to generate a transcript), the two-party consent rule applies because an audio recording is occurring. Accordingly, if the AI notetaking tool is recording the conversation, employees must be notified and provide their consent before the tool is used to transcribe the meeting.

Transcripts

Some AI notetaking tools do not merely record a conversation but also produce a transcript that paraphrases what was said rather than capturing the conversation word for word. AI tools can also occasionally hallucinate details or misattribute statements.

Employers should not assume that an AI-generated transcript is a substitute for an accurate, verbatim record of a conversation and should consider, when appropriate, giving employees a chance to review and

correct a transcript, particularly if the transcript is being used in a workplace investigation or to support any adverse employment actions, such as discipline or termination.

Review Terms

AI notetaker tools may store audio recordings on a third-party server as well as use the audio recordings to train AI models. Employers should review the AI notetaking tool's data processing and privacy terms to understand any risks, particularly if the employer is using the tool for meetings that touch on sensitive or private employee information or other types of information that could implicate privacy obligations.

The infographic is titled "What to Consider Before Using an AI Tool to Record Workplace Meetings". It features a central illustration of a meeting with a robot head icon and a list of considerations. The considerations are numbered 1 through 7, each with a corresponding icon and a brief description. At the bottom, there is a blue banner with the text "Be Informed. Be Responsible. Get the Most from AI." and a small lightbulb icon.

What to Consider Before Using an AI Tool to Record Workplace Meetings

AI can make meetings more productive — but it's important to consider the bigger picture first. Ask yourself:

- 1. Privacy & Confidentiality**
Do the discussions include sensitive, proprietary, or personal information? Ensure the tool complies with your organization's data privacy policies (e.g., GDPR, HIPAA).
- 2. Participant Consent**
Have you informed all meeting participants that the meeting will be recorded by an AI tool? Get clear consent, especially from external guests.
- 3. Legal & Compliance Requirements**
Does your industry or region have specific laws about recording conversations? Ensure the tool and its use align with applicable regulations and company policies.
- 4. Data Security & Storage**
Where is the data stored? Is it encrypted? How long is it kept? Understand the tool's data handling, storage location, and retention policies.
- 5. Accuracy & Limitations**
AI may misinterpret, miss context, or struggle with multiple speakers and accents. Be prepared to review and verify the output.
- 6. Fairness & Inclusion**
Consider how recording may impact open discussion. Will it make some participants less willing to share? Foster a culture of trust and psychological safety.
- 7. Fit for Purpose**
Does the tool meet your actual needs (e.g., transcription, summarization, action items)? Evaluate features, cost, and integration with your existing tools.

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Does a restoration company need a Bureau license?

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Who can help if I have a complaint against a restoration company?

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What should I do before hiring a restoration company?

1. Do your research: if you are paying the business to move your household goods, check the license on the Bureau's website and make sure they have insurance: bhgs.dca.ca.gov. You can also check online reviews, but be aware that some are fake.
2. During a disaster, be wary of companies that approach you unsolicited and do not feel pressured into signing a contract before you're ready.
3. Avoid a large downpayment upfront and be wary of estimates that are "too good to be true."
4. Make sure you have a written estimate and that you understand the contract before you sign. Contracts should include the agreed costs, whether you or the insurance company pays, a timeline to complete the job, and the company's Bureau-issued license number.
5. Inventory and photograph any items removed from your home.
6. If covered by insurance, don't settle the claim until the restoration is complete.

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Mon., Oct 19	North Bay Chapter October Meeting

Wed., Oct. 21	Northern Region October Chapter Meeting
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