

U.S. House Legislation Targets Chameleon Carriers

Active USDOT number, registration requirements included in bipartisan bill

U.S. lawmakers have introduced legislation aimed at cracking down on so-called chameleon carriers, a term for companies that evade discipline for safety and regulatory violations by shutting down and resuming operations under new names.

The Registration Enforcement for Vehicle Operations of Known Evaders (REVOKE) Act was introduced Sept. 4 by Rep. David Taylor (R-Ohio) and co-sponsored by Rep. Shomari Figures (D-Ala.). The bill would amend federal law to



The REVOKE Act would amend federal law to require carriers operating certain commercial motor vehicles to maintain an active USDOT number. (Getty Images)

require carriers operating certain commercial motor vehicles to maintain an active U.S. Department of Transportation number.

It also would allow the secretary of transportation to immediately deactivate a USDOT number if a carrier lacks val-

id registration or fails to submit required periodic updates. In addition, the bill would prohibit the issuance of USDOT numbers until all registration requirements have been met.

“Chameleon carriers have dodged ac-

(CHAMELEON CARRIERS continued on page 9)



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CHAIRWOMAN'S CORNER

By: Griselda Gonzalez

After the peaks and valleys of another busy summer season, CMSA's fall chapter meetings are under-way. Steve Weitekamp and I have started our round of

visiting all 12 chapters throughout the state. Our first three stops took us to Twin Counties in Redlands, San Diego, and OC Beach Cities.

Somewhere along the way, I started thinking about gold.

I've been re-listening to a podcast about the California Gold Rush. In January 1848, James Marshall was working on a sawmill along the American River when something shiny caught his eye. Marshall and John Sutter tried to keep the discovery quiet, but this was one secret that wasn't going to stay secret for long.

Enter Sam Brannan.

Brannan was a Mormon elder, newspaper publisher, and merchant who heard the rumors and went to investigate for himself. When he returned to San Francisco, he famously paraded through the streets with a bottle of gold dust, announcing that gold had been found on the American River. Gold fever took off.

More than 175 years later, gold still has a way of getting people's attention.

At a recent price of roughly \$4,469 per troy ounce, it certainly caught mine.

And here's a fun distinction: gold is measured in troy ounces, which aren't the same as the regular ounces we're accustomed to. A troy ounce is about 31.1 grams, compared with about 28.35 grams in a regular ounce.

Now, movers know a thing or two about weight. We spend enough time looking at certified scale tickets to prove it.

So naturally, I weighed the CMSA directory.

9.75 ounces.

If the CMSA directory were made of solid gold, it would be worth somewhere around

(CHAIRWOMAN'S CORNER continued on page 4)

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PRESIDENT'S COMMENTS

By Steve Weitekamp

I have the opportunity to read more than a few industry newsletters, and every so often one of them captures a point that deserves repeating. My friend and colleague Howard Marcus of the

Minnesota Transport Services Association recently made such a point when he addressed a comment that all association leaders hear from time to time: "I don't get business from the association." On the surface, that may sound like a simple complaint about return on investment. But the longer I have worked with members, chapters, committees, and industry partners, the more convinced I am that it misses the deeper value of belonging.

An association is built first on relationships, not transactions. Sometimes those relationships do lead directly to business, and when they do, that is certainly welcome.

But more often, the value comes in ways that are harder to measure on a single invoice or job ticket. A fellow member may refer you to a customer, explain a regulation, recommend a vendor, share a training idea, warn you about a problem, or simply answer the phone when you need a practical second opinion. Those moments may not look like "business" in the narrowest sense, but they are part of the support structure that helps good companies become better companies.

That is especially important in our industry because not every member competes for the same work. One company may focus on van line hauling, another on government work, another on office moving, household goods, logistics, installation, storage, or specialized services. Some members are large and multi-location; others are family businesses built on decades of local trust. That variety is not a weakness. It is one of our greatest strengths. When people with different experiences sit at the same table, the conversation becomes broader, more useful, and more honest.

(PRESIDENT'S COMMENTS continued on page 6)

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Not bad for a directory.

But after our first three chapter visits, I'm beginning to think the real one might be worth more.

What interests me about the Gold Rush isn't just the gold. It's the curiosity, ingenuity, and resolve that came with it. People arrived in California from all over the world, facing unfamiliar terrain, difficult conditions, and plenty of uncertainty. When one approach didn't work, they tried another. New tools and methods developed, communities grew, and California changed at an extraordinary pace.

The Gold Rush is, of course, a complicated and often brutal chapter in California's history. My interest here isn't romanticizing it, but there are lessons in how people responded to tremendous change and uncertainty. I see some of that same spirit in our industry.

We survived another summer. It was muddy and messy at times. Some of us

struck gold, some probably spent a good part of the season digging for it, and most of us experienced a little of both.

Fall gives us a chance to come back together, compare notes, and figure out what's next.

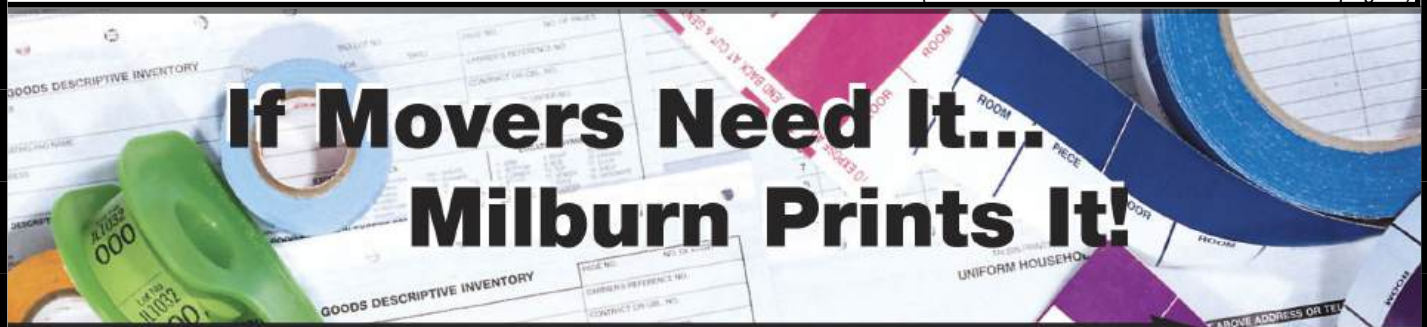
Our first few stops have reminded me just how much experience exists within CMSA.

While in San Diego, we had the opportunity to visit Tom and Linda Oakley and their daughter Sara at Atlas Transfer & Storage in Poway. The Oakleys are a generational moving family, and you can feel that history throughout their operation. Tom has carefully curated a collection of model moving trucks and industry memorabilia that is beautifully displayed throughout the property.

Equally impressive: their setup for drivers. Coffee, clean restrooms, and a comfortable break room. A driver's paradise.

We also visited Jeff Nadeau at DeWitt Move Worldwide. His office was pristine, his music taste impeccable, and it's hard to spend time with Jeff without learning something. Between his involvement with PAIMA,

(CHAIRWOMAN'S CORNER continued on page 5)



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(CHAIRWOMAN'S CORNER continued from page 4)

IAM, ATA, and CMSA, nearly a decade of board service with the Boys & Girls Clubs of San Diego, and years in freight forwarding and international moving, there was plenty to talk about.

At California Relocation Services in Garden Grove, former CMSA Chairwoman Shiree Hammer gave us a warehouse tour that quickly turned into an education in international moving and origin and destination services. There is also the legacy of her grandfather and former Chairman, Joe Hammer, another reminder of how much history and knowledge in our industry gets passed from one generation to the next.

At the chapter meetings themselves, I enjoyed meeting Tim Burgess of Burgess Moving & Storage, Larry Lammers of Ace Relocation, and Roberta Hart and Nanette Tayrien of Circle Moving & Storage, and talking with members about changes in our industry, opportunities ahead, rogue movers, disruptors, and what everyone is seeing in their own corner of California.

There were golden nuggets everywhere

we went, and I don't mean the kind Marshall found in the American River. A story here, a piece of advice there, something learned over decades in the business. More than the knowledge itself, I appreciated the kindness and generosity behind it. People opened their doors, gave us their time, and genuinely seemed happy to share what they knew.

A special thank you to chapter presidents Ed Coelho, Andria Skiff, and Julie Gerrick for the great food, leadership, and service, and to our associate members who keep putting in the miles to support our chapters.

When I first put that directory on the scale, I was curious about its literal weight in gold. After these first few stops, I think I was measuring the wrong thing.

A scale can't measure experience passed from one generation to another, friendships built through the association, or the generosity of someone willing to open their doors and share what they've learned.

Maybe that's what "worth its weight in

(CHAIRWOMAN'S CORNER continued on page 6)

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gold" really means.

And if I've made you even slightly curious about California's original Gold Rush, I recommend the BBC's In Our Time: The California Gold Rush. I've been re-listening

to it lately.

Apparently, when I'm not talking about moving, I'm listening to people talk about people moving to California in 1849.

The same principle applies to one of the biggest challenges facing employers today: finding good people. Across the skilled trades, employers are working to build stronger talent pipelines, improve training, and attract people who may not yet understand the opportunities available in hands-on careers. Our industry feels that challenge every day. It is not enough to look for

someone who is already fully trained and ready to step into a truck, warehouse, office, sales, or operations role. Those people are valuable, but they are also scarce. In-

creasingly, the real opportunity is finding motivated people who are at least trainable people with the right attitude, work ethic, curiosity, and willingness to learn.

That is another place where the association matters. No single company can solve the talent issue alone. But together, members can share what is working, identify what is not, and help raise the image of the industry. We can talk about how to recruit younger workers, how to train office staff to complete paperwork correctly, how to develop drivers and crew leaders, how to make warehouse work more professional, and how to show new employees that this is not just a temporary job but a career path. We can also remind one another that training takes patience. A new employee may not know the tariff, the paperwork, customer expectations, or the rhythm of peak season on day one. But if that person is dependable, respectful, and willing to learn, they may be-

come exactly the kind of employee our industry needs.

Relationships make that possible. A member who has solved a training problem can help another member avoid the same mistake. A chapter meeting can introduce a new manager to experienced operators. A committee discussion can turn one company's frustration into an industry-wide improvement. A newsletter article can remind

someone that they are not alone in the challenges they are facing. That is not abstract value; it is practical value.

So when someone says, "I don't get busi-

ness from the association," I would encourage a broader question: Have you built relationships through the association? Have you attended meetings, volunteered, asked questions, offered help, mentored someone, or allowed someone to mentor you? Business may follow, but even when it does not come immediately, the relationships, knowledge, advocacy, and credibility developed through active participation are worth far more than a quick transaction.

Our association is strongest when members understand that belonging is not a spectator sport. The more each of us invests in relationships, training, leadership, and shared problem-solving, the more valuable the association becomes for everyone. In a time when talent is hard to find, and every company is being asked to do more with less, that kind of community is not optional. It is one of the best tools we have.



Suspended, Not Solved: **What the CMMC Pause Actually Means** **for Your Moving Company**

If your company touches a military household goods move, as a TSP, a subcontractor to one, or an agent handling DoD shipments under the 400NG tariff, you've probably heard some version of the same rumor this summer: "CMMC is dead," or "CMMC got cancelled," or "we don't have to worry about that cybersecurity stuff anymore." None of that is quite right, and the gap between what people are saying and what actually happened is exactly the kind of confusion that gets a company in trouble.

Here's the plain version of what happened.

What Actually Got Suspended

On July 13, 2026, the Department of War (the renamed Department of Defense) suspended the CMMC Phase 2 rollout. This requirement would have forced companies handling Controlled Unclassified Information (CUI) to get a formal third-party certification (through a C3PAO) at CMMC Level 2. That requirement was supposed to become a condition of contract award starting November 10, 2026. It's now on hold while a CMMC Reform Task Force spends 60 days reviewing the whole program, with a report expected back to the DoW CIO around mid-September, essentially any day now.

Phases 3 and 4, and every other future CMMC milestone, are frozen along with it.

What Did Not Get Suspended

This is the confusing part, and it's the part that matters most for movers:

Phase 1 self-assessment requirements are still in force. If your contracts require a CMMC Level 1 or Level 2 self-assessment, you still need to do it and still need to post your score.

DFARS 252.204-7012 is still in force. The underlying obligation to safeguard covered defense information and report cyber incidents never went away.

Your SPRS score still matters. Contracting officers are still referencing your posted Supplier Performance Risk System score in award decisions, and a stale or inaccurate self-assessment is now, if

anything, riskier. A signed SPRS affirmation is a representation to the government, and self-assessment is carrying more weight while third-party certification is paused, not less.

Contract-specific and prime flow-down requirements can still apply. Some program offices and primes had already started requiring C3PAO assessments ahead of the November deadline. The suspension directs contracting officers to strip those requirements out of solicitations "as soon as practicable," but until your specific contract or subcontract is actually modified, don't assume the clause is gone.

Why This Matters to a Mover Specifically

Household goods carriers and agents working DoD business under the 400NG Tender of Service aren't the primary audience CMMC was written for, but many of you sit somewhere in that supply chain as a



(SUSPENDED, NOT SOLVED continued on page 9)

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countability by simply rotating their USDOT number and popping back up under a new name,” Figures said in a news release. “I’m proud to introduce this common-sense bill with Congressman Taylor to combat this issue and improve road safety for families in Alabama and across the country.”

American Trucking Associations supports the legislation, saying it would reduce the likelihood that chameleon carriers avoid detection by regulators.

Trucking executives argue that chameleon carriers undermine highway safety while underbidding carriers that invest in driver training and regulatory compliance. They contend that the practice creates competitive disadvantages for safer fleets and can contribute to dangerous operating conditions.

The bill is the latest in a string of recent legislative and regulatory efforts aimed at highway safety. In late July, Sen. Andy Kim

(D-N.J.) and Sen. Todd Young (R-Ind.) introduced the Safety and Accountability in Freight Enforcement (SAFE) Act, which would direct FMCSA to study chameleon carriers and develop a tool to detect chameleon-carrier registration applications.

ATA also backed that measure, saying an automated detection system could help keep unsafe carriers off the road.

In February, Transportation Secretary Sean Duffy announced regulatory proposals designed to strengthen oversight of chameleon carriers, including modernization of systems used to verify motor carrier identities and revisions to procedures for suspending or revoking approval for non-compliant carriers and training schools.

In early September, the Trump administration also announced a multi-agency initiative to investigate fraud in the trucking industry, including at driving schools.

SOURCE: *TRANSPORT TOPICS*

subcontractor to a TSP, or as a company handling shipment data, personally identifiable information, or other CUI in the course of a military move.

If any of your contracts or subcontract agreements reference CMMC or DFARS 7012 requirements, that language doesn't disappear just because Phase 2 is paused. It disappears when your specific agreement is actually modified to remove it, and that hasn't necessarily happened yet just because you read a headline saying CMMC was suspended.

What To Actually Do Right Now

1. Don't stop. If you were partway through Level 2 readiness work, finish it. The underlying NIST SP 800-171 security

expectations haven't moved, and the most likely outcomes of the reform review range from a restructured verification model to a delayed reimplementa-tion, not a repeal of

the security baseline itself.

2. Check your own paper. Look at your actual contracts and subcontracts for CMMC or DFARS 7012 language rather than relying on general news. If it's in there, it's in force until it's formally modified out.

3. Keep your SPRS score current. This is doing more work right now, not less.

4. Watch for the task force report. It's due back to the DoW CIO around mid-September 2026 and will shape whatever comes next: a new timeline, a different as-



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Eliminating Capital Gains Tax on Home Sales for Americans 65+

For homeowners aged 65 and older, eliminating capital gains tax on the sale of a primary residence is a common-sense reform that benefits seniors, the housing market, and the broader economy — without meaningfully reducing long-term tax revenue.

01 — SUPPLY

Frees Up Housing Inventory

Many seniors stay in homes larger than they need to avoid a steep capital gains bill. The \$250K/\$500K exclusion hasn't moved since 1997, even as values have soared. Removing this barrier releases large single-family homes back onto the market for growing families.

02 — ECONOMY

Injects Spendable Dollars Into the Economy

Sellers keep more proceeds — capital that doesn't sit idle. It gets redeployed into a new home, renovations, retirement income, and healthcare, putting spendable dollars directly into local economies at the point of sale.

03 — REVENUE

The Tax Revenue Is Often Illusory Anyway

If a senior holds the home until death instead, heirs receive a step-up in basis that erases the gain entirely. The government often collects nothing regardless — current law just penalizes selling during one's lifetime while sitting still is fully forgiven.

04 — FAIRNESS

Rewards Long-Term Ownership Fairly

Much of a home's appreciation reflects decades of broad market and inflationary trends, not deliberate investment choices. Taxing that gain penalizes long-term owners for forces outside their control, right when flexibility matters most.

BOTTOM LINE

This reform aligns tax policy with how it already functions at death, unlocks housing supply, and puts money directly back into the hands of seniors — where it gets spent, not stored.



(SUSPENDED, NOT SOLVED continued from page 9)

assessment model, or something else entirely. CMSA will flag it here as soon as there's something concrete to act on.

The headline is "CMMC Phase 2 suspended." The reality for anyone in the defense household goods supply chain is closer to "CMMC Phase 2 paused, everything else unchanged, and the clock is about to

restart." Plan accordingly, and don't let a company in your network talk themselves out of compliance work based on a rumor.

This column is for general informational purposes and reflects the regulatory status as of September 2026. It is not legal advice. Movers with active DoD contracts should confirm their specific obligations with their contracting officer or counsel.

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IMPORTANT INFORMATION

Drug & Alcohol Testing at Work

Policy summary for all employees

Zero tolerance — safety-sensitive roles

As a California household goods mover, [Company Name] operates commercial vehicles and handles customers' property in their homes. This flyer summarizes when and why testing occurs.

Who this applies to

- **CDL drivers** operating commercial motor vehicles requiring a CDL are subject to federal DOT/FMCSA drug and alcohol testing under 49 CFR Part 382.
- **All other employees** (warehouse, packers, movers, office staff) are subject to [Company Name] company drug-free workplace policy, which is not governed by DOT rules.

When DOT-covered drivers are tested

- Pre-employment, before first dispatch
- Random selection throughout the year
- Reasonable suspicion, based on observed behavior
- Post-accident, per DOT criteria
- Return-to-duty and follow-up, after a violation

Substances tested

Federal panels test for marijuana, cocaine, opioids, amphetamines, and PCP. Alcohol testing uses breath or saliva devices at or above the legal threshold.

California and cannabis

Since January 1, 2024, California law (AB 2188) bars most employers from disciplining employees for off-duty, off-site cannabis use, and from acting on tests that detect only non-psychoactive metabolites.

This protection does **not** apply to:

- Building and construction trades employees
- Positions requiring a federal background check or federal licensing
- DOT-regulated safety-sensitive positions, including CDL drivers — federal law still prohibits any marijuana use for these roles, regardless of state legalization or a medical recommendation

Being impaired on the job, possessing, using, or being under the influence of alcohol or any illegal drug during work hours, on company property, or while operating company vehicles or equipment is prohibited for every employee, regardless of position.

Consequences

A confirmed positive test, refusal to test, or on-the-job impairment can result in removal from safety-sensitive duties, disciplinary action up to and including termination, and, for CDL drivers, entry into the FMCSA Drug and Alcohol Clearinghouse.



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BUREAU OF HOUSEHOLD GOODS AND SERVICES TARGETS UNLICENSED MOVERS IN BAY AREA, SOUTHERN CALIFORNIA

Bureau issues 30 citations totaling more than \$100,000

SACRAMENTO — Ahead of the peak summer moving season, the Bureau of Household Goods and Services (BHGS) is taking action to protect consumers through targeted sweeps.

Following consumer complaints, BHGS last month conducted an enforcement operation in the Bay Area and Southern California targeting household moving companies operating without a license and/or proper insurance. The operations resulted in 30 business citations totaling \$110,230, including two federal citations at \$39,615 each.

The Bureau routinely conducts such operations, also known as sweeps, to protect California consumers from predatory businesses. During a sweep, investigators conduct unannounced inspections of companies believed to be violating laws and regulations, educating them on current requirements and issuing citations to those out of compliance.

This sweep was held in partnership with the Federal Motor Carrier Safety Administration (FMCSA), from which BHGS receives tips, FMSCA licensing information, and the authority to issue federal citations. Fees collected from federal citations BHGS issues go to BHGS.

In California, movers must be licensed by BHGS if they transport goods within the state or if they handle moves that originate or end in California.

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Wed., Sept. 2	San Diego Chapter Meeting
Thurs., Sept. 3	OC/Beach Cities Chapter Meeting
Thurs., Sept. 10	Monterey Chapter Meeting
Fri., Sept. 18	San Diego Chapter Baseball Fundraiser
Tues., Sept. 22	Mid Valley Chapter Meeting
Thurs., Sept. 24	Central Coast Chapter Meeting

Fri., Oct. 2	Monterey Bay Chapter Cardinale Classic Bocce and Golf Tournament
Sat., Oct. 3	Central Valley Chapter Cornhole Tournament
Wed., Oct. 7	Greater LA Chapter Topgolf Meeting/ Fundraiser
Fri.-Sun. Nov. 6 - 8	CMSA Fall Board Meeting

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3		

CMSA Report Food Collected and Delivered

Monthly	Year to Date	All Time
0 lbs.	45,702 lbs.	2,723,585 lbs.
406 meals	38,095 meals	2,269,654 meals



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