

The Communicator

T H E C A L I F O R N I A M O V I N G & S T O R A G E A S S O C I A T I O N

New Employment Laws of 2015

The California Chamber of Commerce has released a list of new employment laws scheduled to take effect in 2015 or earlier that will have an impact on businesses in California.

Some of the new laws for 2015, such as mandatory paid sick leave, make significant changes to California’s legal landscape. Other new laws make changes to different parts of existing law or may affect only employers in specified industries, such as farming.

Unless specified, the following list of new legislation goes into effect on January 1, 2015.

More details are available in a free Cal-Chamber white paper, available at www.calchamber.com/newlaws2015.

Leaves of Absence

Mandatory Paid Sick Leave: AB 1522, the Healthy Workplaces, Healthy Families Act of 2014, requires employers to provide paid sick leave to any employee who worked in California for 30 days. The effective date for employers to begin providing the paid sick leave benefit is July 1, 2015.

The law contains many different nuances, such as detailed recordkeeping and notice requirements, including a new poster requirement. The law also contains penalties for noncompliance.

More information in the HRCalifornia white paper.

Time Off for Emergency Duty—Expanded Category: AB 2536 adds new personnel to the list of employees eligible for protected time off for emergency duty.



Employee Protections

Protections for Unpaid Interns and Volunteers: AB 1443 adds unpaid interns and volunteers to the list of individuals protected from harassment under the Fair Employment and Housing Act (FEHA).

Nondiscrimination — Driver’s Licenses for Undocumented Persons: AB 1660 makes it a violation of FEHA for an employer to discriminate against an individual because he/she holds or presents a driver’s license issued to undocumented persons who can submit satisfactory proof of identity and California residency. These driver’s licenses are scheduled to start being issued on January 1, 2015.

(2015 Laws cont. on page 5)



Chairman's Corner

By: Jay Casey

I hope everyone enjoyed the Christmas holiday as well as bringing in the new year with style. It was nice to have some extra time to spend with family and friends. It was also a

great time to reflect on 2014 and gear up for the 2015.

I enjoyed the month of January; everyone seems to be pumped up and ready to tackle the new year. Routinely, this is the month where we all set new year's resolutions. They may be personal like losing 30 pounds or running a marathon. Maybe, your resolutions have included your business. It could be you are buying another moving company or adding new business lines. If your goal is going to the gym

three times a week, wait until February. The jackwagons will be gone and you will actually be able to use the equipment!

I believe in setting reachable goals or changing behavior for the betterment of family, community and business. I encourage all of you to set your sights on something achievable. We all have an opportunity to get re-engaged and do some awesome things. Look back at our path in 2014. Sure, it was a good year for our industry, but what can we do in 2015 to make it a defining, exceptional year? Sometimes, we find it easy to dismiss our involvement because "it won't make a difference." Well, guess what? You do make a difference!

Please keep your eye out for CMSA's upcoming Legislative Day in March. We would like to see you there to help spread our message. And, if you haven't already met the folks who represent you in Sacramento, it will be an opportunity to do so.



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President's Comments

By: Steve Weitekamp

Happy New Year! On January 2, CMSA emailed out our electronic membership certificates to all members. An electronic document provides members with a tool that is more useful than a paper certificate that hangs on a wall. For your information, you can still print out a copy and hang it on the wall if you choose. We encourage members to post this electronic file on their websites and social media sites and attach to any communications where you want a party to know that your organization is a member of an association that is working to improve the moving and storage industry for the benefit of consumers and industry alike.

We have received notice from the CPUC that the MAX 4 Tariff annual rate adjustment review is scheduled for Commission approval on January 15, 2015. Barring any unforeseen issues, maximum rates will be increased by 2.2 percent, the result of CMSA's actions that modified the

productivity factor used in establishing increases from .667 to .95 or .85 of the applicable Consumer Price Indexes.

2015 should be a year of change for the CPUC with the retirements of Commission President Michael Peevey and Executive Director Paul Clanon both of whom have been under scrutiny and political pressure since the PG & E San Bruno pipeline explosion that killed eight people in 2010. CMSA recently met with Peevey's successor Commission Michael Picker (who Governor Jerry Brown named Commission President on December 23, 2014) and shared our concerns and suggestions on how to improve implementation of the agency's mission of protecting the California moving public. The takeaway of our message was to enhance enforcement against illegal movers who do damage to the moving public, permitted carriers and the California taxpayers.

Your Association staff is hard at work on the planning and logistics of CMSA's 97th Annual Convention, "Charting a Course to Excellence" April 28 to May 3, 2015, at Paradise Point Resort and Spa in San Diego. Visit our website Convention calendar for details and registration

(President's Comments cont. on page 4)



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information. While you're there, download our Guidebook app that allows you to stay up to date with events, schedules and attendees that are a

part of our Convention from the convenience of your mobile device. Register today and be a part of this valuable event: <http://www.thecmsa.org/html/convention/2015-97th-paradise-point/default.htm>.



Check out the 2015 Convention App on Guidebook!

To get the guide, choose one of the two methods below:

- 1) Download 'Guidebook' from the Apple App Store or the Android Marketplace. While in the Guidebook app, scan the above QR Code with your mobile phone.
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The guide will be listed under the "Download Guides" section of the application.

2015 Convention Guest Speakers

Terry Head
President

**International Association of Movers
(IAM)**

Scott Michael
Interim President
**American Moving & Storage
Association (AMSA)**

Deborah McGlennon
Program Manager
U.S. Navy COMFISCS

**2015 KEYNOTE SPEAKER
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(2015 Laws cont. from page 1)

Immigration-Related Protections: AB 2751 expands the definition of an unfair immigration-related practice to include threatening to file or filing a false report or complaint with any state or federal agency. Current law extended the protection only to reports filed with the police.

Wage and Hour

Several new laws will increase employers' wage-and-hour obligations in 2015. Many of the new laws in the wage-and-hour arena deal with increasing penalties and expanding liability, instead of imposing significant new obligations on employers.

Increased Liability for Employers That Contract for Labor: AB 1897 imposes liability on employers who contract for labor. The purpose of the law is to hold companies ac-



countable for wage-and-hour violations when they use staffing agencies or other labor contractors to supply workers. For more information, see the October 24 *Alert*.

Rest and Recovery Periods: SB 1360 confirms that recovery periods that are taken pursuant to heat illness regulations are paid breaks and count as hours worked. SB 1360 reiterates what is already in existing law in this area and was passed simply to clear up any confusion employers may have had.

Waiting Time Penalties: AB 1723 expands available enforcement mechanisms for assessing waiting time penalties when an employer willfully fails to timely pay wages to a resigned or discharged employee. AB 2743 provides a

(2015 Laws cont. on page 6)



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(2015 Laws cont. from page 5)

waiting time penalty if unionized theatrical and concert venue employers violate any agreed upon timeframe for paying final wages contained in a collective bargaining agreement.

Protections for Complaints under the Labor Code: AB 2751 clarifies that the \$10,000 penalty against an employer who discriminates or retaliates against an employee who complains of Labor Code violations will be awarded to the employee or employees who "suffered the violation."

Timeframe for Recovery of Wages — Liquidated Damages: AB 2074 states that a lawsuit seeking to recover liquidated damages for minimum wage violations can be filed any time before the expiration of the statute of limitations that applies to the underlying wage claim, which is three years.

Foreign Labor Contractors: SB 477 is noteworthy for employers that use foreign labor contractors to recruit foreign workers for

California assignments. In part, it requires foreign labor contractors to meet registration, licensing and bonding requirements by July 1, 2016.

Prevailing Wages: Bills signed include AB 1939, allowing a contractor to bring an action against "hiring parties" to recover any increased costs incurred because the work was performed on a covered public work subject to prevailing wage laws.

Background Checks

Criminal History Information in Public Contracts: AB 1650 requires contractors who bid on state contracts involving on-site construction-related services to certify that they will not ask applicants for on-site construction-related jobs to disclose information concerning criminal history at the time of an initial employment application.

Workplace Safety

Penalties for Failure to Abate Safety Hazards: Cal/OSHA can require an employer to

(2015 Laws cont. on page 8)

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Monterey Bay Chapter Hosts Golf & Bocce Event

The Monterey Bay Chapter held its 12th Annual Golf and Bocce Tournament Fundraiser, benefiting the CMSA Scholarship Fund and the Special Olympics on Friday, October 3, 2014, in Monterey.

Thirty-eight golfers enjoyed a gorgeous, very warm and sun-filled day on the beautiful Del Monte Golf Course. Del Monte is the oldest golf course in continuous operation west of the Mississippi and is a Pebble Beach Company-property.

A \$100 cash prize putting contest was sponsored by Mark Hildreth of New Haven Moving Equipment. Congratulations to winner **Bruce Meyers** of **CDS Moving Equipment** after a tie for first place in last year's contest! Bruce "guaranteed a win" this year and made good on his prediction.

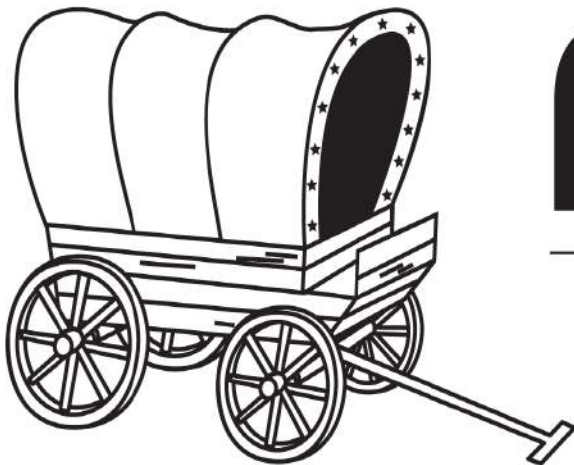
Congratulations to the first-place golf team winners of \$200 for the low-net golf **Metropolitan Van & Storage Inc.** team of Dennis Paul-

ley, Art Murray, Art Harvey of and Mark Davenport. The second-place team prize of \$100 cash went to the team of Mel Green of **Cardinale Moving & Storage Inc.**, **Bruce Orlebeck** of **Cardinale Moving & Storage Inc.**, John Giamanco and Louie Cosentino.

Later that evening, more than 85 adults and four children attended the bocce tournament, which included an Italian-style buffet dinner and a silent auction at the luxurious Hyatt Regency and Spa Monterey. There were more than 30 terrific silent auctions items that sold for great values. We also had many great raffle prizes.

The night concluded with an exciting final bocce game. Congratulations to the 2014 Champions: **Rick and Claret Hosea** of **Crown Worldwide Moving & Storage** and **Bruce and Joanne Meyers** of **CDS Moving Equipment**. You get bragging rights for the year and a first-place trophy as 2014 Monterey Bay Chapter Bocce Champions.

(Golf & Bocce cont. on page 8)



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(2015 Laws cont. from page 6)

abate (fix) serious workplace safety violations and also issue civil penalties. An employer can appeal the citation. AB 1634, in effect, prohibits the state Occupational Safety and Health Appeals Board from modifying civil penalties for abatement or credit for abatement unless the employer has fixed

the violation.

Email for Workplace Safety Reports: AB 326 allows employers to email their reports of a work-related serious injury, illness or death to the Division of Occupational Safety and Health.

Source: California Chamber of Commerce, *Alert*

The 2015 CMSA College & Vocational Scholarship applications and required documents are due Wednesday, February 11, 2015, at noon!



(Golf & Bocce cont. from page 7)

Congratulations to the **J & M Moving and Storage** team: Gail Stracuzzi, Barbara Stracuzzi, Letty Stracuzzi and Darrow Selers Storage as the runner-up bocce team.

A great time was had by the very enthusiastic crowd. A very special CMSA Monterey Bay **thank you** goes out to our event sponsors, who are **CDS Moving Equipment, Pioneer Packag-**

ing and **Paul Hanson Partners Specialty Insurance**, and to all of our fellow CMSA members and Associate members who supported us from other chapters around the state.

Please mark your calendars and save the date for next year Friday, October 2, 2015. We hope to see even more of you in attendance next year for our 13th annual event in beautiful Monterey!



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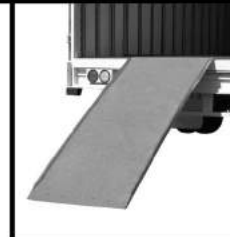
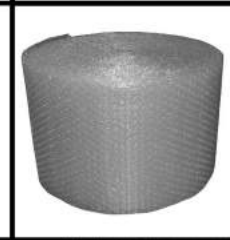
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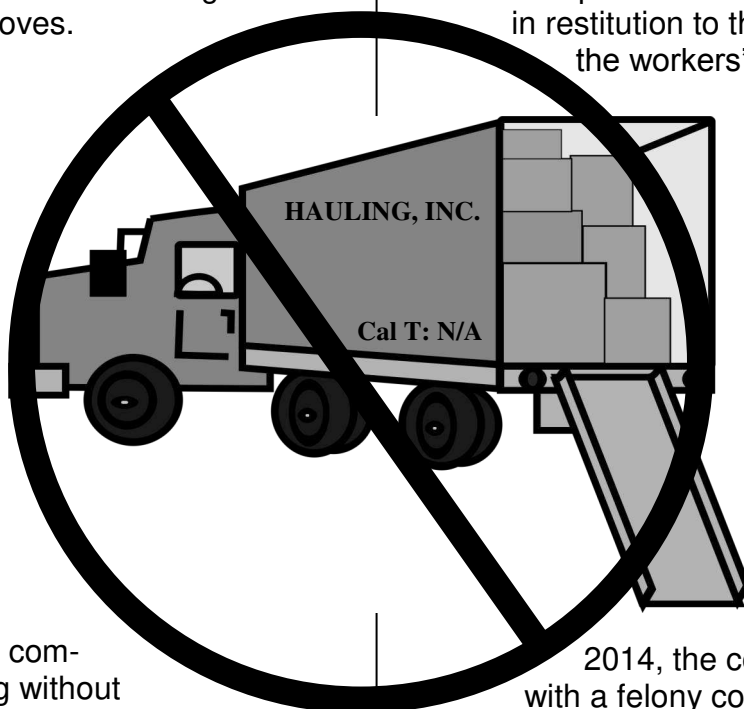
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CPUC Investigations Result in Enforcement Actions and Fines Imposed on Various Moving Companies

SAN FRANCISCO, December 17, 2014 – The California Public Utilities Commission (CPUC), in its ongoing commitment to consumer protection, took a number of actions in the third quarter of 2014 to protect consumers from illegally operating moving companies. This includes companies operating in violation of the Public Utilities Code and CPUC rules and regulations, including Maximum Rate Tariff 4 (MAX 4), which contains maximum rates that carriers must observe as well as rules and regulations governing intrastate moves.

Criminal Filings

- Chris Viboch and CV Services, Inc. DBA CV Pickup and Delivery Service, San Diego (Unlicensed) Case HHG 2155:** CPUC requested that the San Diego District Attorney's Office file a misdemeanor complaint against this company for operating without CPUC authority. On March 3, 2014, the San Diego County District Attorney's Office filed a four-count misdemeanor complaint in San Diego Superior Court for violations of LC 3700.5 (two counts) and PU Code 5133 (two counts), and operating and advertising without CPUC authority. On July 9, 2014, Chris Viboch pled to one count of PU code 5133 and was sentenced to 3 years informal probation, ordered to pay a fine of \$522, stipulated to restitution in the amount of \$2,500, and paid \$350 to two victims.
- Jonathan Sheridan DBA Coast Movers, Bonsall (Unlicensed):** CPUC staff requested that the San Diego District Attor-



ney's Office file a misdemeanor complaint against this company. In July 2014, the San Diego County District Attorney's Office filed an eight-count misdemeanor complaint in San Diego Superior Court for violations of LC 3700.5 (four counts), PU Code 5133 (one count), and operating and advertising without CPUC authority (three counts). On September 2, 2014, Jonathan Sheridan was sentenced to three years of informal probation and agreed to pay \$900 in restitution to the victim and \$1,500 to the workers' compensation insurance fraud fund.

- Samuel Arthur Hunt & Darryl Dean Whitis DBA S&D Moving & Delivery (Unlicensed):** CPUC staff requested that the Riverside County District Attorney's Office file a misdemeanor complaint against this company. In July

2014, the company was charged with a felony count of violating Penal Code Section 487(a) grand theft more than \$400; violating PU Code section 5133 (one count); Section 17500 of the Business and Professions Code (one count); and PU Code section 5314.5 (one count). On September 24, 2014, the defendants received 3 years of summary probation, agreed to not advertise or operate as a mover without a CPUC permit, and agreed to pay \$500 to the CPUC for investigative costs along with court costs.

Administrative Citations

Kim McNair DBA Remington Moving &

(CPUC Investigations cont. on page 11)

(CPUC Investigations cont. from page 10)

Storage LLC (MTR 191003) based in Gardena was fined \$2,500 for the following violations:

1. Failed to issue Combined Agreements
2. Various MAX 4 violations

Ivan Mishkin DBA Globus Moving LLC (MTR 191121) based in Canoga Park was fined \$1,500 for the following violations:

1. Various MAX 4 violations

Phone Disconnections

As part of its ongoing efforts to clamp down on illegal moving companies, the CPUC had telephone service shut off to moving companies operating in California without a household goods permit. The following companies continued to advertise and hold themselves out to engage in the business of transporting used household goods, notwithstanding CPUC staff directives to immediately cease and desist unlawful acts and to obtain a household goods permit:

- **Richard Zarr DBA Am West Moving Systems, Alameda (Unlicensed):** This company advertised on the Internet as an entity of Chipman Relocations without authorization. Notwithstanding a CPUC staff's cease and desist notice directing the company to immediately cease all unlawful advertisements and operations, the company continued to violate the law as evidenced by advertisements on the Internet. On July 22, 2014, CPUC staff obtained a Finding of Probable Cause signed by an Alameda County Superior Court Judge. The Finding ordered disconnection of telephone service to the telephone number advertised and used by the carrier to violate criminal laws in California.
- **McGuire Movers, San Francisco (Unlicensed):** This company advertised and offered moving services on the Internet. Notwithstanding a CPUC staff's cease and desist letter directing the company to immediately cease all unlawful advertisements and operations, the company contin-

ued to violate the law. On August 25, 2014, CPUC staff obtained a Finding of Probable Cause signed by a San Francisco Superior Court Judge. The Finding ordered the disconnection of telephone service to the numbers advertised and used by the carrier to violate criminal laws in California.

- **Heath D. Mansell, an Individual doing business as Chico Independent Moving Co. Chico (Unlicensed):** This company advertised and offered moving services on the Internet. Notwithstanding a CPUC staff's cease and desist letter directing the company to immediately cease all unlawful advertisements and operations, the company continued to violate the law. On August 28, 2014, CPUC staff obtained a Finding of Probable Cause and Order signed by a Butte County Superior Court Judge. The Finding ordered the disconnection of telephone service to the number advertised and used by the company to violate the criminal laws in California.
- **HHG 2197 Keller Bros. Moving, Inc. (unlicensed):** This company advertised and offered used household goods moving services on the Internet without having obtained a permit. Notwithstanding a CPUC staff's cease and desist letter directing the company to immediately cease all unlawful advertisements and operations, the company continued to violate the law. On September 30, 2014, CPUC staff obtained a Finding of Probable Cause signed by a Riverside County Superior Court Judge. The Finding ordered disconnection of telephone service to the number advertised and used by the company to violate criminal laws in California.

Overcharges and Refunds

CPUC staff assisted and/or directed moving companies to refund consumers more than \$14,000 for overcharges and other violations of the MAX 4.

Cease and Desist Notice

Twenty companies were issued a cease and desist notice for operating and advertising

(CPUC Investigations cont. on page 12)

(CPUC Investigations cont. from page 11)

without a valid permit (unlicensed, revoked or denied). Additionally, in response to a consumer complaint, more than 100 notices were sent to suspected illegal household goods carriers in the San Diego area. The following companies were issued a cease and desist notice:

1. Dilmurod Madaminov DBA La Mesa Movers, La Mesa (MTR 191131)
2. Brendon Attias DBA South Coast Moving, Irvine (Unlicensed)
3. Eddie Tavares DBA Eddie Tavares Packing and Loading, Milpitas (Unlicensed)
4. Craig Gilliam DBA Five Star Moving, Clovis (Unlicensed)
5. Move Inc., Canoga Park (MTR None) (Unlicensed)
6. The Movers, Beaumont (Unlicensed)
7. Campus Bellhops Inc., Chattanooga, TN (Unlicensed)
8. Timothy Wosick DBA Bottom Line Results Moving, Citrus Heights (Unlicensed)
9. Ralph Butler DBA Stress Free Moves and Packing, Sacramento, (Unlicensed)
10. Markis F Stone Jr. DBA Bubbas Moving Company, San Diego (MTR 190605)
11. City of Angels Incorporated, Pasadena (Unlicensed)
12. Nola I. Ramos DBA Top 10 Moving, San Mateo (MTR 191120 Denied)
13. Dream Team Movers, Sacramento (Unlicensed)
14. Brendon Attias DBA South Coast Moving, Irvine (Unlicensed)
15. Julio's Moving, Santa Barbara (Unlicensed)
16. Aussie Movers, Los Angeles (MTR 190903) (Revoked)
17. Donnell and Richard DBA The Movers, Hemet. (Unlicensed)
18. Edgar Khachatryan DBA SF Local Moving, San Francisco (Unlicensed)
19. Eddie Tavares DBA Eddie Tavares Packing and Loading, Milpitas (Unlicensed)
20. Dan Dubow DBA Dan the Mover, Castro Valley (Unlicensed)

For more information on the CPUC, please visit www.cpuc.ca.gov.

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CARB's January 31 Deadline Should Not Be Missed

By: Sean Edgar, *CleanFleets.net*

CARB has several new deadlines in the new year and if you are not tuned in, it can result in costly fines and action by the DMV. Any truck owner who has (or will) claim any exemption or time extension in 2015 has until the end of this month to file.

Issue #1 – Check Out Recent YouTube Postings and the CARB Enforcement Reports

For web-savvy readers, I suggest that you search the internet by typing in “Diesel Crackdown” or “Trucks in the Imperial Valley” on YouTube to see recent clips of roadside inspections by CARB. Fines are real and high. Federal actions now allow CARB to enforce the Smartway tractor-trailer aerodynamic requirements and the

off-road regulation.

CARB enforcement reports for the past 15 years are posted on the CARB website. The 2013 report at the following link indicates more than \$3.4 million collected from roadside inspections and fleet audits affecting more than 30,000 trucks. Does every truck get stopped every year? No, but the penalties assessed can be very serious, and the DMV and other state agencies can make a trucker's life miserable.



See the report at http://www.arb.ca.gov/enf/reports/2013_summary.pdf.

Issue #2 – Completing your CARB Filing by January 31

(January 31 Deadline cont. on page 14)



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(January 31 Deadline cont. from page 13)

Any exemption, time extension, small fleet status, downsizing credits, etc. requires filing on the CARB TRUCRS website. The big opportunity that will be lost is for fleets seeking to opt in to the Work Truck or NOx Exempt categories. Fleets that have any pre-1994 trucks with a GVWR greater than 14,000 lbs. must report if they wish to drop into any of the low-mileage categories available.

Issue #3 – Sustainable Freight Strategy (SFS)

You might feel you are done with CARB, but they are not done with you. I testified at the December 18, 2014, CARB hearing relating to the Sustainable Freight Strategy (SFS). CARB staff

is consulting with industry associations to take clean transportation to the next higher (and more costly) level in order to meet the greenhouse gas reductions required under state law. The SFS strategy will culminate in late 2015 with the adoption of a new framework that is designed to reduce GHG through less fuel consumption and accelerating alternative fuels and electric vehicles. You need to be present to win, and I and the Association will be at the table.

Who you gonna call?

- CARB’s helpline 866-6DIESEL.
- CARB–Consultant Clean Fleets can quickly resolve your issues at a discounted fee by emailing Service@CleanFleets.net or calling 916-520-6040, ext. 102.

McCarthy Transfer Named as Agent of the Month

McCarthy Transfer & Storage Inc. of El Cajon, California is Wheaton’s Agent of the Month for November 2014. **McCarthy Transfer & Storage Inc.** was established in 1919 and is

now owned and operated by the third-generation of the McCarthy family. The company joined the Wheaton system in 1994.



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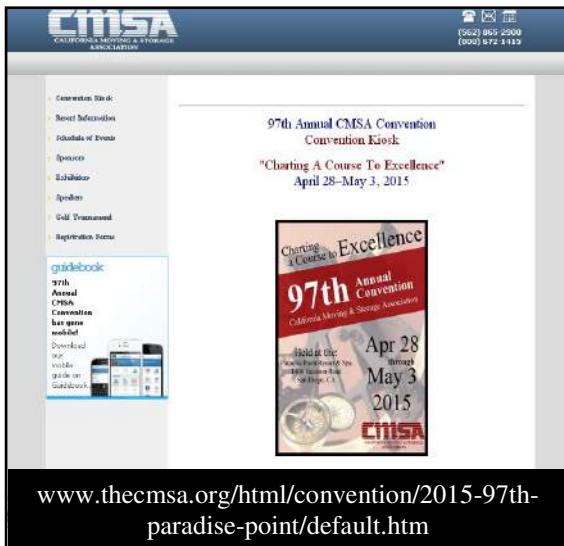
Your Van Line	Wheaton Bekins	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Policies based on what's best for the system, not just a select few
<input type="checkbox"/>	<input checked="" type="checkbox"/>	No excessive fees
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Technology solutions that are cost-effective and simple to use
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Strong agent marketing support and call center
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Van line's main objective is to support its agents, not vice versa
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Easy-to-understand settlement sheets
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Easy and open access to all van line personnel

To learn more about a long-term partnership, call Mike Harvey at 800.932.7799, ext. 771, or visit us online at www.joinwheatonbekins.com.

Inquiries are always kept confidential.

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Have you signed up for the
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in San Diego?



www.thecmsa.org/html/convention/2015-97th-paradise-point/default.htm

Call CMSA at (562) 865-2900 to
register today or visit our
Convention kiosk online!

Two Men and A Truck Joins Forces with Coldwell Banker for Toys for Tots

SAN DIEGO, December 22, 2014 — Coldwell Banker Residential Brokerage's offices throughout San Diego County recently partnered with **Two Men and A Truck** for the U.S Marine Corps Reserve Toys for Tots Program. Together the offices collected thousands of toys which will be distributed to local San Diego children in need.

"This is a wonderful time of the year because Coldwell Banker Residential Brokerage gets to work with great companies like **Two Men and a Truck** to bring happiness to those who are less fortunate," said Executive Assistant to Marty Conrad and Coldwell Banker Regional Vice President Tamie Lizura.

"We love to partner with other groups like Coldwell Banker to make a difference in the San Diego community," said San Diego Franchisee Alicia Sorber Gallegos. "Toys for Tots is a great cause and we are happy to use our resources to help bring joy to local kids in need."

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Cookies: Leaving a Trail on the Web

Have you ever wondered why some online ads you see are targeted to your tastes and interests, or how websites remember your preferences from visit to visit? The answer may be in the “cookies.”

A cookie is information saved by your web browser, the software program you use to visit the web. Cookies can be used by companies that collect, store and share bits of information about your online activities to track your behavior across sites. Cookies also can be used to customize your browsing experience or to deliver ads targeted to you.

OnGuardOnline.gov wants you to know how cookies are used and how you can control information about your browsing activities. Here are answers to some commonly asked questions about cookies — what they are, what they do and how you can control them.

What is a cookie?

A cookie is information that a site saves to

your computer using your web browser. A cookie allows sites to record your browsing activities — like what pages and content you’ve looked at, when you visited, what you searched for and whether you clicked on an ad. Data collected by cookies can be combined to create a profile of your online activities.

Who places cookies on the web?

First-party cookies are placed by a site when you visit it. They can make your experience on the web more efficient. For example, they help sites remember:

- items in your shopping cart,
- your login name,
- your preferences, like always showing the weather in your hometown and
- your high game scores.

(Cookies on the Web cont. on page 17)



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(Cookies on the Web cont. from page 16)

Third-party cookies are placed by someone other than the site you are on. These may include an advertising network or a company that helps deliver the ads you see. They may be used to deliver ads tailored to your interests. For example, if you read an article online about running a cookie may be used to note your interest in running, and add that to a profile. And you may see coupons to save money on running shoes.

How can I control cookies?

Various browsers have different ways to let you delete cookies or limit the kinds of cookies that can be placed on your computer. When you choose your browser, you may want to consider which suits your privacy preferences best.

To check out the settings in a browser, use

the 'Help' tab or look under 'Tools' for settings like 'Options' or 'Privacy.' From there, you may be able to delete cookies or control when they can be placed. Some browsers allow add-on software tools to block, delete or control cookies. And security software often includes options to make cookie control easier.

If you disable cookies entirely, you may limit your browsing experience. For example, you may need to enter information repeatedly, or you might not get personalized content or ads that are meaningful to you. However, most browsers' settings will allow you to block third-party cookies without also disabling first-party cookies.

Keep your browser up-to-date

No matter which browser you use, it's important to keep it updated. An out-of-date browser can leave your computer vulnerable to attack by malware, which could intercept sensitive data like your logins, passwords or financial information. Most browsers update automatically or prompt you to update to the latest version.

What are "opt-out" cookies?

Some websites and advertising networks have cookies that tell them not to use information about what sites you visit to target ads to you.

There are a couple of ways to opt out of certain types of data collection or certain kinds of targeted advertising:

- You can download software — an "add-on" to your browser — that controls whether and how cookies — including opt-out cookies — are stored or deleted. You can find add-ons on sites sponsored by the browser. Look through the settings or "Help" function. Browser companies review most add-ons for security and functionality before making them available for download, but as with any software, don't download an add-on unless you have checked it out and trust the source.
- Programs from the online advertising industry, including The Network Advertising Initiative and the Digital Advertising Alliance, offer tools for opting out of targeted advertising — often by placing opt-out

(Cookies on the Web cont. on page 18)

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(Cookies on the Web cont. from page 17)

cookies — offered by their members. You also can opt out by visiting advertising networks and advertiser websites one by one.

Deleting all your cookies will erase any opt-out cookies you've downloaded. To restore opt-out cookies, you will have to go through the opt-out procedure again.

Cookies are used for many purposes — for example, to limit the number of times you're shown a particular ad. So even if you opt out of targeted advertising, a company may still use cookies for other purposes.

What's "private browsing"?

Many browsers offer private browsing set-

tings that are meant to let you keep your web activities hidden from other people who use the same computer. With private browsing turned on, your browser won't retain cookies, your browsing history, search records or the files you downloaded. Privacy modes aren't uniform, though; it's a good idea to check your browser to see what types of data it stores. Although it won't keep cookies after the private browsing session ends, cookies used during the private browsing session can communicate information about your browsing behavior to third parties.



What are Flash cookies?

A Flash cookie is a small file stored on your computer by a website that uses Adobe's Flash player technology. Flash cookies use Adobe's

(Cookies on the Web cont. on page 19)



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- ▶ **Los Angeles/Fontana**
10151 Calabash Avenue
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(909) 823-0100



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(Cookies on the Web cont. from page 18)

Flash player to store information about your online browsing activities. Flash cookies can be used to replace cookies used for tracking and advertising, because they also can store your settings and preferences. When you delete or clear cookies from your browser, you won't necessarily delete the Flash cookies stored on your computer.

Can I control Flash cookies?

The latest versions of Google Chrome, Mozilla Firefox and Microsoft Internet Explorer let you control or delete Flash cookies through the browser's settings. If you use an older version of one of these browsers, upgrade to the most recent version and set it to update automatically.

If you use a browser that doesn't support deleting Flash cookies, look at Adobe's Website Storage Settings panel. There, you can view and delete Flash cookies, and control whether you'll allow them on your computer.

Like regular cookies, deleting Flash cookies gets rid of the ones on your computer at that moment. Flash cookies can be placed on your

computer the next time you visit a website or view an ad unless you block Flash cookies altogether.

Are there other tracking technologies I should know about?

New technologies are constantly emerging, and some can be used to track your online activities even if you control regular cookies. These are generally referred to as "supercookies." If companies offer you an opt-out, they need to respect your preference, whether they use supercookies or regular cookies.

What is "Do Not Track"?

Do Not Track is a tool that allows you to express your preference not to be tracked across the web. Turning on Do Not Track through your web browser sends a signal to every website you visit that you don't want to be tracked. Companies then know your preference. If they have committed to respect your preference, they are legally required to do so. Some browsers already support Do Not Track. If you want to use Do Not Track, check to see if the browser you use offers it — or use a browser that does.

CLASSIFIED ADVERTISING

CHARGES: 1-5 lines \$15; \$2 each additional line. CMSA box number \$5. Special heading/setup extra. Replies to ads noting box numbers to be sent to: CMSA Communicator, 10900 E. 183rd St., #300, Cerritos, CA 90703. Call Brianna Wahlstrom at (562) 865-2900 to place your advertisement.

BUSINESS WANTED

We are interested in purchasing all or a part of your business. We are able to provide quick cash for certain assets. We can assist in an exit strategy. Major CA markets are desired. Discussions will be in strictest confidence. Send information to CMSA, Box J1, 10900 E. 183rd St., #300, Cerritos, CA 90703.

EMPLOYMENT OPPORTUNITY

Looking for managers in L.A./Orange and Northern Bay Area. Must be extremely computer literate. Must be good with people and should have experience in the Moving and Storage Industry. Send resumes and letters of inquiries to: CMSA, Box J2, 10900 E. 183rd St., #300, Cerritos, CA 90703.

EMPLOYMENT OPPORTUNITY

South Orange County company looking to hire: 1. International Household Goods Salesperson. Must have experience in the FCL, LCL, Groupage and Baggage shipment markets. 2. Clearance Clerk. Must have experience in clearing FCL, LCL, Groupage and Baggage shipments. To apply, please email a resume to CMSA at information@thecmsa.org.

EMPLOYMENT OPPORTUNITY

Chipman Corporation is seeking a GM for our Fairfield branch. Must be a strategic thinker, with strong interpersonal skills and the ability to motivate. Strongly focused on quality customer service and the ability to assume responsibility for the branch's financial performance, growth and profitability. Send resumes and letters of inquiries to: jblair@chipmancorp.com.

EMPLOYMENT OPPORTUNITY

Rebel Van Lines is looking to hire Class A & B drivers. To apply, please email nan@rebelvanlines.com or call 800-421-5045.

EMPLOYMENT OPPORTUNITY

Rebel Van Lines is looking to hire an experienced/certified installer for our O&I/Install division. Please email resume to: nan@rebelvanlines.com.

EMPLOYMENT OPPORTUNITY

Rebel Van Lines is looking to hire an experienced and aggressive residential Household Goods Salesperson/Estimator for Los Angeles and Orange County areas. Email resume to: nan@rebelvanlines.com.

It pays to advertise!

Calendar of Events

Tues., January 13 Twin Counties Chapter Meeting

Thurs., January 15 San Diego Chapter Meeting

Wed., January 28 O.C./Beach Cities Chapter Meeting

Wed., February 11 at noon 2015 CMSA College & Vocational Scholarship Submission Deadline

Tues., February 17 Ventura/Santa Barbara Chapter Meeting

Wed., February 18 Greater Los Angeles Chapter Meeting

Thurs., February 19 Central Valley Chapter Meeting

Tues., February 24 Northern Region Chapter Meeting

Thurs., March 5 Sacramento Chapter Golf Tournament

Wed., March 18 San Diego Chapter Golf Tournament

Tues., March 24 Mid Valley Chapter Spaghetti Dinner

Sun., March 29 Greater LA Chapter Day at the Races

Sat., April 4 North Bay Chapter Bocce Ball Tournament

2015 CMSA Convention
April 28–May 3
Paradise Point Resort & Spa
San Diego, CA

Fri., October 2 Monterey Bay Chapter Golf & Bocce Event



Link: [link] noun
 A relationship between two things or situations, especially where one thing affects the other.
 A connecting element; a tie or bond.



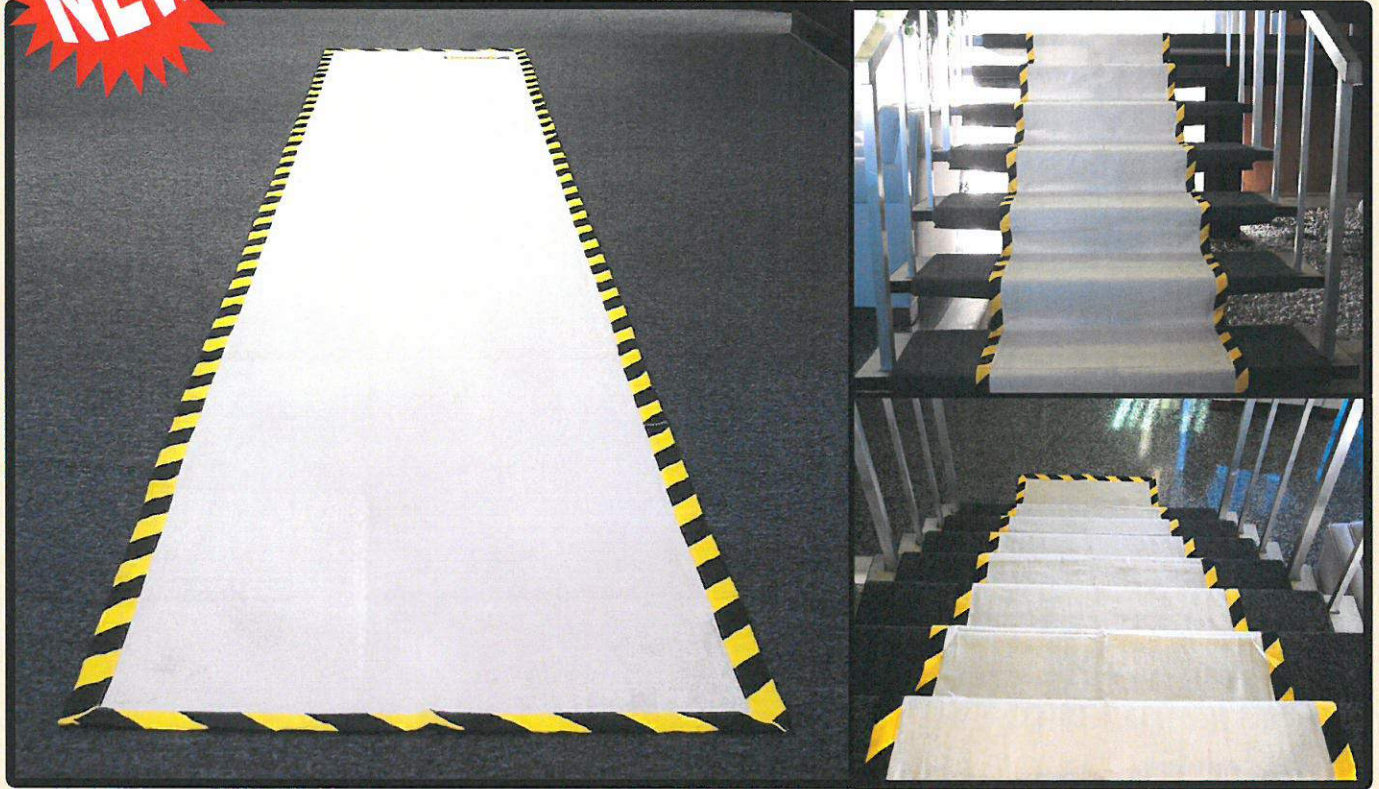
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You're Invited to the California Moving & Storage Association's 97th Annual Convention!

Meet your California colleagues in San Diego, Calif., April 28–May 3, 2015 and learn about issues affecting both the California & National Moving Industry. Check out the convention room rate!

CMSA ROOM RATE: \$194 Per Night + Tax*

**Call toll-free 800-344-2626 and request the group rate for
"California Moving & Storage Association."**

The rate is for Paradise Point Resort & Spa, 1404 Vacation Road, San Diego, CA 92109. The above rate also applies three (3) days before and after the CMSA official convention dates based on availability if you decide to extend your stay.

*Hotel rate is for single or double occupancy and subject to the prevailing state and local taxes (currently 10.5% and 0.065%) or applicable service, or hotel fees in effect at the time of check-in.

We have an informative and fun-filled schedule of events planned for the Convention.

The San Diego area also offers many nearby activities and sites to explore during your free time such as the San Diego Zoo, SeaWorld, Legoland, local wineries and breweries, beaches, shopping and more! Don't forget to sign up for CMSA's Annual Golf Tournament being held Thursday, April 30, 2015.

Convention Registration Fee - \$475

Check our website for Convention and Exhibitor Registration at: www.thecmsa.org

CMSA 97th Annual Convention Registration Form

April 28–May 3, 2015

EARLY REGISTRATION DEADLINE: FEBRUARY 28, 2015
FULL registrations paid by February 28, 2015 are eligible for the drawing to win \$50 CASH on April 30, 2015!

IMPORTANT: All those attending the Friday dinner at the MCAS Miramar must bring a photo ID. Due to high security, ID must match name on attendee list. There will be no last-minute ticket sales for this event. Giving your ticket away to someone not on the attendee list could result in cancellation of the entire event!



Register the following company's representatives.

Check here if this is your first CMSA Convention: _____

CMSA Member _____ Badge First Name _____

Spouse/Guest _____ Badge First Name _____

Other _____ Badge First Name _____

Company _____ Phone (____) _____ Email _____

Address _____ City _____ State _____ ZIP _____

Date of Arrival _____ **Date of Departure** _____

REGISTRATION FEE: (See reverse side)

	Before	After
	<u>Feb. 28</u>	<u>Feb. 28</u>
CMSA MEMBER or SPOUSE (each)	\$475.00	\$575.00
CHILDREN'S PRICE (up to 12 yrs.)	\$325.00	\$350.00
NON-MEMBERS (each)	\$625.00	\$725.00

Sponsors & Exhibitors—Please use appropriate forms to ensure proper handling of complimentary registrants.

Special Food Requests (e.g. vegetarian, gluten-free, vegan, etc.): _____
We will notify you whether or not your requests can be accommodated and if any additional fees are necessary.

Enclose registration fees with this form. Make checks or money orders payable to **CMSA** or use your **Visa**, **Discover** or **MasterCard**. Credit card registrations may be faxed to (562) 865-2944.

() Visa () DIS () MC () Check enclosed Amount \$ _____

Name on Card _____ Card # _____ Exp. Date _____

Card Billing Address _____

Three-Digit CVV Number _____

Please mail this form with payment, to **CMSA**, 10900 E. 183rd St., Suite 300, Cerritos, CA 90703.

****CANCELLATIONS:** *Cancellations made before **March 28, 2015** will be subject to administrative fees plus any incurred costs (not to exceed 50% of total fees paid). After **March 28, 2015**, we will be unable to make refunds. Substitutions will be accepted, but we need to know one week in advance.*

ROOM RESERVATIONS: Call Paradise Point Resort & Spa directly at 1-800-344-2626 to make reservations and ask for the group rate for **California Moving and Storage Association**. A reservation link can also be found online by visiting www.thecmsa.org and clicking on the Convention Calendar webpage. Reservations must be made by **March 28, 2015** to guarantee the special group room rate. All major credit cards are accepted for deposit.

2015 CONVENTION EVENTS

ALL GENERAL SESSIONS AND PANEL DISCUSSIONS ARE FREE TO ATTEND

Thursday, APRIL 30

EXHIBITORS WELCOME RECEPTION

Food, Beverage, Latest in Industry Products and Service Technologies

Friday, MAY 1

PARADISE POINT BREAKFAST

CMSA GENERAL SESSION—Free Admission

MISSION BAY LUNCHEON

MILITARY DISCUSSION PANEL—Free Admission

MCAS MIRAMAR (OFF-SITE DINNER)

PHOTO ID REQUIRED. Due to high security, ID must match name of registrant. Giving your ticket to someone not registered could result in cancellation of event.

Saturday, MAY 2

ISLAND SUNRISE BREAKFAST

CMSA GENERAL SESSION—Free Admission

VAN LINE PANEL DISCUSSION—Free Admission

EXCELLENCE AWARDS LUNCHEON

CHAIRMAN'S RECEPTION & DINNER/BALL

2015 CMSA CONVENTION - INDIVIDUAL EVENT TICKET FEES:

		<u>Adult</u>	<u>Child</u>
Thurs., April 30	Exhibitors Welcome Reception	\$150.00	\$100.00
	Golf Tournament Registration (USE GOLF FORM)	\$115.00	\$115.00
Fri., May 1	Paradise Point Breakfast	\$35.00	\$25.00
	Mission Bay Luncheon	\$60.00	\$42.00
	MCAS Miramar (Off-Site Dinner)*	\$100.00	\$50.00
Sat., May 2	Island Sunrise Breakfast	\$35.00	\$25.00
	Excellence Awards Luncheon	\$60.00	\$42.00
	Chairman's Reception & Dinner/Ball	\$150.00	\$100.00

***PHOTO ID REQUIRED. Due to high security at MCAS Miramar, ID must match name of registrant. Giving your ticket to someone not registered could result in cancellation of event.**

Additional Ticket(s) Order Form:

ATTENDEE NAME	EVENT	FEE
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
	GRAND TOTAL:	_____

Special Food Requests (e.g. vegetarian, vegan, etc.): *We will notify you whether or not your requests can be accommodated and if any additional fees are necessary.*

TICKETS WILL BE COLLECTED AT THE DOOR PRIOR TO ALL FOOD FUNCTIONS!

Tickets will be included in your registration packet. Cancellations made before March 28, 2015 will be subject to administrative fees plus any incurred costs (not to exceed 50% of the fees paid). After March 28, 2015, no refunds will be given.

Contact Name _____ Company _____

Phone _____ Email _____

() Visa () DISCOVER () MC () Check Enclosed Amount \$ _____

Name on Card (if different) _____

Card # _____ Exp. Date _____ Three-Digit Code on Back of Card _____

Card Billing Address _____ Card Billing ZIP _____

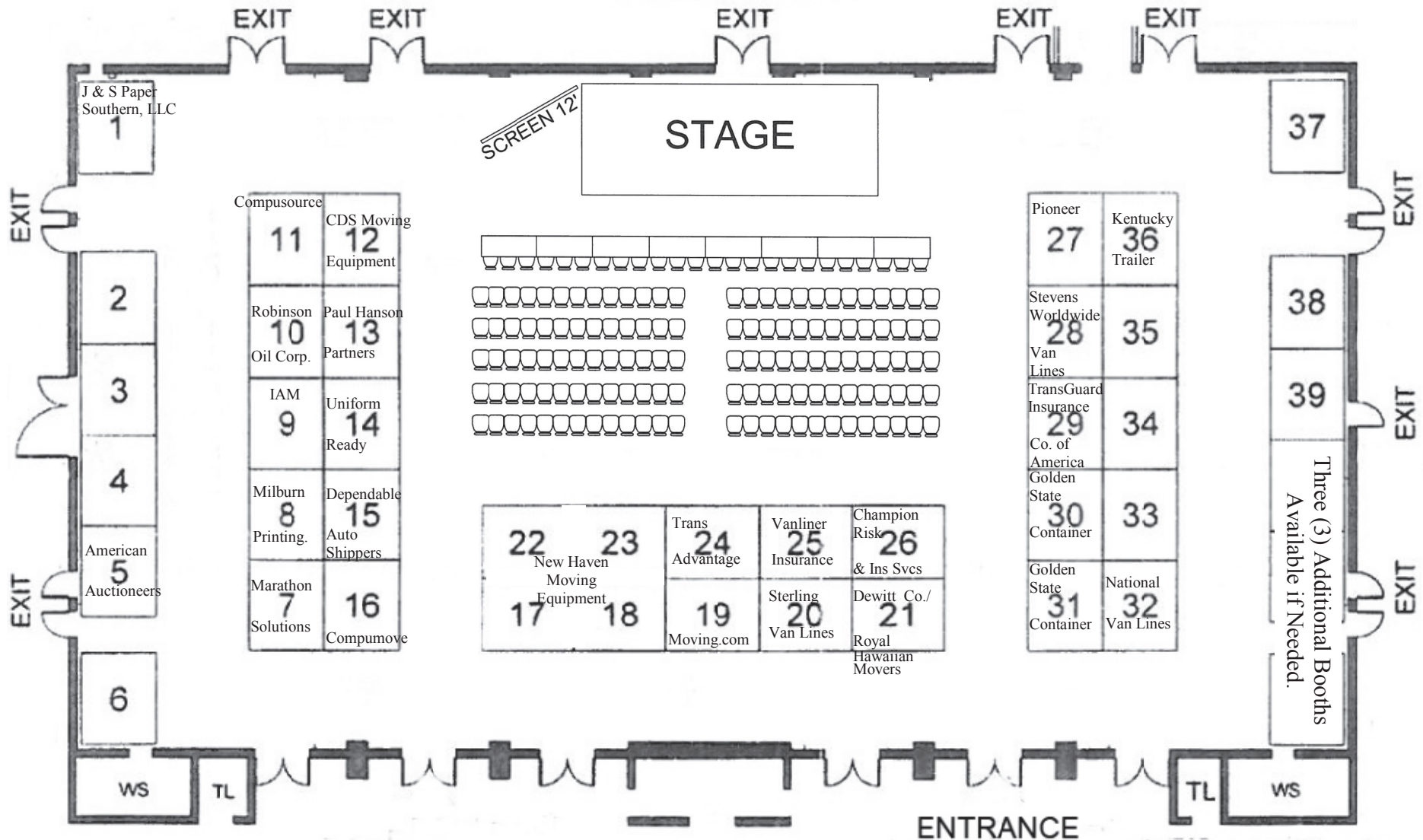
Return completed order form and payment to: CMSA, 10900 E. 183rd St., Ste. 300, Cerritos, CA 90703
or fax to: (562) 865-2944. For questions, call Renee Hifumi at (562) 865-2900.

California Moving & Storage Association

97th Annual Convention—Booth Diagram

Paradise Point Resort in San Diego, CA

Exhibit Dates: April 30–May 2, 2015



CMSA ANNUAL GOLF TOURNAMENT REGISTRATION FORM

RIVERWALK GOLF COURSE
1150 Fashion Valley Road
San Diego, CA 92108
(619) 296-4653

THURSDAY, April 30, 2015
8:30 AM MODIFIED SHOTGUN
(Golfers should arrive at course by 8:00 a.m.)



SPONSORED BY: PIONEER • CO-CHAIRS – LEN GOLLNICK & GARY BLOWER

Entry fee -- \$120.00 per person / Includes: green fee, shared cart, range balls & box lunch w/ soft drink.

Primary Contact:

Golfer 1: _____ Company: _____

Phone: _____ Email: _____

List golfers in your foursome. (Foursomes will be formed by golf co-chairs unless listed below.):

Golfer 2: _____ Company: _____

Golfer 3: _____ Company: _____

Golfer 4: _____ Company: _____

HOLE-IN-ONE CONTEST (Presidio Hole #8)

Sponsored by: **TRANSGUARD INSURANCE CO. OF AMERICA**

Refunds are subject to a \$15 processing fee. No refunds for cancellations after April 10, 2015.

Enclose golf fees with this form. Make checks payable to **CMSA**, or use your Visa, MasterCard or Discover Card.

Visa MC DISCOVER Check enclosed Amount: _____

Name on Card: _____ Card #: _____

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GOLF CLUB RENTAL FEES ARE PAID DIRECTLY TO THE PRO SHOP—NOT CMSA.

If you would like to reserve a set of golf clubs, please provide a count below so that the pro shop will be sure to have enough on hand and ready for you to pick up. Club rentals are available at the pro shop at a special CMSA rate of \$45 per set. (Regularly \$55!)

Enter # of Rental Sets: ___ Men's RH ___ Men's LH ___ Women's RH ___ Women's LH

**Please mail this form, with payment to: CMSA, 10900 E. 183rd St., Suite 300, Cerritos, CA 90703
or fax to: (562) 865-2944.**

CMSA CONVENTION SPONSOR/ADVERTISING/DOOR PRIZE FORM

EVENTS AVAILABLE FOR SPONSORSHIP

1. Tues. Apr 28 Movers & Shakers Reception *
2. Tues. Apr 28 Movers & Shakers Dinner ♦*
3. Thurs. Apr 30 Golf Tournament ♦
4. Thurs. Apr 30 Exhibitors Reception ♦
5. Fri. May 1 Paradise Point Breakfast
6. Fri. May 1 Mission Bay Luncheon ♦
7. Fri. May 1 Transportation to Off-Site Event
8. Sat. May 2 Island Sunrise Breakfast
9. Sat. May 2 Excellence Awards Luncheon ♦
10. Sat. May 2 Chairman's Reception/Dinner ♦

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- AVAILABLE**
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* Invitation Only Event / ♦ Sponsorship of Major Event (includes 2 Free Registrations) - \$2,600 /
 All Other Sponsorships (includes 1 Free Registration) - \$1,600

Event # _____ Amount \$ _____

PERSON CLAIMING FREE CONVENTION REGISTRATION(S):

Name _____ Badge First Name _____

♦Name _____ Badge First Name _____

Company _____

Phone _____ E-mail Address _____

Special Food Requests (e.g. vegetarian, gluten-free, vegan, etc.): _____

We will notify you whether your requests can be accommodated and if any additional fees are necessary.

For any additional persons registering, be sure to use the Convention Registration form.

Convention Advertising Opportunities (<i>does not include free registrations</i>):			
_____ Half-Page Ad (4.5" x 3.25")	\$175	_____ Badge Lanyards (2-Yr Price)	\$2,200
_____ Full-Page Ad (4.5" x 7.5")	\$325	_____ Flyer Insert*	\$400
_____ Program Inside Cover Ad	\$450	Total Amount	\$ _____
<i>Sponsors receive 20% off Convention Advertising! Ads are printed in black and white.</i>			
<small>*Company must supply and ship inserts at their own expense.</small>			



Make checks payable to CMSA or use your Visa, MasterCard or Discover Card.

() Check enclosed () Visa () MasterCard () Discover

Name on Card _____ Card # _____

Exp. Date _____ Three-Digit Code on Back of Card _____

Billing Address _____ Billing ZIP _____

~~~~~  
 YES, I want to support CMSA with a door prize.

Contact Name \_\_\_\_\_ Company \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Door Prize(s) \_\_\_\_\_

**Return with payment and/or door prize(s) to CMSA, 10900 E. 183<sup>rd</sup> St., #300, Cerritos CA 90703  
 or fax form to: (562) 865-2944. For questions, call Renee Hifumi at (562) 865-2900.**