

The Tar Heel Van

THIRD QUARTER 2018

2018 Annual Meeting



Jerry Hare, 2018 Mover of the Year
with President Kathy Cox



Commissioner Bryan
Beatty

2018 will definitely go down as one of the weirdest years for the NC Movers Association for meetings. We had to cancel our 2018 convention due to Hurricane Florence. According to our by-laws, we are required to have an annual meeting. Usually, this is included in our convention. So without our convention, we had to improvise. The Board decided to hold the annual meeting on October 12 in Raleigh at the N C State University Club.

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NCMA Board of Directors

NCMA Board of Directors

President—Kathy Cox, Horne Moving Systems, Goldsboro

Vice-President—Dru Burgin, Sells Service, Statesville

Secretary/Treasurer—Mike Mather, Mather Brothers Moving, Garner

2019 Directors:

Dean Barrett, Steele & Vaughn Moving, Greensboro

Todd Campbell, Two Men and A Truck of Asheville;

Tony Harris, Fidelity Moving & Storage, Jacksonville;

David Rushing, All American Relocation, Charlotte

2020 Directors:

Lucky Anneheim, Make a Move, Charlotte;

Robert Farnum, Gentle Giant Moving, Charlotte;

Travis Few, Few Moves, Wilmington; NC

Steve Rhodes, Nilson Van & Storage, Fayetteville

2021 Directors:

Chris Barringer, Barringer Moving & Storage, Newton

Jeff Day, Acme Movers & Storage, Morehead City

Matt Sharpstene, A Few Good Men Moving & Storage, Youngsville

Paula West, Covan World-Wide Moving, Fayetteville

Ex-Officio: Brett Plummer, All American Relocation, Raleigh

From the President

Wow! What an action packed couple of months we have experienced! First a major hurricane in September, then a tropical storm in October. Faced with the uncertainty of whether the Holiday Inn Resort would be ready to handle our group after Hurricane Florence devastated the area, the decision was made to cancel the annual convention. Please know that this decision was not made lightly. It did help that the Holiday Inn did not charge us anything for cancellation. However, we have already reserved the Resort for 2019 Convention. We will get to enjoy the beach then! Since our by-laws require us to have an annual meeting of the membership, we were fortunate to secure a meeting room at the NC State University Club in Raleigh. Ironically enough, we had to conduct the meeting in the dark, as Tropical Storm Michael took out the power in that area. Thankfully, we had enough members attend to have a quorum. Needless to say, I am OVER hurricane season!! In 2016, we went through Hurricane Matthew and due to horrible flooding at Horne Moving I was unable to attend the convention. In 2017, my mother in law passed away and I was unable to attend the convention. Then this year, I had to make the decision to cancel the convention. I miss seeing each of you – member and vendors alike! Here's to a better October in 2019!



Kathy Cox
NCMA President
Horne Moving
Systems
Goldsboro, NC

kcox@hornemoving.com

I would like to welcome to the Board of Directors Chris Barringer (Barringer Moving), Paula West (Covan Moving) and Jeff Day (Acme Movers). I am thrilled that each of you accepted my invitation to join the board. I would also like to thank Jerry Hare of A+ Moving and Storage and Rick Thornton of Fayetteville Moving & Storage for their service to the Board, as their terms expire. Both have served since 2012.

I hope each of you have a wonderful fall season and remember to always be thankful!

Kathy Cox
President

2018 Annual Meeting

And then Hurricane Michael decided to hit. On the morning of the annual meeting, the University Club contacted us and said they were without power. But the show must go on!

Committee chairs gave their annual reports to the membership present. The 2019 Budget will be posted on the Members Only Section of our website. Minutes of the Board Meeting and the Annual Meeting reports will also be posted.

We honored our two scholarship winners.

Jonathan Elkins Jr. won the 2-year scholarship. Jonathan is the son of Jonathan and Amy Elkins of Clayton. Johnny was sponsored by his grandmother, Glenda Foster of Hilldrup Moving & Storage in Raleigh. He is presently attending Wake Tech.

Kacie Barrett won the 4-year scholarship. Kacie is the daughter of Lance and Vickie Barrett of Mooresville. Her father is an independent contractor at Hilldrup Moving & Storage in Charlotte. She is presently attending the University of North Carolina in Chapel Hill.

Krishna Rajeev of the NCUC Public Staff updated the membership on the number of household goods moves within North Carolina. His report can be found on page 17.

The Association also honored former Commission Bryan Beatty at the annual meeting. Nicholas Jeffries, Director of the Transportation of the Utilities Regulation of the NC Utilities

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Bob Farnum, NCMA Scholarship Committee,
Jonathan Elkins, Jr., NCMA 2 year Scholarship Winner
David Rushing, NCMA Scholarship Committee



Kacie Barrett, NCMA 4 year Scholarship Winner
David Rushing, NCMA Scholarship Committee
Bob Farnum, NCMA Scholarship Committee

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Commission introduced Commissioner Beatty to our membership. Nick had worked with Commissioner Beatty for several years and wanted to express his appreciation. Pam Stanley thanked Commissioner Beatty for all he has done for the movers in NC over the years. He chaired our semi-annual meeting in which the Commission Staff, the Public Staff, the Highway Patrol and the Attorney General's office all updated the movers about what was going on the moving industry from their side. He always listened to our concerns and understood the importance of what industry was asking. He believed in fair enforcement of the Commission's rules. President Cox decided that Commissioner Beatty didn't need a plaque—she had several movers contribute items from their companies. He was very appreciative. We can't thank Commissioner Beatty for all he has done!

President Cox also honored our outgoing Directors—Rick Thornton and Jerry Hare. Both joined the Board in 2012 and decided not to renew their terms. Rick served on the Military Affairs Committee and the New Member Development/Corporate Sponsorship Committee. Jerry also served on the New Member Development/Corporate Sponsorship Committee and was on the Seminar Committee, where he worked hard to get some good training opportunities for our membership. Both will be missed and we thank them for their service.

President Cox then presented the 2018 Mover of the Year Award to Jerry Hare of A+ Moving and Storage in Fayetteville. Jerry got his start in the

(Continued on page 14)



Krishna Rajeev

Director, Transportation Rates
Division, NCUC Public Staff



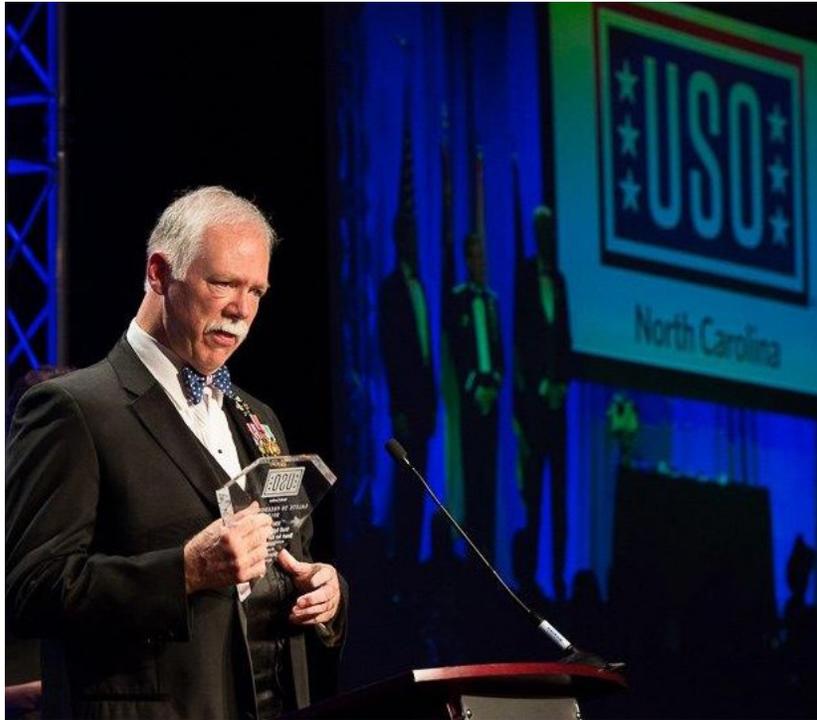
Nicholas Jeffries,

Director, Transportation
Utilities Regulation, NC Utilities
Commission



Matt Sharpstene of A Few Good Men Moving & Storage, Jeff Day of Acme Movers and Storage and Chris Barringer of Barrings Moving & Storage being administered the Board of Directors by President Kathy Cox. Also elected to the Board was Paula West of Covan World-Wide Moving.

Steven N. Rhodes—Heart of a Patriot Winner



Steven N. Rhodes, General Manager of Nilson Van & Storage in Fayetteville, was honored by the USO of North Carolina with their Heart of a Patriot award on October 6.

Army veteran Steven N. Rhodes has demonstrated a willingness to serve both in and out of uniform. He leverages his position at Nilson often in support of the USO of North Carolina. He currently serves as the Fort Bragg Advisory Committee chair but goes above and beyond in this position and as a volunteer.

Rhodes' passion for supporting America's service members stems from a family legacy; his grandfather was an artilleryman in World War I, his father is a veteran of World War II and Vietnam and his father-in-law is a Silver Star recipient awarded for actions in World War II. Rhodes' eldest son is a retired US Air Force medic, and his youngest is a currently serving as a major in the US Army.

Rhodes personally served 26 years in Airborne and Special Operations units with a total of 430 jumps. Throughout his decades in service, he endured multiple deployments and assignments to hostile fire areas. His last assignment was as a Battalion Command Sergeant Major in the 82nd Airborne Division based out of Fort Bragg.

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In civilian life, Rhodes oversees the operation of a multiple of Transportation Service Providers who are engaged in the movement of storage of household goods for civilians, military personnel and in support of logistics projects like hotel renovations and retail store re-sets. His company, Nilson Van & Storage is currently celebrating 80 years in business and is a proud agent for Mayflower Transit. Rhodes frequently attends USO of North Carolina events across the state, and often lends his company's equipment and staff to support USO of North Carolina missions.

Rhodes and his staff have transported hundreds of bicycles for assembly and delivery to military children. Most recently, his company distributed 500 cribs to expecting military families as part of the USO of NC's baby crib event with Delta Children. Rhodes' support is a major budget reliever for the USO of North Carolina and helps ensure that critical programs and services continue to connect service members to family, home and country.

Rhodes has also served on the Board of Directors of the North Carolina Movers Association since 2011 as the Chairman of the Military Affairs Committee.

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Driving at Night

Objective: To highlight safety guidelines for driving at night

Only one-third of driving occurs after dark, but two-thirds of fatal accidents happen at night.

With only headlights to light your path, your vision is limited to 300 feet ahead. If an object is dark in color or non-reflective, you might not see it before it is too late to react safely.



Seeing in the Dark

Your eyes are unable to process information as effectively in dark conditions and in the half-light of dawn and dusk.

- It is more difficult to gauge distances in the dark, and trying to do so increases eye strain.
- The glare of the rising or setting sun may also impair vision.

Safe Practices for Driving at Night

- **Keep your windshield clean.** A light film of dirt can reduce visibility by as much as 40%. Dirty windshields can also create glare.
- **Avoid overdriving your headlights.** Monitor speed to assure that your required braking distance does not exceed the range of your lights.
- **Be considerate:**
 - Lower your high beams when you see an oncoming vehicle.
 - Use your brake lights to warn following traffic of upcoming obstacles by lightly tapping your brake pedal.
 - Take curves carefully and expect the unexpected in blind spots.



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For complete specifications and pricing, contact Don Mosely, The Mover Truck Guy.

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CONTRACT DRIVERS OR EMPLOYEES – RISKS AND REWARDS

Many local, regional and interstate moving companies use contract drivers. This business model has resulted in lower operating costs for movers and the flexibility to deal with seasonality of the moving business. In recent years, however, use of contractors has been under increasing scrutiny from state and federal authorities.

It has been alleged that contractors have been “mis-classified” and should be treated as employees. In most jurisdictions contractors must meet certain criteria (or tests) to be treated as independent businesses and not as employees.

A recent California Supreme Court decision (*Dynamex Operations West, Inc. v. Superior Court*)* has further limited the contractor-employee definition. The decision essentially places the burden on the hiring entity to establish that the worker is an independent contractor and meets the factors in the new “ABC” test.

A: An independent contractor must be free from control and direction of the hiring entity.

B: An independent contractor must perform work that is not provided by the company’s employees.

C: An independent contractor must be an established business (*not just established at the request of the hiring entity*).

What does this mean? For California companies, compliance with California Wage Orders could be difficult if contractors allege they are being “mis-classified”. Because California standards often make their way into the rules and regulations of other states, future compliance in all states could be an issue.

What are the unknown future financial risks? Your workers compensation insurance company could re-audit past policy years changing contractors to employees (\$\$). State or federal regulators could demand payment of payroll taxes for mis-classified employees (\$\$\$\$).

Any moving company using independent contractors should review their individual risks and rewards of the contractors-employee issue.

**The complete Fisher Phillips Legal Alert can be seen on my website at the bottom or the Educational Materials Section*

Courtesy of MOVE-PAK CONSULTING – www.movepakconsulting.com or [213-760-7444](tel:213-760-7444)

Thanks,
Carole Boettcher
Move-Pak Consulting
213-760-7444
www.movepakconsulting.com



MORE ATTACKS ON THE STATUS OF INDEPENDENT CONTRACTORS IN CALIFORNIA

A new California law goes into effect in January 2019 that makes the company hiring an independent contractor liable for labor law violations. (Senate Bill 1402)

This law specifically applies to those truckers hauling containers out of California ports. This law is aimed at making retail companies (Target, Home Depot, Amazon, etc.) along with trucking companies liable for unpaid wages and other expenses not reimbursed to the contract trucker. (Expenses such as medical costs resulting from on the job injuries.)

If you don't haul freight out of California's ports, how could this affect movers? Well, consider the following –

Several years ago, California made homeowners liable for workers compensation benefits if their residential workers were injured, but not otherwise covered by workmen's compensation. This was intended to cover housekeepers, gardeners, baby sitters and other occasional household "help". Now every California homeowners policy contains a coverage called "California Workers Compensation-Residence Employees", and all policies include charge for this extension even if homeowners have no household "help".

If a moving company dispatched contractors for a move and one of these people were injured at the residence, would the homeowner be liable for workers comp benefits for that injury? Considering California's efforts to eliminate independent contractors in the transportation industry, this does not seem impossible. Remember that California now has a ban on plastic straws and a ban on sugary drinks in kid's meals.

California shippers might now need to ask questions on the employment status

Thanks,
Carole Boettcher
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moving industry straight from high school and opened his own company in 2003. He became a member of the Board of Directors in 2012 and worked hard, doing everything that was asked of him. He was instrumental in getting our Claims and Valuation seminar that we held with Wells Insurance done. President Cox thanked him for all he has done for our association.

While this year's annual meeting will definitely go down as a most unusual one, it was still a good one!

Remember to save the date, October 10-12, 2019, will be our convention (as long as the hurricanes stay away!)



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Cyber Security Awareness



HUB International has provided us with several reports that can help you manage your Cyber Security

[PC Cyber Attack Security Guide](#)

[PC Cyber Attack Awareness Roadmap](#)

[PC Cyber Ransomware Tips](#)

This helpful information has also been posted on the NCMA Update Page of our website.



HHG Annual Report Figures

	<u>2017</u>	<u>2016</u>	<u>2015</u>
Total NC Jurisdictional Revenue	\$87,631,701.85	\$82,667,174.79	\$78,916,701.95
Total # of Moves	84,495	81,482	77,555
Hourly Moves	76,300 (90%)	74,527 (92%)	70,688 (91%)
W/D Moves	8,195 (10%)	6,819 (8%)	6,867 (9%)
Basic Valuation	73,887 (87%)	72,335 (89%)	66,341 (86%)
Full Value Protection	10,608 (13%)	9,147 (11%)	11,214 (14%)
Binding Estimates	7,306 (9%)	7,706 (10%)	7,952 (10%)
Non-Binding Estimates	28,743 (34%)	24,702 (30%)	24,418 (32%)
No Written Estimates	48,446 (57%)	49,074 (60%)	45,185 (58%)



SAFETY & OPERATIONS CONFERENCE

THE LARGEST GATHERING OF SAFETY PROFESSIONALS IN THE INDUSTRY

Enjoy an action-packed 2019 AMSA Safety & Operations Conference at the [Fairfield Inn and Suites by Marriott Uptown](#) in Charlotte, NC, January 21-22, 2019.

The Safety Planning Committee has lined up a power packed list of speakers and topics that every safety manager will need to know. The 2019 lineup will include:

- Frank Acuna, a retired Federal Motor Carrier Safety Administration (FMCSA) inspector with best practices for post-event reporting and distracted driver policies
- Bob Henry of Scopelitis, Garvin, Light, Hanson & Feary will review employee vs. independent contractor guidelines, including the 2018 California ruling

Plus so much more!

Who Attends

This is the premier event for senior and mid-level safety and operations personnel in the moving and storage industry

Registration Fees

\$350 for AMSA members; \$500 for non-members.

If you are not a member of AMSA, but are a member of the NC Movers Association and would like to attend, please contact [MaryScott Tuck](#), if you are unable to register on the website.



100TH ANNUAL
EDUCATION CONFERENCE & EXPO

MARCH 24-26, 2019
HOUSTON, TEXAS



The American Moving and Storage Association (AMSA) is excited to welcome the newly formed Independent & Small Movers Committee, whose goals are to help develop your business through education and networking, and provide independent and small movers a greater voice within AMSA. The committee looks forward to providing you with tools you need to help strengthen your company. To learn more or join this committee, contact [Samantha Ha](#). Join our [Facebook group](#) to engage with us on topics important to you and your business.

Cuteness alert! My grandson Ellis Starkey just turned 1! (and you will continue to get updates until he's old enough to tell me to stop!)



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NCMA / SEPTEMBER MONTHLY REPORT

FOOD COLLECTED AND DELIVERED

MONTHLY	YEAR TO DATE	ALL TIME
400 lbs. 333 meals	60,110 lbs. 50,091 meals	580,533 lbs. 483,778 meals

TOP AGENT OF THE MONTH

1. Excel Moving and Storage – Raleigh – 400 lbs. = 333 meals



NCMA Annual Convention – October 10-12, 2019
Holiday Inn Resort, Wrightsville Beach, NC



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email: pstanley@ncmovers.org

The mission of the North Carolina Movers Association is to provide guidance to our members concerning rates, tariffs, rules and regulations as prescribed by the NC Utilities Commission. Most importantly we provide support for our members and sponsors so they can supply quality service to the moving and consuming public.

LEA

2018 NCMA Calendar

11/15/18 MRT Seminar, Raleigh, NC

1/21-22/19 AMSA Safety & Operations Conference
Charlotte, NC

3/24-26/19 AMSA's 100th Education Conference &
Expo, Houston, TX