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ON THE MOVE

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January 2024



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FEBRUARY 21, 2024

CHAPTER MEETING
LUNCH - 1pm

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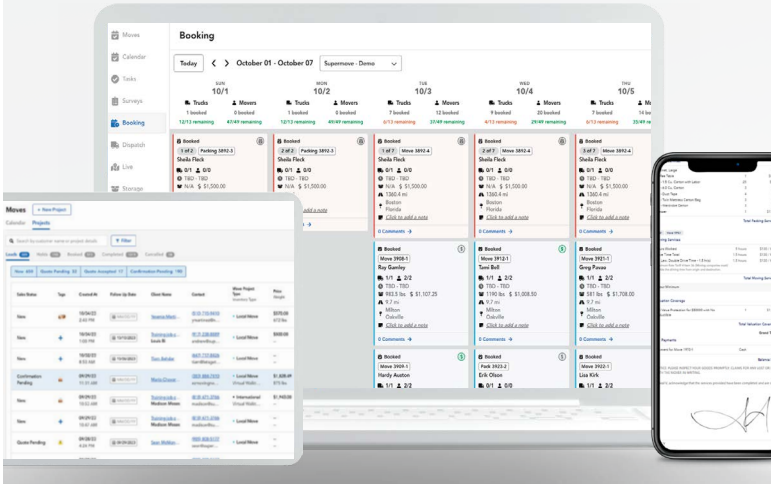
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Currently seeking dedicated and eager Board Members! Please email tracy@njwma.org for an application.

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Tracy Brito Denora
tracy@njwma.org
Call/Text 732-341-3934

President's Views & Comments



Welcome to 2024!

You can get excited about the future. The past won't mind.
– Hillary DePiano

Some good news about a slow economy – they can present profitable growth opportunities for big and small businesses. Successful businesses go on the offensive instead of contracting their spending, operations and output. They expand in strategic ways:

Increase Your Marketing and Advertising Exposure
Implementing aggressive marketing strategies during an economic slowdown yields a compound effect and real trackable results.

Improve Your Online Presence
Consumers spend over eight hours a day online, so your email, social media, and content marketing give businesses unlimited access and opportunities to connect with new customers.

Build Your Brand Reputation
Providing great service is only part of what it takes to achieve business success. You must also do the hard work of building your brand. By doing so you will inspire customer confidence.

Keep Company Consistency
If you plan to maintain or grow your business, you must maintain consistency. Emphasizing to your employees the importance of brand consistency and how it maintains revenue, and ultimately, their jobs is critical.

Improve Operating Processes
This is the time to look at your operations from a quality control standpoint. You need to be better than the rest. If you are offering mediocre service, most customers will go elsewhere.

Fire Your Worst Employees
We've all had employees who don't perform as needed. They are toxic to your business. Conversely, good employees are invaluable, which is why you should assure your core team they are valued and appreciated.

Remember, you can sustain and actually grow your companies even with the slower than desired real estate landscape and remember Spring will be here before we know it! Wishing you all a very prosperous, healthy and happy New Year!

Karen Mantzouranis, karenm@mainstreetmovers.com
NJWMA President
Main Street Movers President, 973-732-3700 x102

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FROM YOUR EXECUTIVE DIRECTOR



Happy New Year! The hustle and bustle of the holidays are behind us and now it's time to get to work and fill your calendar with NJWMA events. Go to page 14 to see what's going on in 2024. It's you, the mover, the associate member, that keeps our industry strong, and being a part of NJWMA and everything we have to offer helps in doing that. You will never regret attending, I promise! If you have been a member for decades and have never come to an event (you know who you are ☺), give it a shot and reap the benefits of NJWMA. You WILL get something out of it 100%!

Our annual mover member list will be sent this week to over 600 New Jersey Realtors. This list is a valuable source of free advertising that you receive for being a member of NJWMA. We are trying to help our members through the current economic conditions by promoting the value of using a member of NJWMA; we can't make people move, but we can promote the members of this association to those consumers who are moving.

Our relationship with the N.J. Division of Consumer Affairs (DCA) has never been better; we work with them closely on some pressing matters to help movers throughout the year. Their biggest concern in the past few months has been the license renewal process. The exciting news is that the DCA has implemented a new database system for renewals in 2024.

It's essential to know that the DCA will NO LONGER be mailing paper license renewals moving forward. The only communication will be via email. Please log onto your eGov portal account and ensure the email address they have on file in your portal is an active email address for your company. It is YOUR responsibility to ensure you keep compliant and renew your license.

Just a reminder…your license number MUST appear on your trucks, all advertising, social media posts, website, and any literature you give to a consumer. Please note that the prefix "39" MUST also appear before your license number. Ie. 39PC…. or 39PM…..

The DCA requires that, moving forward, all movers have their full license number on the front page of their tariffs; there is no need to resubmit your tariff at this time; we can add the license number for the March 2024 filing.

This year, we are combining our Chapter meetings. We will all gather for lunch on February 21, 2024, at 1 pm, at Cranbury Inn, Cranbury, NJ. We will be having a deep discussion on the necessity of cash flow optimization, and I hope to see you there.

Lastly, I'm excited to announce our newest Board Member…Chris Agostisi from Victory Packaging. Chris has been involved in the moving and storage industry for over 19 years and has been employed by Victory Packaging for over ten years. Chris states, *"I'm lucky to have attended the NJ convention for several years, enjoyed each time, and watched the association grow. I want to do my part to help continue its growth and success. There are a lot of great companies and people associated with the group who care about the industry and its future."*
Thank you Chris, looking forward to working with you!

I am available anytime via call or text 732-341-3934. *Tracy Brito Denora* tracy@njwma.org

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NJBIA Opposes Bill that Would Drive Up Workers Comp Costs for Employers

NJBIA testified against a bill before the Senate Labor Committee on Thursday that would raise the cap on attorney contingency fees in worker compensation cases, a change that would increase costs for employers and chip away at awards for injured workers.

The Senate Labor Committee voted 4-1 to advance S-4059 which would raise the cap on contingency fees collected by attorneys who prevail in workers' compensation cases from 20% of the underlying recovery to 25%.

"When paying attorneys' fees, employers typically end up covering 60% of this cost and the other 40% is paid by injured workers through a deduction in their final settlement," NJBIA Vice President of Government Affairs Elissa Frank said in her prepared testimony.

"Settlement awards, and thus attorney fees, have steadily increased each year based on changes in the State Average Weekly Wage ('SAWW')," Frank said. "Over the last decade, the SAWW has increased more than 28%, providing a direct increase to fees paid to attorneys based on those amounts.

"Absent evidence demonstrating that increased fee awards are necessary to attract competent counsel to workers' compensation cases, NJBIA does not believe there is a need to arbitrarily increase attorneys' fee awards at the expense of employers and injured workers," Frank said.

The bill also would expand the application of the fee to orders for payment of medical and temporary disability benefits on motion and orders approving settlement of any kind. The bill would set the maximum fees of evaluating physicians for claimants for the written reports at $1,000. The maximum fee of $1,000 represents an increase of $400 over the current maximum of $600, in the case of a claimant's evaluating physician.



"This legislation combined with a bill that recently moved through the Legislature to increase physician fees in workers' compensation cases will serve as a one-two punch to employer and employee workers' compensation costs in New Jersey," Frank said. "We urge the Legislature to proceed with caution and take into consideration the collective impact bills like these will have on our business climate." Source: NJBIA

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MAR 21 — 11AM VIRTUAL

MAY 23 — 11AM VIRTUAL

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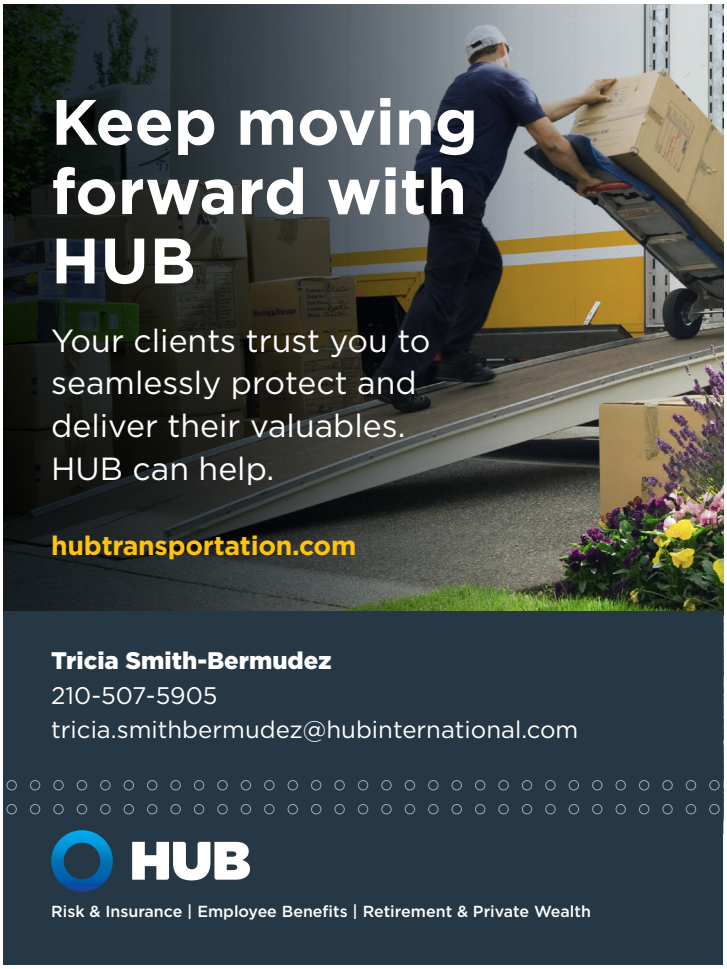
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Learn more at www.cianj.org





National Van Lines Unveils the 2024 DomesticMigration Report: A Fusion of User Engagement Data and Future Predictions in Moving and Transportation

National Van Lines, is excited to unveil the 2024 Domestic Migration Report, blending current user engagement data with predictions for the future. This report provides an in-depth analysis of the evolving trends in American relocation, offering valuable insights for policymakers, businesses, and researchers.

Continued Trends and Predictions:

Drawing from current trends, the report anticipates sustained interest in states such as California, Florida, and Texas. These regions consistently demonstrate high user engagement metrics, indicating enduring consideration for potential relocation. The report highlights the dynamic interplay of factors influencing individuals' decisions to move, with substantial inbound and outbound migration observed in these states.

Factors Contributing to Continued Interest:

• Economic Opportunities:
States with robust economies, including California and Texas, are projected to attract individuals pursuing employment and business prospects.

• Climate and Lifestyle Preferences:
The appeal of Florida is attributed to its favorable climate, while Texas and California's diverse lifestyle options contribute to its enduring attractiveness.

• Cultural and Educational Hubs:
Regions like California and New York, renowned for cultural richness and educational institutions,continue to draw individuals seeking intellectual and cultural pursuits.

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For more information on the 2024 Domestic Migration Report, visit National Van Lines 2024 Domestic Migration Report



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It's Nice to See That Movers are NOT on This List!

BBB top 10 companies that have the most complaints filed against them nationwide.

#	Complaints	Business Name
1	50677	AT&T
2	39716	Amazon.com
3	33303	Verizon Wireless
4	31250	PayPal, Inc.
5	26783	American Home Shield
6	23865	Comcast Corporation
7	23605	T-Mobile USA, Inc.
8	21654	Samsung Electronics America Inc.
9	18903	Activision Blizzard, Inc.
10	15339	Uber

Some States Will See a Minimum-Wage Increase in 2024

Twenty-two states are set to increase minimum wages at the beginning of 2024. By Jan. 1, seven states and Washington, D.C., will have minimum wages of at least $15 an hour. Maryland, New Jersey and New York are all set to increase their wages at the beginning of the new year.

According to data from GovDocs, here's how minimum wage is increasing next year:

Alaska: Increasing from $10.85 to $11.73
Arizona: Increasing from $13.85 to $14.35
California: Increasing from $15.50 to $16
Colorado: Increasing from $13.65 to $14.42
Connecticut: Increasing from $15 to $15.69
Delaware: Increasing from $11.75 to $13.25
Washington, D.C.: $17 minimum wage (annually adjusted for inflation)
Florida: Increasing from $12 to $13 (on September 30)
Hawaii: Increasing from $12 to $14
Illinois: Increasing from $13 to $14
Maine: Increasing from $13.80 to $14.15
Maryland: Increasing to $15 for employers of all sizes
Michigan: Increasing from $10.10 to $10.33
Minnesota: Increasing from $10.59 to $10.85 for large employers, and $8.63 to $8.85 for other employees
Missouri: Increasing from $12 to $12.30
Montana: Increasing from $9.95 to $10.30
Nebraska: Increasing from $10.50 to $12
Nevada: Increasing from $10.25 or $11.25 (depending on health benefits) to $12
New Jersey: Increasing from $14.13 to $15.13
New York: Increasing from $14.20 to $15
Ohio: Increasing from $10.10 to $10.45
Oregon: $14.20 minimum wage (annually adjusted for inflation)
Rhode Island: Increasing from $13 to $14
South Dakota: Increasing to $11.20 (indexed, increases each year)
Vermont: Increasing from $13.18 to $13.67
Washington: Increasing from $15.74 to $16.28

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Brochures Available For Distribution!

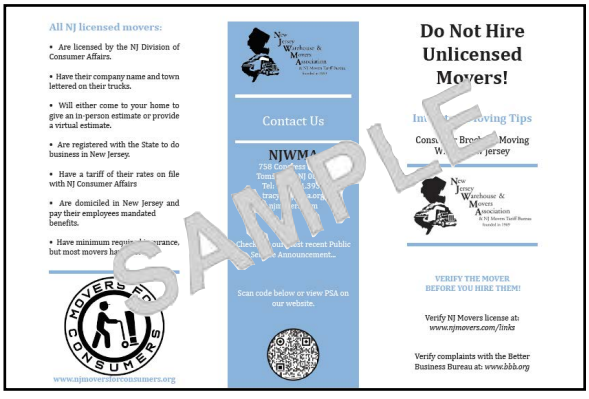
These are great brochures to give to potential clients advising them of the changes to the Public Movers Act.

These sales aids provide consumers with important details of the dangers of using unlicensed and uninsured "movers"!

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Mark YOUR Calendars

NJWMA 2024 EVENTS

FEBRUARY 21	Chapter Meeting 1pm Cranbury Inn, Cranbury, NJ
MARCH 13	Tariff Deadline
APRIL 23	Professional Packing & Best Practices Workshop 10am Jamesburg, NJ
MAY TBA	33rd Annual Golf Outing
MAY 14	Professional Packing & Best Practices Workshop 9am Midland Park, NJ
SEPTEMBER 25 & 26	55th Annual Convention Golden Nugget, AC

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Experts Waren Fleets to Prepare for Record Breaking Cargo Theft in 2024

Freight security experts predict another sky-high year of cargo theft in 2024. Fleets must look at the past year's trends and prepare accordingly.

Cargo theft reports continue to rise across the country. After incidents jumped 59% year-over-year in the third quarter, freight security experts don't expect the problem to slow down in 2024. Theft-prevention specialists recommend fleets stay informed and prepare themselves if they don't want to become a statistic.

The past few years have seen strategic theft skyrocket—when criminals pose as legitimate carriers to steal cargo. This is not just happening in California and Texas's usual high-risk freight markets. The practice has spread across the heartland, with thieves sometimes even hauling stolen freight back to the coasts to be shipped abroad. As this trend continues, supply chain companies in smaller markets with traditionally fewer safeguards need to heighten awareness, Danny Ramon, Overhaul's intelligence and response manager, told FleetOwner.

Additionally, pilferage—the theft of pallets or partial truckloads—is increasing around ports. However, according to Ramon, these thieves are usually not criminal rings specializing in cargo theft but local criminals prone to be more violent.

"The use of violence in cargo theft will increase in proportion to newly-formed, large-scale pilferage crews," Ramon said. "As more large-scale pilferage crews form in areas of dense intermodal activity, these crews are often made up of local criminals who are already engaged in violent crime and are therefore unconcerned with the increased penalties that come with violence. This is a stark contrast to organized FTL cargo thieves who avoid violence and driver confrontation."

Continue reading

FleetOwner

Plan to Improve Military Family Moves Delayed Over New Computer Software

U.S. Transportation Command has delayed the rollout of new computer systems designed to help streamline the annual moving process for hundreds of thousands of military families and designate a single contractor to ship their household goods around the world, defense officials said.

The command awarded its global household goods contract worth an estimated $6.2 billion to HomeSafe Alliance in November 2021. The company will provide "complete door-to-door global household goods relocation transportation and warehouse services worldwide," once the company takes over military moves, according to the command's announcement.

Moves originally were slated to begin under this new contract in September. But technical issues arose in the development of the Defense Department's MilMove and HomeSafe Alliance's HomeSafe Connect — two new computer programs designed to plan, track and expedite moves, command officials said.

More than 800 companies are responsible for 170,000 domestic shipments and 300,000 globally each year, said Andy Dawson, director of the Defense Personal Property Management Office at U.S. Transportation Command. During the military's peak moving season in the summer, the customer satisfaction rate was 74% for 2023.

"That equates to tens of thousands of service members and families that aren't satisfied with their relocation experience, and we owe it to them to deliver," Dawson said. "It's safe to say the large volume, the majority of shipments will remain in the [current system] for peak season [next year]."

The change in systems was driven by complaints from military families about delays in pickups and deliveries of goods and damage to items during transportation.

A 2020 analysis by the Defense Department inspector general found 20% of domestic household goods shipments in 2018 had at least one damage claim.

The analysis also concluded the Transportation Command did not have reliable data to determine whether service members' goods were being delivered on time or in good condition.

The command is working with HomeSafe to schedule testing dates between mid-December 2023 through the end of January. Once that's complete, defense officials have picked several bases in the U.S. where short local moves, within a 50-mile radius, will begin. For example, in the Norfolk, Va., area, they'll be moving shipments within ZIP codes south of the Chesapeake Bay, Dawson said.

The command developed a system called MilMove for service members to upload change-of-station orders and initiate a request for their new shipment to be scheduled. HomeSafe Alliance developed HomeSafe Connect to be used by service members, the government and industry to track a shipment sent from MilMove.

Any substantial rollout, however, won't take place from May through Labor Day because of risks associated with trying a new system during peak season for moving. Between 100,000 and 150,000 shipments take place during that time, said Jessica Brown, a Transportation Command spokeswoman.

"Moving in and of itself is a stressful situation," Dawson said. "Changes are tremendously hard to execute during that peak season period. As a strategy to reduce the risk, we've just kind of taken that off the table."



Source:
MATTHEW ADAMS
STARS AND STRIPES • December 11, 2023

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2024 Professional Packing & Best Practices Workshop

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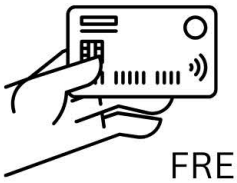
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New Jersey Legislature Considers Wage Transparency Law

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ATTORNEYS AT LAW

New Jersey could be the latest state to require salary transparency in job postings, following an increasing trend in wage transparency laws throughout the country. To date, both New York and Connecticut have pay transparency laws, and although Jersey City, New Jersey has had a wage transparency law in effect since April 2022, there is no statewide law. That is about to change if lawmakers have their way. Proposed Assembly Bill 3937 requires New Jersey businesses of 10 or more employees to include wage or salary information, or a compensation range, in a job posting, as well as a description of all job benefits. The bill would also require employers to make reasonable efforts to announce all opportunities for promotion in internal and external job postings.

Moreover, an employer is subject to penalties of up to $1,000 for the first violation, $5,000 for the second violation and $10,000 for each subsequent violation, collectible by the Commissioner of Labor and Workforce Development. Employers are also subject to civil action brought by an aggrieved person within one year from the date of the alleged violation.

The Bill was introduced in the Assembly in May 2022 and the state Senate in February of this year. State lawmakers approved the measure by a 4-0 vote in the Assembly Consumer Affairs Committee hearing held earlier this month. Continue reading.



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HOLIDAY FOOD BASKETS

On December 19, 2023, **Anchor Moving & Storage** had the privilege of giving back to the community. The company extended its support to Amity Lodge #166, Burlington Lodge #22, The Grand Encampment of NJ, and The Grand Lodge of NJ Independent Order of Odd Fellows during their annual Holiday Food Basket Giveaway—a heartwarming charity event aimed at assisting families in the Florence and Roebling communities.

Under the thoughtful coordination of Gary and Sandy Clemmens, the Anchor team delivered food to the lodge and actively participated in assembling 120 food baskets. Each basket included a turkey and all the trimmings, ensuring a complete Christmas dinner for recipients.

The day resonated with joy as community members visited the lodge to collect their food baskets. Mike Jenkins, of Anchor Moving & Storage, shared his sentiments, stating, "It felt good to spend the morning spreading cheer and having a positive impact on others, especially at this time of year when so many people are in need." He expressed Anchor's pride in supporting this annual initiative and anticipation for future participation.

At Anchor Moving & Storage, the belief prevails that the best way to foster team growth is by collectively working towards the betterment of others. The company remains steadfast in its commitment to community service and eagerly looks forward to contributing to such initiatives in 2024.





Please send submissions to tracy@njwma.org

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ATA-MSC Advocacy Update

Increasing Congressional Attention on Global Household Goods Contract (GHC)

ATA-MSC outreach to Congressional offices to discuss industry concerns with the GHC Program progresses and we continue to see the impact and reach that ATA-MSC has on Capitol Hill. As an example, this past week USTRANSCOM was called upon by Senate and House offices to provide staff an update on the transition.

Our understanding is that most of USTRANSCOM messaging focused on their continued work on the technology platform and overviewing the command's phased transition approach. Meanwhile, offices that we have been in contact with pressed USTRANSCOM with specific questions regarding capacity and other detailed matters. While these questions were largely deferred to the GHC Program contractor, who was not a participant, ATA-MSC has created this opportunity for members of congress to voice industry concerns to USTRANSCOM.

ATA-MSC is also working on "sign-on" letters from members of Congress to USTRANSCOM highlighting the importance of a quality household goods moving experience for military readiness and quality of life while raising industry concerns on capacity, the applicability of the Service Contract Act, and more. We have already received commitment from both a US Senator and a US Representative to lead individual letters from both chambers.

Securing a Win on Base Access Improvements

A few weeks ago Senate and House negotiators completed work on the annual National Defense Authorization Act (NDAA), and the legislation contains an important provision calling for standardization of DOD's policy for base access.

The language in the final legislation: 1) Requires DOD to update its Department-wide fitness standard (which drivers and crew must meet before they can gain access) in the base access manual; 2) Sets certain deadlines for DOD to meet; and 3) Requires DoD to brief Congress along the way.

The NDAA's base access language is an important step forward in ensuring consistent and efficient access to bases for movers – this legislative win was a culmination of consistent advocacy on behalf of the industry from ATA-MSC, the ATA Government Freight Conference and the ATA Hill Team.

Many ATA-MSC members were also part of this effort, providing us background information, meeting with lawmakers during Calls on Washington, and more.

Now Accepting Donations – Support the MSI Annual Auction!

ATA MSC are looking forward to one of the moving industry's favorite traditions – the MSI Auction, which will be held on the evening of Tuesday, March 5, coinciding with the MSC Movers' Bash – a new and fun experience that will provide great networking opportunities and more!

Each year the money raised at the MSI Auction helps fund MSI's scholarship program, industry research and other great initiatives. Just this year, the MSI Scholarship provided awards to more than 20 students with families working in the moving industry.

They cannot have a successful auction without help and support from you! They are asking for auction donations to help grow and advance the mission of the Moving & Storage Institute. Donations include, but are not limited to:

- Industry Products (ex: a pallet of packing materials, third-party auto shipping, year subscription to industry software, etc.)
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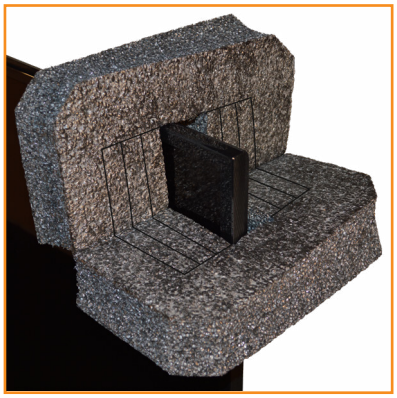
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