A BI-MONTHLY PUBLICATION OF NEW JERSEY WAREHOUSE & MOVERS ASSOCIATION

# ON THE MOVE

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March 2024




## NJ MOVERS TARIFF BUREAU

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DEADLINE

**March 13, 2024**





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New Jersey Warehouse & Movers Association
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founded in 969

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

## ADMINISTRATION

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

# President's Views & Comments



## 7 Moving Trends Forecasted for 2024

(*According to Forbes Magazine)*

1. Long Distance Moves Continue to Grow -With the freedom and flexibility of working remotely, people are continuing to look outside of their current city.

2. Some Areas Will See More Growth - These are the 10 fastest-growing cities in the United States: Myrtle Beach, South Carolina; Sarasota, Florida; Fort Myers, Florida; Lakeland, Florida; Port St. Lucie, Florida; Boise, Idaho; Ocala, Florida; Daytona Beach, Florida; Naples, Florida; Salisbury, Maryland.

3. Gen Z and Millennials Are Moving Shorter Distances-Younger generations moved shorter distances in 2023. Millennials averaged moves approximately fifteen miles away. As Millennials, Gen Xers and Baby Boomers continue to leave larger cities and find new homes in the southeast, Gen Z is headed to New York City, Los Angeles, Chicago, Houston, and Philadelphia.

4. Moving Prices Could Stabilize -During the pandemic moving costs had increased due to labor shortages and supply chain disruptions. As the industry continues to evolve the cost of moving should stabilize.

5. Emphasis on More Sustainable Practices-Moving companies are adopting more sustainable practices. From using energy-efficient vehicles and finding biodegradable packaging materials, moving companies are rethinking how they affect the environment.

6. Increase in Virtual Services-With advancements in AI and virtual services customers and moving companies are embracing a more digital approach to moving.

7. People Moving Want to Save Money-The average American is spending more than $700 per month because of inflation, and those who are moving are going to be looking for more economical ways to pack up their belongings and move to their new home. This may include an increase in self-service moves.

These trends should not be a surprise to any of us and we should all be making a concerted effort to focus our business procedures in the areas of sustainable practices and virtual services. As the world evolves so should we.

As an association we are fortunate to have valuable partnerships with some of the industry's best tech companies. Reach out to me, or Tracy, if you need help, have questions, or want to share best practices. By helping one another we can work to drive changes that will not only benefit the clients we serve but our companies and the generations after us that will inherit those companies.

Sincerely,

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

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# FROM YOUR EXECUTIVE DIRECTOR



This year has been a whirlwind with laws and bills that will impact our industry. We have been on top of all legislation and advocating for our members. The latest law signed by Governor Murphy is the P.L. 2023, c. 276, which raises the Insurance to $1.5 million for any commercial vehicle over 26,000 pounds. This law goes into effect July 1, 2024, and even if you don't have trucks weighing over 26k, eventually, THIS will affect your company… everyone's rates will increase (20-40% within the next 18 months) for a variety of reasons as briefly summarized below.

The overwhelming majority of insurance companies do not offer policies with $1,500,000 limits. Therefore, movers must purchase an Umbrella or Excess policy, almost always at a $1,000,000 limit. The skyrocketing cost of insurance for consumers and small businesses is compounded when insurance companies adjust to the new law in New Jersey and create filings supported by actuarial analysis to create either a $1,500,000 primary policy or a $500,000 Umbrella or Excess Policy, which will have an obligatory increased cost effect to all.

There are affordability and capacity issues in auto insurance today. An Umbrella or Excess policy costs roughly 25 to 40% of the underlying $1,000,000 Auto policy. Because of the availability of this limit, it will be more costly. The Long-term, Negative Impacts will be more significant as the cost of claims goes up. 99% of auto claims settle at or under $1,000,000 limits on commercial auto because attorneys only claim what is on the auto policy. At $1,500,000, you are guaranteeing that claims in New Jersey will increase by 50%.

Another downfall to the law is that it will promote fraud: NJ motor carriers will be enticed to register their trucks out of state in NY and PA to avoid having to increase their policy coverage.

We are working closely with the Commerce & Industry Association of N.J. and other State Associations to plan a "Call to Action," asking to extend the effective date and lower the minimum premium. Stay tuned.

On February 21st we had our annual Chapter Meeting and it was well attended...looks like it will remain a lunch activity moving forward! Thank you all for your emails and calls the next day, we aim to make every meeting beneficial to our members. Check out the pictures on page 16!

If you plan on attending the ATA/MSC conference next week in New Orleans, please let me know, and we can connect! You can register using the link on page 26.

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

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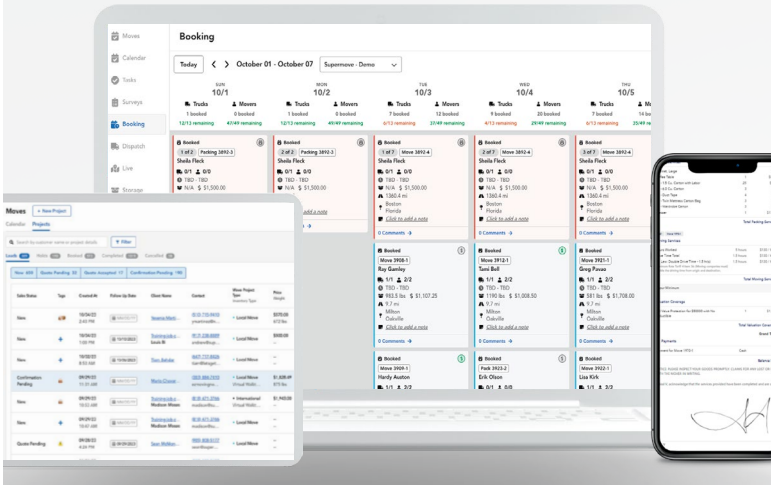
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# UniGroup and TMM announce new strategic alliance




UniGroup, the parent company of United Van Lines and Mayflower Transit, and Total Military Management (TMM) have formed a strategic alliance, bringing together TMM's expertise in military move management and UniGroup's position as the nation's largest household goods moving company.

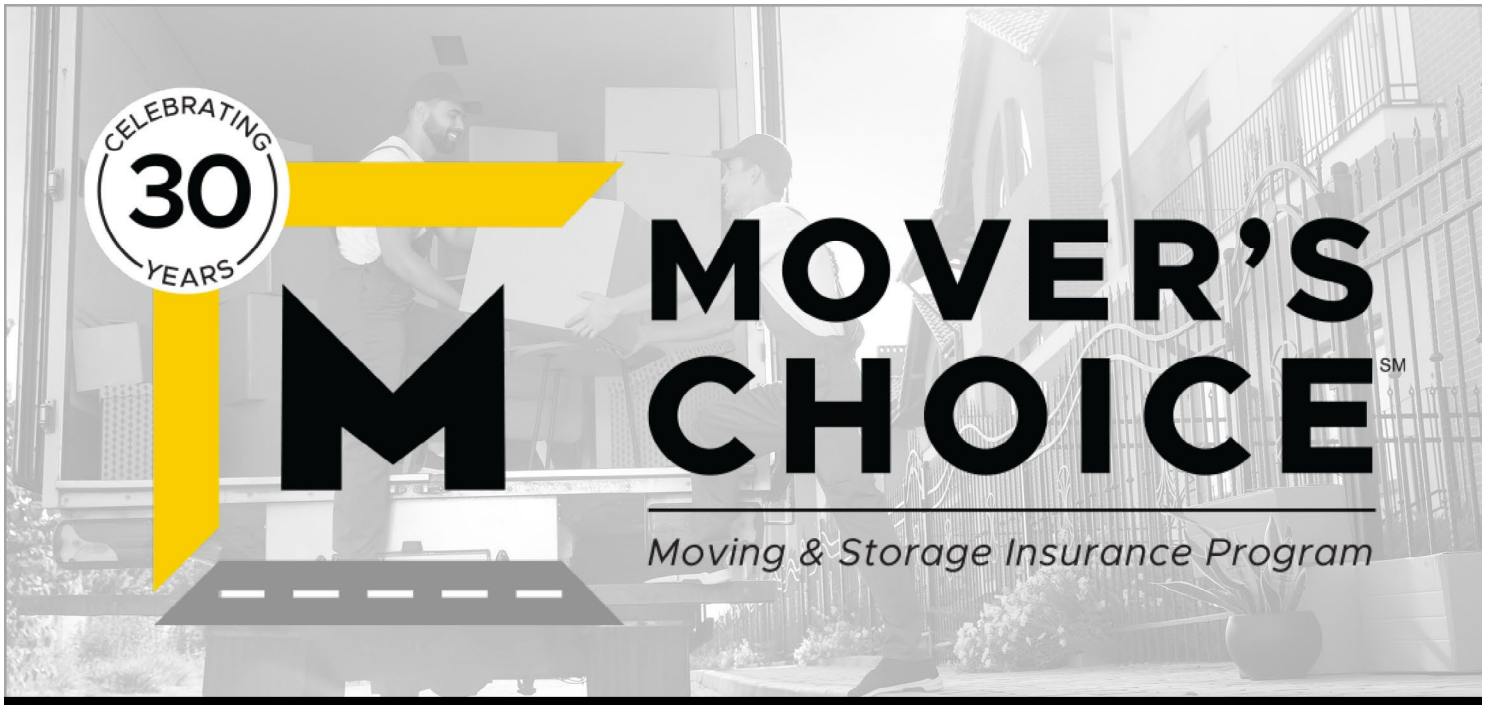
The newly formed strategic alliance represents a significant transportation industry partnership between two recognized leaders who provide high-quality move experiences for our service members and their families. While UniGroup and TMM have maintained a long-standing business relationship, this alliance delivers substantial network volume to United Van Lines and Mayflower Transit and provides increased capacity to TMM.

TMM is based in Jacksonville, Florida, and was founded with a specific focus on enabling Department of Defense qualified transportation service providers to better serve the military marketplace. The new alliance includes UniGroup transitioning the move management aspect of its domestic military shipments to TMM, which allows UniGroup's expert member network to focus on providing seamless on-site move services and transportation of goods.

"While this new collaboration between UniGroup and TMM is mutually beneficial for both of our companies, I am excited by the positive impact it will have on the moving experiences for members of our armed forces," UniGroup President and CEO Jason Mills said. "The strategic alliance between UniGroup and TMM leverages the strengths of each entity, combining TMM's expertise and commitment to high-quality military move management and UniGroup's trusted quality service and expertise in household goods relocation."

The synergies between both companies pave the way for additional growth.

"This partnership creates a deeper and more efficient working relationship between TMM and UniGroup," TMM CEO Matt Connell said. "The already existing synergies between these industry leaders will enhance the relocation experience of our service members through higher quality and increased capacity. TMM is humbled to have this opportunity and excited for the growth of both organizations." Source: UniGroup




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New Jersey Warehouse & Movers Association
(f/k/a NJ Movers Tariff Bureau founded in 1969)

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### How AMT Works for You

When member businesses join AMT, they get superior value and service from a self-funded, not-for-profit trust that serves the needs of thousands of participating employer members.

AMT's plans are designed to give small businesses more options with better service at lower cost. Healthcare consumers should expect and get more, so we put our profits into improving our plans, and, when possible, we pay dividends.

### Request an Online Quote

Visit www.amt-nj.com and click on "Request a Quote." Our easy form automatically generates several options. AMT Representatives can advise you on selecting the right plan for your needs. Call 973-379-1090 for more information.

### Why Become an AMT Member?

Member businesses benefit from:

- The largest selection of competitively-priced, self-funded health coverage plan options
- Access to the provider networks of Horizon Blue Cross Blue Shield of New Jersey and Delta Dental
- Dedicated service people who help you with plan selection, service and claims

# BOB RUSSO SIGHTING!!!

Retirement is going well for Bob, he has made some new friends and discusses the moving industry with them at every chance he gets. Do you think they pray for sun?

We miss you Bob!



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Mark your Calendars

# NJWMA 2024 events

| | |
|---|---|
| MARCH 13 | Tariff Deadline |
| APRIL 23 | Professional Packing & Best Practices Workshop 10am Jamesburg, NJ |
| MAY 9 | 33rd Annual Golf Outing Cream Ridge Golf Club |
| MAY 14 | Professional Packing & Best Practices Workshop 9am Midland Park, NJ |
| SEPT 25 & 26 | 55th Annual Convention Golden Nugget, AC |

New Jersey Warehouse & Movers Association
& NJ Movers Tariff Bureau
founded in 1969

If you have questions on any of the above events please email tracy@njwma.org or call/text 732-341-3934

# DO NOT HIRE UNLICENSED "MOVERS"

## Brochures Available For Distribution!

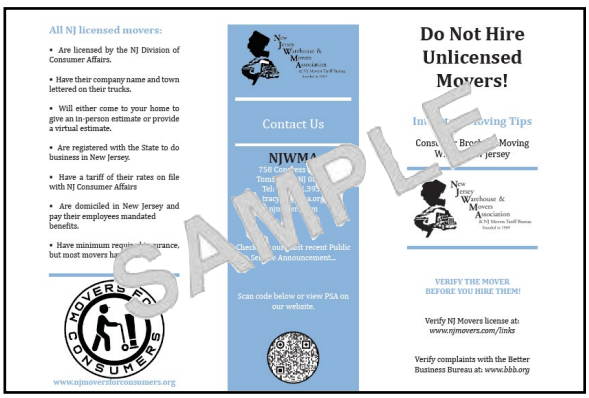
These are great brochures to give to potential clients advising them of the changes to the Public Movers Act.

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

This brochure should be a part of your presentation to all homeowners.

You can purchase brochures in quantities of 500 and up.

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westy.com

**Let's help keep consumers educated on the dangers of using unlicensed moving companies.**

**Share our Public Service Announcement to all potential customers during your estimate process.**

**Hold your phone camera up to the QR code below to watch and save!**

MOVERS FOR CONSUMERS

# Save the Date

NJWMA 33rd Annual Scholarship Golf Outing

**MAY 9,2024**

**Cream Ridge Golf Course, Cream Ridge, NJ**





**Tricia Smith-Bermudez**
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tricia.smithbermudez@hubinternational.com

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LIVE WEBINAR

## MARCH 21, 2024 12:30PM EST

## Recruiting and Retaining Drivers

New Jersey Warehouse & Movers Association & NJ Movers Tariff Bureau founded in 1969

Presenters:
Alex McNeely & Jason Webley

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# UPCOMING MEETINGS

**MAR 21** 11AM VIRTUAL

**MAY 23** 11AM VIRTUAL

**OPEN TO ANYONE IN THE MOVING & STORAGE INDUSTRY**
**Contact us for the meeting link:**
**tracy@njmwa.org**
**732.341.3934**

# Chapter Meeting
# February 21, 2024
# Cranbury, NJ







# Updating Your Registration or Authority

**Biennial Updates**
Federal Motor Carrier Safety Administration (FMCSA) requires all entities under its jurisdiction to update their information every two years. You are required to provide this update every two years even if your company has not changed its information, has ceased interstate operations since the last update, or is no longer in business and you did not notify FMCSA.

**Failure to complete a Biennial Update will result in deactivation of your USDOT number and may result in civil penalties of up to $1,000 per day, not to exceed $10,000.**

Updating your information is free. We have included instructions below to help you complete your biennial update.

Deadlines for Filing an Update
Update Online (encouraged)
Update via US Mail (may delay the process)

**What is the Deadline to Update?**
**Filing schedule:**
Each motor carrier or intermodal equipment provider must file the appropriate form at the following times:

- Before it begins operations; and
- Every 24 months according to the following schedule:

| USDOT number ending in: | Must file by last day of: |
|---|---|
| 1 | January |
| 2 | February |
| 3 | March |
| 4 | April |
| 5 | May |
| 6 | June |
| 7 | July |
| 8 | August |
| 9 | September |
| 0 | October |

If the next-to-last digit of its USDOT Number is odd, the motor carrier or intermodal equipment provider shall file its update in every odd-numbered calendar year. If the next-to-last digit of the USDOT Number is even, the motor carrier or intermodal equipment provider shall file its update in every even-numbered calendar year.

**Update Online**
- In order to complete the process online, you'll need your USDOT number, assigned PIN, EIN/SSN, and Company Official information. You can request a PIN to be mailed to you.
- Carriers needing to complete the Motor Carrier Identification Report (MCS-150) OR the Combined Identification and Hazardous Materials Safety Permit Application (MCS-150B) may do so online through the FMCSA Registration Website.
- Generate and print an updated copy of the MCS-150 form for your records upon completion of the online registration.
Source: FMCSA

Jersey Warehouse & Movers Association
& NJ Movers Tariff Bureau
founded in 1969

Only $49 per person

Space is Limited... Register Now!

# 2024 Professional Packing & Best Practices Workshop

These seminars are instructed by Ed Odell and George Toole, using video and hands-on training on the best practices utilized by professional packers. They also will focus on the importance of consumer service and attitude to make employees aware that consumers will judge them on how they conduct themselves in the home and their quality of work.

Train your employees because your reputation depends on them! Our workshop participants always have positive reviews and participating moving companies reported saving money on claims.

**Cost: $49.00 per person (includes materials and lunch)**

---

**Highlights of the class will include:**

- Professional packing skills
- Repacking customer boxes
- Restricted items - Hazmat
- Identify & marking cartons
- Top load & stacking
- Proper manners and attitudes
- Identify high-value items
- Protection of the residence
- Inventory of boxes
- Basic handling & loading



☐ **April 23, 2024 – 10 am**
Location: Victory Worldwide Transportation
1045 Cranbury - South River Rd, Jamesburg, NJ 08831

☐ **May 14, 2024 – 9 am**
Location: Wade Odell Wade Padded Van Services
80 Greenwood Ave., Midland Park, NJ 07432

**Contact us for a private packing seminar at your NJ facility.**
(additional pricing applies)

**For more information, contact us: 732.341.3934 or tracy@njwma.org**

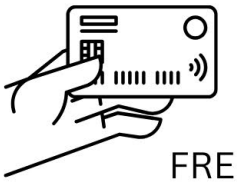
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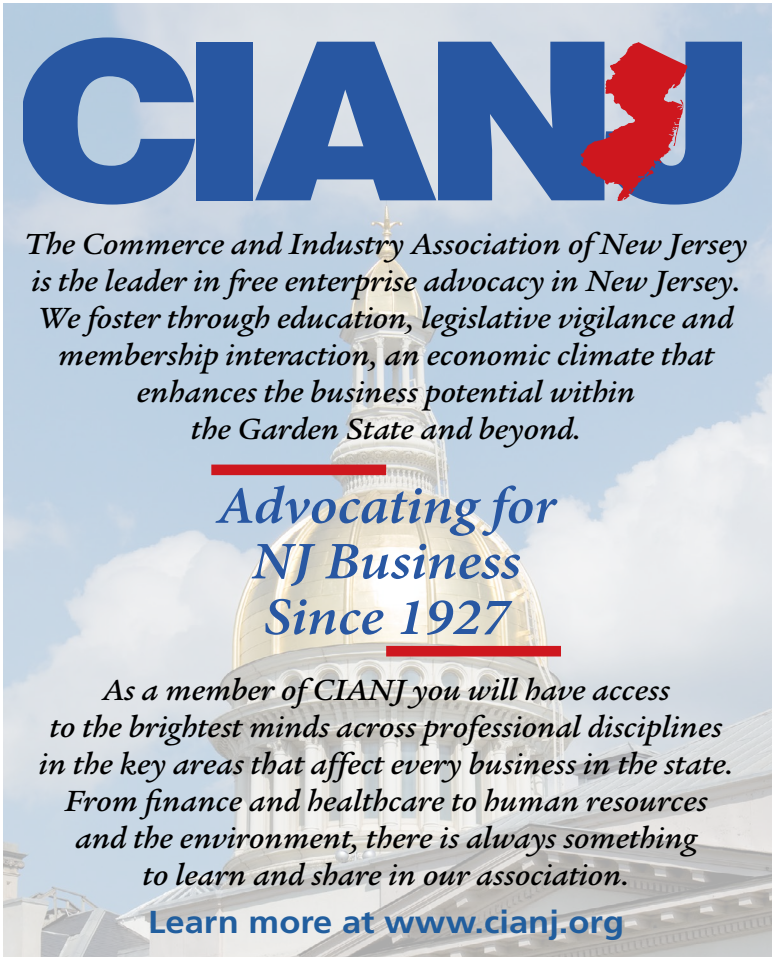
CIANJ

*The Commerce and Industry Association of New Jersey is the leader in free enterprise advocacy in New Jersey. We foster through education, legislative vigilance and membership interaction, an economic climate that enhances the business potential within the Garden State and beyond.*

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Learn more at www.cianj.org




## WELCOME NEW MEMBER

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Egg Harbor Township, NJ

Jim Herbert

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# Senate Passes Package of Consumer Safeguards Against Moving Company Scams

**Florida companies account for most of the complaints.**

Legislation broadening consumer protections against price-gouging by moving companies is packed up and traveling to the Legislature's lower chamber with uniform approval from the Senate.

The bill (SB 304) targets movers and the businesses that link them with customers, hiking documentation requirements and prohibiting them from withholding people's possessions for excessive fees.

It applies only to moving operations within Florida. Moves between states are subject to federal oversight.

Republican Palm Harbor Sen. Ed Hooper, the measure's sponsor, briefly explained its provisions Wednesday. He and his colleagues then voted 39-0 to send the bill to the House, where a similar measure (HB 367) by Democratic Rep. Kimberly Daniels of Jacksonville and Republican Rep. Allison Tant of Tallahassee awaits a floor vote.

Hooper said during the bill's first Senate committee stop in December that its goal is to address a rising trend of predatory practices in the moving industry by boosting transparency and accountability requirements.

In 2022, the Better Business Bureau received more than 15,000 complaints against moving companies and moving brokers that act as intermediaries between movers and customers. The organization recorded some 30,000 complaints between 2017 and 2019.

And most of the bad actors are in Florida, a Newsweek analysis of complaints filed with the Federal Motor Carrier Safety Administration found. Of 7,647 cases, more than half involved moving companies and brokers in the Sunshine State.

Hooper said the problem stems from moving brokers setting one price for relocation services and the moving company to which they refer customers demanding a new, higher fee before offloading people's belongings.

SB 304, he said, "gives the protection back to the consumers" and authorizes the Florida Department of Agriculture and Consumer Services (FDACS) to penalize moving brokers and companies that act unscrupulously.

It would ban moving brokers from giving estimates or providing contracts for services that include estimated costs of a move. A broker would also have to make clear that it only arranges for moving services and that its fees aren't part of the cost of a move.

The measure would also increase moving broker reporting responsibilities to both consumers and FDACS and require them to work exclusively with Florida-registered moving companies and maintain a $50,000 performance bond or certificate of deposit in a Florida bank.

Further, the bill would impel movers to sign contracts that include the estimated date and cost of a service to customers before providing any moving or accessorial work. Contracts must include contact and locational information for their workers and the goods shipped or stored; an itemized breakdown of all costs and services; and a clearly written and conspicuously placed disclosure of all acceptable forms of payment.

Violators would face up to $50,000 in fines. A Mover that refuses to relinquish a customer's goods after police confirm the customer paid the sum agreed to in a written contract estimate would face a third-degree felony, punishable by up to five years in prison and $5,000 in fines. Source: Florida Politics

# NJBIA Testifies Against Family Leave Expansion that Will Burden Small Businesses

NJBIA testified on Thursday against a bill that has returned in the new legislative session to require most of New Jersey's smallest businesses to comply with the job reinstatement provisions of the New Jersey Family Leave Act.

Bill A-3451 (Quijano, D-20; Reynolds-Jackson, D-15; Coughlin, D-19) gradually lowers the employee threshold used to determine if a business is required to reinstate an employee after they take up to 12 weeks of family leave. Current law requires only businesses with 30 or more employees to reinstate the employee to their former position, but the legislation would lower that threshold to 20 in 2024, to 10 in 2025, and five in 2026.

The Assembly Appropriations Committee voted 7-4 along party lines to advance the bill to the full Assembly. All four Republican committee members voted against the measure, citing the burden it would place on small businesses. The full Assembly is scheduled to vote on the bill on Monday.

"Larger businesses are able to better provide coverage during a worker's prolonged absence," NJBIA Vice President of Government Affairs Elissa Frank said. "Most smaller businesses, however, are not financially equipped to bear the brunt of increased employee absenteeism and will experience higher labor costs resulting from the retaining and training of substitute workers.

"Anyone who supports this bill, at best, does not understand the impacts of it on our mom-and-pops or, at worst, cannot credibly state that they support New Jersey small businesses."

In 2008, Gov. Jon Corzine signed the New Jersey Family Leave Act that struck a balance between worker protections and credible business concerns, based on months of negotiation between lawmakers.

During the last two-year legislative session, the Assembly passed a similar measure that threatened that negotiated 2008 compromise, but that bill did not receive a vote in the Senate because of concerns about the impacts on New Jersey's smallest businesses.

"New Jersey small businesses have only received more burdens since the Family Leave Act became law," Frank said. "This is not the time to add on to it.

"We appreciate Senate President Nick Scutari recognizing the damage this bill will do New Jersey's small businesses and not posting it for a vote last session. We should instead honor the current law that was founded in compromise based on very valid reasons."

Some supporters of the bill have inaccurately stated that New Jersey workers who are paying Family Leave Insurance cannot use it.

Current law, however, does not require job reinstatement to the same exact job after the family leave period for employers with 30 or fewer employees.

"Under this bill expanding Family Leave, a small business would be required to not only protect an employee's job but ensure that they come back to the same exact position they left before going on leave," Frank said.

"If an employee doesn't return to that same job, they would have a right to sue their employer under the bill. Those litigation costs can be unduly burdensome."

Frank added that both small employers and their other employees working for them would be greatly impacted by the bill.

"Think about the added costs to train a new worker, who you then won't be able to afford to keep after 12 weeks," Frank said. "What if that temp worker was actually better at the job than the person going out on leave?

"Also think about the current employee who steps up and shows they can handle job responsibilities better than the person who went out on leave. These are cases that essentially remove an employer's right to make their own decision on what's best for their business under the bill.

"The current Family Leave law is based on balance," Frank added. "This bill, however, wildly offsets that balance to hurt our smallest businesses. It is policies like this that unfortunately earn New Jersey's reputation of being wholly unsupportive and overburdensome to our businesses."

Source: NJBIA; Elissa Frank

NJBIA
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# NJWMA ASSOCIATE MEMBERS

## ADVERTISING & MARKETING

SocialJack Media
Jack Pires 973-520-7077
jack@socialjackmedia.com
socialjackmedia.com

## AUTO TRANSPORT

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Ashton Silverman 650-443-2034
ashton@moveauto.com
moveauto.com

Plycar LLC
Jeff Haney 631-269-7000
jhaney@plyconvanlines.com
plycargroup.com

## CARTONS/CONTAINERS

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860-350-8216
John Horkan (c)914-672-3842
jhorkan@claytons.biz
clayton-supply.com

Fidelity Paper & Supply
Scott Citron 973-599-0222
scottc@fidelitypaper.com
fidelitypaper.com

Hillside Paper Products
Matt Letizia 201-842-1600
hillsidepaper@verizon.net
hillsidepaper.com

New Haven Moving Equipment
Denise Santa Barbara 203-530-3134
dsantabarbara@newhaven-usa.com
newhaven-usa.com

Packaging Exchange Inc.
Tom Panettiere 732-292-5265
tom@packagingexchange.com
packagingexchange.com

President Industrial Products
Gary Letizia 201-863-7799
gletizia@presidentcontainer.com
pippkg.com

## CARTONS/CONTAINERS

United Brokaerage Pkg.
Ryan Moore 302-463-4864
ryan@ubpackaging.com
ubpackaging.com

Victory Packaging
Chris Agostisi 609-369-6214
cagostisi@victorypackaging.com
victorypackaging.com

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foxwyn.com

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smartmoving.com

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jestergraphix.net

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amt-nj.com

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hanover.com

## INSURANCE

Holman Insurance Services
CJ Wallowitch 856-380-8080
CJ.Wallowitch@holman.com
holman.com

Hub Int'l Insurance Services
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Tricia Smith-Bermudez
tricia.smithbermudez@hubinternational.com
hubinternational.com

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Bob Kirkwood 914-769-9070
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scsai.com

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Suzie Lear 678-913-1234
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Aaron Orchinik 856-874-8653
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smithbrothersusa.com

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mike@selzercompany.com

USI Insurance Services
Joanne Plantz 315-295-3764
joanne.plantz@usi.com
usi.com



## LEGAL SERVICES

George W. Wright & Assoc.
George W. Wright, Esq 201-342-8884
gwright@wright-associate.com
wright-associate.com

Russo Law Firm
Donna M. Russo Esq. 973-701-0044
dmrussoesq@aol.com
russolawgroup.com

Saiber LLC
Michael Grohs 973-622-8396
mgrohs@saiber.com
saiber.com/attorneys/michael-grohs

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# NJWMA ASSOCIATE MEMBERS

## MOVING/WAREHOUSE EQUIPMENT

Clayton's Mercantile
John Horkan 860-350-8216
jhorkan@claytons.biz
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New Haven Moving Equipment
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tom@packagingexchange.com
packagingexchange.com

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Gary Letizia 201-863-7799
gletizia@presidentcontainer.com
pippkg.com

United Brokaerage Pkg.
Ryan Moore 302-463-4864
ryan@ubpackaging.com
ubpackaging.com

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Chris Agostisi 609-369-6214
cagostisi@victorypackaging.com
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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:

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### ATA-MSC Advocacy Update

**Moving Americans Privacy Protection Act Passes Congress!**

"While the news is full of continued gridlock in Congress, movers scored a long-wanted victory last night when the Senate unanimously passed the Moving Americans Privacy Protection Act (MAPPA), sending the legislation to the President for his signature. It is one of the only 58 pieces of legislation that have passed both the House and Senate since the start of the 118th Congress in January 2023.

Passing this legislation, which will protect the identities of servicemembers and other Americans who are coming home after living abroad, has been a priority of the moving industry for more than a decade. Americans place their trust in movers, and the industry's advocacy to protect their most sensitive information is another sign of how seriously all of you take this charge. Please take a look at the ATA press release issued following the Senate vote.

Working with a bipartisan group of lawmakers – Senators Daines (R-MT) and Stabenow (D-MI) and Representatives Waltz (R-FL) and Pascrell (D-NJ) – ATA worked to advance this legislation through the Senate, the House, and then the Senate one final time yesterday. We joined with coalition partners from across the relocation industry, as well as the Military Officers Association of America, to highlight the impact of identity theft on Americans. And ATA-MSC members highlighted this issue, and why it was important to movers, during two ATA-MSC Calls on Washington as well as during individual outreach to lawmakers, including members of the House Ways and Means Committee and House leadership. Thank you for your efforts, and we are excited to secure another win for the moving industry!

This comes with of last year's enactment of military base access standards, increased resources dedicated by the FMCSA to combat moving fraud, and ATA-MSC's on-going work to amplify the industry's concerns with the structure and economics of the Global Household Goods Contract Program. ATA-MSC is also elevating industry's concerns with the DOD's decision to modify the fuel surcharge for household goods movers, and we are also ramping up activity towards reinstating and modernizing the Moving Expense Tax Deduction. ATA-MSC is focused on making an impact on the policy issues that matter most for movers, as yesterday's action by the Senate proves.

To hear more about ATA-MSC advocacy efforts, please be sure to join us in New Orleans for the 2024 ATA-MSC Annual Meeting. Please visit https://mscannual.trucking.org/ today to register."

Regards, Ryan Bowley, Executive Director, Moving and Storage Conference
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