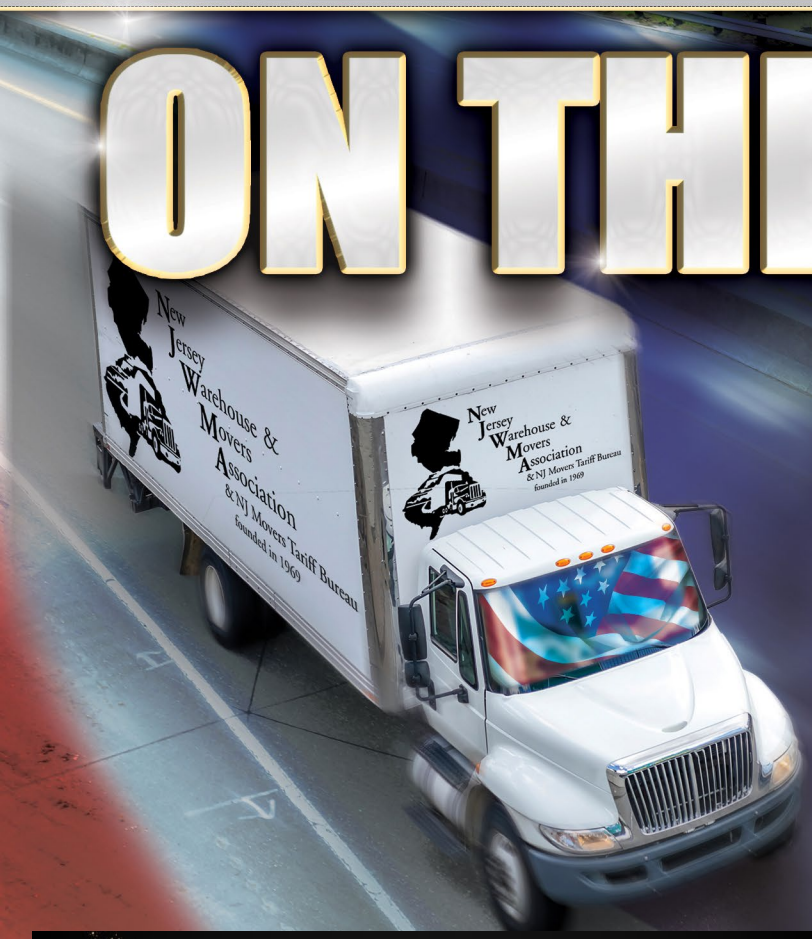
A BI-MONTHLY PUBLICATION OF NEW JERSEY WAREHOUSE & MOVERS ASSOCIATION

ON THE MOVE

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July 2024



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founded in 1969

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Call/Text 732-341-3934

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njwma.george@gmail.com

President's Views & Comments



Why is it important to become part of an industry association…

Associations serve as a bridge between businesses within an industry, encouraging collaboration and mutual support. By joining, you gain access to a range of helpful tools, industry insights, and valuable connections. This network can be an immense help in assisting you with industry challenges, staying up to date with changing trends, and doing well in competitive markets. The following are just a few of the many benefits:

Enhanced Reputation - When you become a member of a respected association, it can work wonders for your business's reputation and the trust it garners from your customers.

Networking - You have access to a network of peers, industry leaders, and potential collaborators for getting advice, support, and valuable insights.

Sense of Community - Associations create a powerful sense of community and mutual support among industry peers.

Professional Development - They offer a range of educational opportunities that help you stay updated on trends, gain practical insights, and connect with others.

Industry Influence - Associations influence legislation and regulations at various levels. They offer you a platform for collective action, enabling you to address challenges and shape policies.

Now let us talk about why joining this one is even more beneficial…

Being part of the New Jersey Warehouse & Movers Association (NJWMA) brings tremendous value to your business. Not only does it serve to support all the aforementioned benefits, but you also get:

Compliance Assistance: We keep you informed about the latest regulatory updates and ensure you remain compliant. Our unique relationship with regulatory agencies allows us to get quicker and more accurate responses than individual movers might achieve on their own.

Money-Saving Programs: Enjoy access to exclusive programs designed to save you money. Credit card program, healthcare program.

Training Opportunities: Benefit from our comprehensive training sessions to keep your team updated and skilled.

Tariff Filings: Simplify your tariff filings with the help of the NJ Movers Tariff Bureau. In a challenging market it is more important than ever to stay on top of industry changes and learn new skills. Membership in NJWMA is an indispensable way to ensure you stay at the forefront of our profession.

Sincerely,

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


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FROM YOUR EXECUTIVE DIRECTOR



As we usher in the summer season, I wish each of you a busy and prosperous period ahead. The past year has been incredibly challenging for many of us, with rising mortgage rates significantly impacting the moving industry. However, I remain optimistic about the resilience and adaptability of our members.

In June, I had the pleasure of attending the National Council of Moving Associations meeting in Denver—an event I look forward to each year. This gathering of State Association executives is always a highlight, providing an invaluable opportunity to discuss industry trends and strategies to strengthen our association. The knowledge and experience shared at this event are remarkable, and I always come away with new insights to benefit our members. I'm delighted to share a photo from the meeting showcasing an impressive lineup of industry leaders. Pictured from left to right are:

- Lou Campion, Maryland
- Dan Bradley, IAM
- Don Knapp, Massachusetts
- Brian Limperopulos, IAM
- Steve Weitekamp, California
- George Phillips and Justin Hart, Arizona
- Nancy Irvine, Canada
- Pam Stanley, North Carolina
- Roger Moody, Virginia
- Pat McLaughlin, Illinois (retired)
- Art Groux, Montana
- Jeff Nadeau, DeWitt Worldwide
- Tracy Denora, New Jersey
- Danielle Hahami, ATA/MSC
- Bill Whalen, New York



What a fantastic group of people! The collective knowledge and history of the moving and storage industry in that room were truly inspiring.

I want to remind you of the importance of being an active member of your State Association. Our association provides numerous benefits that contribute to the growth and success of your business. Your participation and support are vital to our collective strength and continued success.

Lastly, I encourage you to support the NJWMA by attending our 55th Annual Convention on September 25th and 26th. For registration and agenda details, please visit our website by clicking HERE. Be sure to check out our contributing sponsors and exhibitors as well!

Thank you for your continued dedication and support. Have a wonderful and productive summer!

I am available anytime via call or text 732-341-3934.

Tracy Brito Denora tracy@njwma.org

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Protecting Your Online Identity: Essential Cybersecurity Tips

In today's digital age, protecting your online presence is more crucial than ever. Here are some fundamental cybersecurity tips to keep you safe:

1. **Strong, Unique Passwords**: Use complex passwords that include a mix of letters, numbers, and special characters. Avoid using easily guessable information like birthdays or common words.

2. **Enable Two-Factor Authentication (2FA):** Add an extra layer of security to your accounts by enabling 2FA wherever possible. This requires a second form of verification in addition to your password.

3. **Keep Software Updated:** Regularly update your operating system, browsers, and applications to protect against vulnerabilities that hackers may exploit.

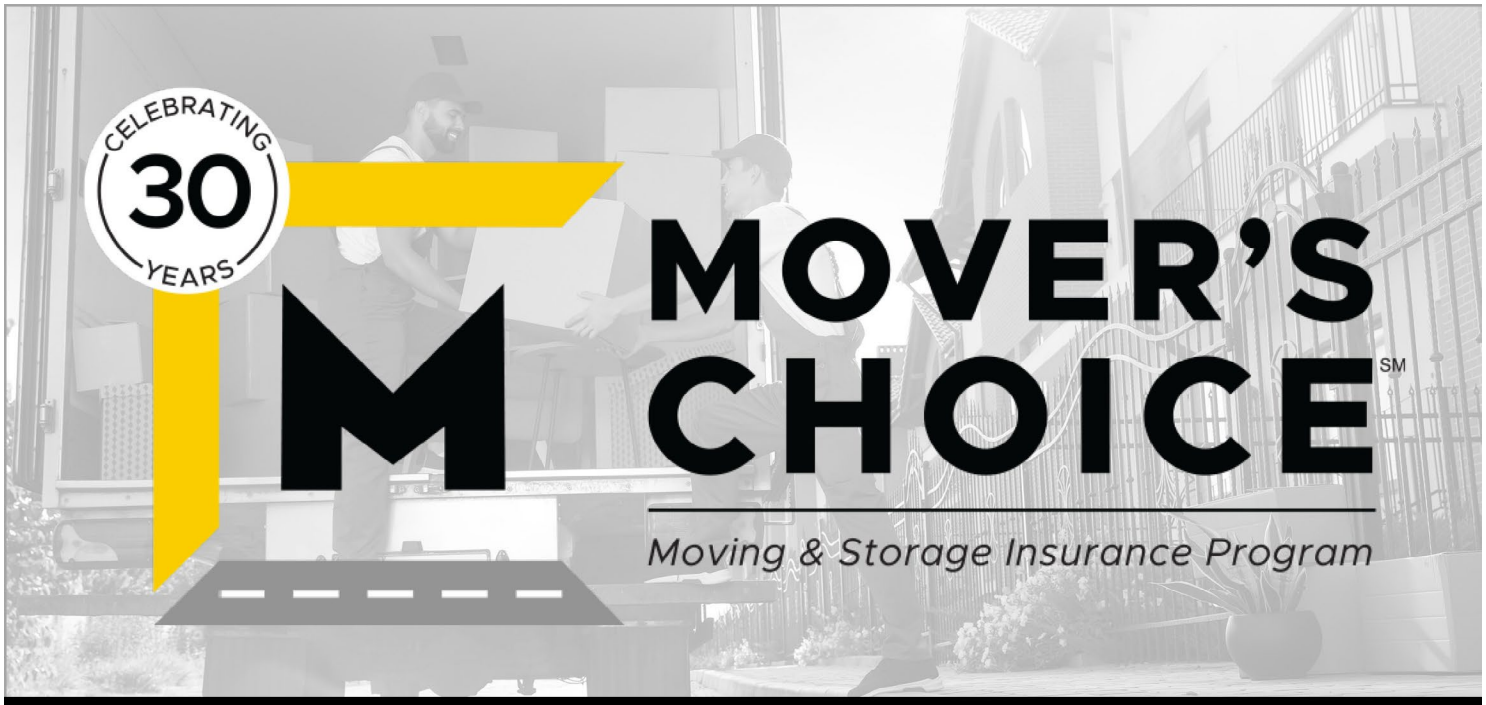
4. **Be Cautious with Links and Attachments:** Avoid clicking on suspicious links or downloading attachments from unknown sources, as they may contain malware.

5. **Use Secure Networks:** When accessing sensitive information or making transactions online, use a secure and private Wi-Fi network. Avoid using public Wi-Fi for these activities.

6. **Backup Your Data:** Regularly back up important files and data to an external hard drive or cloud storage service. This ensures you can recover your information in case of a cyber attack.

7. **Educate Yourself:** Stay informed about the latest cybersecurity threats and techniques. Awareness is key to recognizing potential risks and taking preventive measures.

By following these cybersecurity practices, you can significantly reduce the risk of falling victim to online threats. Remember, protecting your digital identity is an ongoing effort that requires vigilance and proactive measures. Stay safe online!



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DOD Analysis Gets an Unsatisfactory Review from Movers

The Moving and Storage industry moves over 300,000 servicemembers every year –a point of enormous pride and patriotism for American Trucking Associations' Moving and Storage Conference members.

After each move, military families are asked to complete a satisfaction survey based on a 5-point scale, with a response of 3, 4 or 5 deemed "satisfactory." An honest and straightforward reading of the survey data from Department of Defense and USTRANSCOM shows nearly 93% of servicemembers who moved with a professional moving company under the current DP3 program were satisfied with their move.

However, in an attempt to undermine our industry and bolster DOD's argument that a new Government Household Goods Contract is necessary to correct for poor moving satisfaction rates, DOD and TRANSCOM recently published a blog post falsely claiming only 77% of military customers are satisfied with their moving experience.

This difference is significant. In fact, TRANSCOM measures "overall customer satisfaction" - a departure from previous measurement procedure. Under this system, if 100% of customers gave a 4 out of 5 rating on their satisfaction survey, TRANSCOM would report a 75% Overall Satisfaction Rating even though 100% of customers have reported they were satisfied. As a result, TRANSCOM is intentionally misleading service members and the public to portray a systematic problem with service members' moves when one does not exist.

This misrepresentation comes at a time when TRANSCOM is transitioning to the new Global Household Goods Contract, which centralizes service members' moves under one umbrella contract and is beset with many serious flaws. These flaws are likely to result in artificial capacity constraints for military moves, among other issues – a problem likely to be compounded by DOD disparaging the very movers they need to participate in the GHC.

Make no mistake: We want to work with DOD and TRANSCOM, and we want to continue to serve our nation's men and women in uniform and their families. But to do that, we need to be honest with one another. That requires TRANSCOM to be transparent with customer survey data from movers who do not participate in the GHC, as well as acknowledging the GHC as currently being implemented has flaws that must be addressed. We look forward to working with them to ensure that all service members and their families are satisfied with their moves – by any measure. Source: ATA

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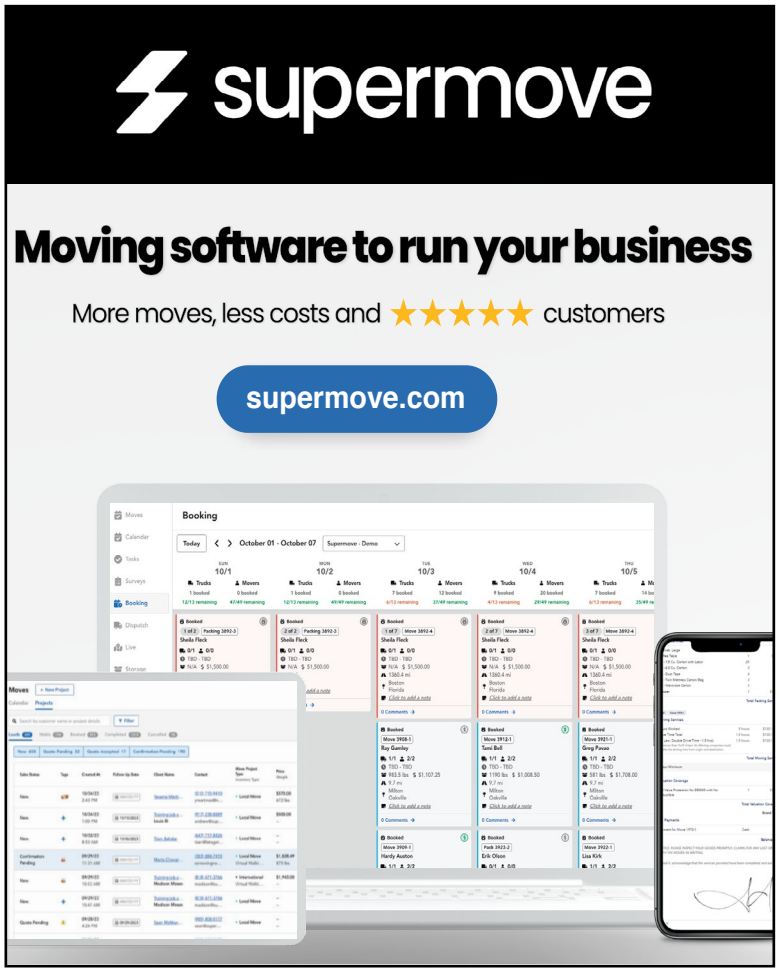
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Brenden Noesges
brenden@packagingxchange.com
(848) 264-6214

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tom@packagingexchange.com
(848) 231-4300

Robert Heller
robertheller@packagingexchange.com
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House Lawmakers Introduce Moving Protection Bill

On Wednesday, Del. Eleanor Holmes Norton (D-DC) and Rep. Mike Ezell (R-MS) introduced bipartisan legislation to equip FMCSA with additional tools to help protect consumers from freight and household goods moving fraud. The bill is strongly supported by ATA's Moving and Storage Conference, which worked with the bill's authors as they crafted the legislation.

"We commend Congresswoman Eleanor Holmes Norton and Congressman Mike Ezell for taking this step to help combat moving fraud and protect consumers from becoming victims of scams," said American Trucking Associations' Moving & Storage Conference Former Executive Director Ryan Bowley. "Their legislation would provide FMCSA and other enforcement officials with additional tools to act against scam companies. By rooting out unscrupulous bad actors, Americans will be able to have greater confidence that the moving professionals they entrust with their valuable possessions are experienced, honest, and reliable."

Continue reading.

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Brochures Available For Distribution!

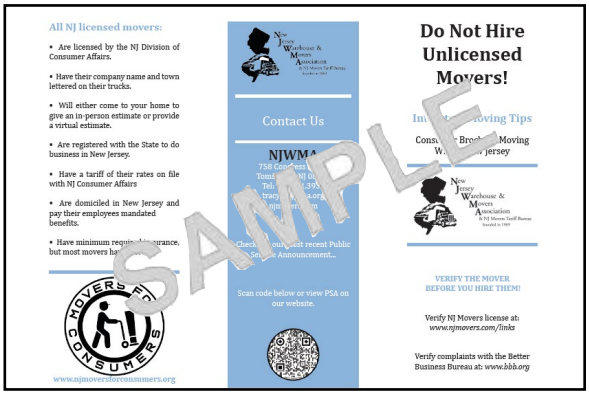
These are great brochures to give to potential clients advising them of the changes to the Public Movers Act.

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

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CVSA Inspectors Pass 88% of Vehicles on Brake Safety Day

Inspectors in Canada, Mexico and the U.S. conducted 4,898 commercial motor vehicle inspections in a special unannounced one-day brake safety event April 30, putting 570 vehicles out of service for critical violations.

However, more than 88% of those vehicles inspected passed without violations, the Commercial Vehicle Safety Alliance said in a statement.

Inspectors identified 330 commercial motor vehicles with 20% brake violations, meaning 20% or more of the vehicle's (or combination of vehicles) service brakes had an out-of-service condition resulting in a defective brake. That was the top Brake Safety Day violation, accounting for 57.9% of all brake-related out-of-service violations.

Inspectors found other brake violations on 256 (44.9%) of the commercial motor vehicles inspected. Examples of other brake violations include worn brake lines/hoses, broken brake drums, inoperative tractor protection system, inoperative low-air warning device, air leaks and hydraulic fluid leaks.

A total of 73 commercial motor vehicles had steering-related brake violations — 12.8% of all brake-related out-of-service violations.

Inspections this year included an emphasis on various brake-related violations, including:
• Inspectors found 108 power units and 66 towed units with lining/pad violations.
• A total of 114 brake lining/pad violations were discovered on power units, and 48 violations on power units for contamination.

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• Seventy-one brake lining/pad violations were identified on towed units. Twenty-three of the violations were for cracks/voids in the linings/pads — the top brake lining/pad violation on towed units.

• Eighty-eight performance-based-brake-tester-inspections were conducted at nine U.S. jurisdictions on Brake Safety Day. Four (4.5%) failed to meet the 43.5% minimum braking efficiency required and were placed out of service.

The goal of Operation Airbrake is to reduce the number of highway crashes caused by faulty braking systems on commercial motor vehicles by conducting roadside inspections and educating drivers, mechanics, owner-operators and others on the importance of proper brake inspection, maintenance and operation.

Out-of-adjustment brakes and brake-system violations combine to represent half of all out-of-service violations issued for commercial motor vehicles on the road. Brake systems that are improperly installed or poorly maintained can reduce the braking capacity and stopping distance of trucks or buses. *Source: Transport Topics*

Violation Description	Power Unit	Towed Unit	Power/Towed Units Combined
Contaminated	48	14	62
Cracks/Voids	28	23	51
Worn	28	21	49
Loose/Missing	10	13	23
Total Violations	**114**	**71**	**185**

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

55th Annual Convention

September 25 & 26, 2024

Golden Nugget, Atlantic City

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Wednesday
September 25



Golf - 8am
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7 pm: Vendor Reception with Food/Beverage.
Dress: Casual

9 pm: Networking at the Fire Pits!

THURSDAY
September 26

A full day of presentations and exhibits. Night of entertainment, dinner and awards.

Harvey Mishkin, Association Member Trust
Healthcare Program

David W. Budd Sr., Budd Van Lines
Is It Better To Aggressively Grow Your Company Or Keep It Small?

Tony Russo, CIANJ
NJ Legislation Update

Brian Limperopulos, IAM President
Morrie Stevens, Johnson's International
Diversify Your Business to International Moving

Donald Newman, NJ Business Advocacy
Introduction to Government Contracts

Interactive Member Forum

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Save the Date

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NJWMA Mover of the Year

MOVING COMPANY OF THE YEAR

Are you the BEST of the BEST?

A member of NJWMA in good standing can be nominated for Mover of the Year.

Annual award criteria:

- Minimum rating of A- with BBB (membership with BBB not required)
- Compliance with our Code of Ethics
- Attendance or involvement with Association Meetings
- Involvement and participation in Association Programs

Additional qualities we look for:

- Internal training programs
- Mission statement
- Local community services
- Company promotion or consumer referrals
- The overall appearance of vehicles and company standards such as uniforms, background checking, and drug testing of employees
- ProMover status with ATA/MSC

Review process:

- Examination of internal and public records to ensure no patterns of complaints
- Verification of listed violations with DCA and FMCSA

Nomination process:

In the months leading up to the convention, we will advertise in "*On the Move*" requesting that members submit names of companies they believe exhibit good character, meet the requirements, and demonstrate sound business practices, such as referring business to another member, ethical sales practices, and proper advertising.

Selection process:

The list of eligible companies and their accreditations will be presented to the Board of Directors. Each Board Member will vote on the company they believe to be the most qualified. The decision of the Board is final.

NJWMA Mover Member Nomination: _____

Moving Company Representative: _____

Email: _____ NJDCA Lic#: _____ Tel: _____

Nominated by (can be self): _____

FORMS MUST BE SENT TO tracy@njwma.org NO LATER THAN August 1st.

Department of Labor Recovers $84k in Back Wages, Damages From Jersey Shore Steakhouse Owner Who Willfully Denied Full Pay to 13 Workers

Intentional wage theft leads to $4K in civil penalties for overtime violations

BELMAR, NJ – The U.S. Department of Labor has recovered more than $84,000 in back wages and liquidated damages for 13 workers and assessed $4,459 in penalties after its investigation determined a Jersey Shore steakhouse owner violated federal overtime regulations deliberately.

Investigators with the department's Wage and Hour Division learned Dariusz Targonski, the owner of Flames Brazilian Steakhouse in Belmar, paid hourly employees straight-time wages for all hours worked, including hours over 40 in a workweek when an overtime rate applied. The division also found that the employer failed to pay non-exempt, salaried employees overtime and did not maintain required payroll records.

"People employed in the restaurant industry often work long hours to support themselves and their families and they deserve to be paid the wages they've earned," said Wage and Hour Division District Director Charlene Rachor in Lawrenceville, New Jersey. "Wage theft is a serious issue and the U.S. Department of Labor is determined to hold industry employers like Dariusz Targonski accountable when they mistakenly believe they can violate workers' rights and gain an unfair advantage over their competitors."

The back wages recovered and damages and penalties assessed resolved the employer's willful violations of the Fair Labor Standards Act.

Learn more about the Wage and Hour Division, including a search tool to use if you think you may be owed back wages collected by the division. Workers and employers can call the division confidentially with questions at its toll-free number, 1-866-4-US-WAGE (487-9243), regardless of their immigration status. The department can speak with callers in more than 200 languages. Workers and employers can help ensure hours worked and pay are accurate by downloading the department's Android and iOS Timesheet App for free, which is available in English and Spanish.

Agency: Wage and Hour Division
Date June 18, 2024
Release Number 24-1129-NEW

Media Contact: Joanna Hawkins
Phone Number 215-861-5101
Email hawkins.joanna@dol.gov

Media Contact: Leni Fortson
Phone Number 215-861-5102
Email uddyback-fortson.lenore@dol.gov



PARTNER COMPANIES

News Release

For Immediate Release:
June 12, 2024

Media Contact:
Jaymie Shook, Wheaton | Bekins
317.518.1059 | jaymie_shook@wvlcorp.com

Wheaton | Bekins announces Jim Gaw as new president

Industry veteran brings operational, business development experience

INDIANAPOLIS, Ind. — Wheaton | Bekins, the fourth largest van line in the country, taps Jim Gaw, a former Bekins Van Lines executive with a long history in moving and storage, as its new president. With a career spanning more than two decades in the industry, Gaw's proven track record of driving growth lends itself to a positive outlook for the Indianapolis-based van line.

Coming to Wheaton | Bekins from his position of COO & EOS Integrator at APS Logistics, Inc.,Gaw is a 12-year veteran of Atlas World Group International, where he served as president and COO of International Operations. Prior to working at Atlas, Gaw worked at Bekins Van Lines as Vice President of Sales before Wheaton World Wide Moving acquired Bekins Van Lines in 2012. With his diverse experience in transportation and logistics he is well-placed to lead Wheaton | Bekins at a time when the industry is experiencing changes.

"As an ESOP company, everyone at the van line values innovation in pursuit of service excellence," said Mark Kirschner, CEO of Wheaton | Bekins. "Gaw's experience in the household goods industry, combined with his strategic vision and operational expertise, makes him the ideal leader to drive our company's strategic growth. His ability to foster relationships and lead high-performing teams will be instrumental as we expand our market share and enhance our service offerings."

As president, Gaw will oversee all aspects of Wheaton | Bekins' operations, working closely with Kirschner, the board of directors, and the executive committee to establish long-range goals, plans and policies to move the company forward.

"I am honored to join Wheaton | Bekins and look forward to working with this talented team to build on their strong foundation," Gaw said. "Together, we will continue to deliver exceptional service to our clients, expand our market presence and foster a culture of collaboration and excellence."

Wheaton | Bekins is located at 8010 Castleton Rd, Indianapolis, IN 46250. Staff can be reached by phone at (800) 932-7799 or online at wheatonworldwide.com and bekins.com.

About Wheaton World Wide Moving
Wheaton | Bekins is one of the world's most highly regarded providers of transportation services. The van line owns five household goods relocation brands, including **Wheaton World Wide Moving**, Bekins Van Lines, Stevens Worldwide Van Lines, Arpin Van Lines and Clark & Reid. The van line is the fourth largest household goods carrier. Headquartered in Indianapolis, Ind., through its brands Wheaton offers private and corporate domestic and international household goods relocation services as well as special commodities and logistic services. The van line is partner to more than 350 agents nationwide. ***To learn more, visit www.wheatonworldwide.com/why-wheaton/partners.***

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Liability Insurance Increase Effective July 1, 2024

Despite ongoing efforts over the past several months to appeal directly to Senate President Nick Scutari and Senator Jon Bramnick, the prime sponsors of a law that increases mandatory liability insurance coverage to $1.5 million for heavy-weight commercial vehicles in NJ, we received word today that there will be no delay in implementing the law, which is set to take effect on July 1st.

After the bill was fast-tracked and passed in January despite overwhelming industry opposition, NJWMA joined a coalition of trucking associations who urged the sponsors—both of whom are personal injury attorneys—to delay implementation of the increase and/or phase it in more gradually to allow motor carriers more time to budget for the increased cost. Although we were told the sponsors were receptive to the proposed delay, a legislative fix was not filed to amend the law and halt the increase.

Industry representatives have called the increase "beyond outrageous." Companies that do not meet the minimum insurance requirements are advised to consult with their insurance agent to ensure compliance in time for the July 1, 2024, effective date.

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Mike Egan - NJWMA Insurance Chairperson
George Toole - NJWMA Legislative & Training Director

BBB Business Tip: How to build a company culture that empowers (and keeps) its employees

So, your team is talented, but they aren't meeting sales expectations. Maybe their hearts aren't in it, maybe it's the season, maybe you can't figure out the reason. Still, the numbers are down, and something is missing.

As a knowledgeable manager, you might take a step back to consider your organization's most important moving parts: your employees. Does your culture support their success?

Fostering a company culture that encourages employee empowerment could be critical for your small business. For starters, it could lift spirits all around (theirs and yours). But for your business, a positive culture could boost productivity, lower recruitment costs, and increase employee loyalty. What does that all amount to? Empowered employees and a business running at full speed. Here's how to get started.

Build people to build business
Positive company culture is your passport to positive personnel development. Ongoing recruitment efforts are expensive and a drag on company resources. As such, if you're looking for talented, loyal employees, instill a company culture that has applicants clamoring for a position with your team.

Over the course of the past 20 years, human resources departments have noted emerging trends in this area. Employers are noticing that new staff hires are unlikely to hold their positions for longer than a couple of years.

According to the United States Department of Labor, around 24% of American workers have held their current position for 12 months or less. This number drops sharply to between 5-6% for 2-3 year employees before picking up again for those staying in their position past the three-year mark.

Currently, because many are working remotely, employers are having to identify more productive ways of introducing new hires to their teams. For example, some are offering "trial periods" where candidates experience the position for 30 days before deciding if it's a fit. **Continue reading.**

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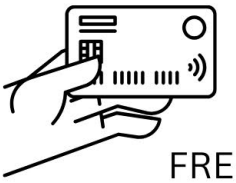
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