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January 2025

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CHAPTER MEETING - FEB. 19, 2025

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CIANJ
What's Good for Business.

Tony Russo, President of the CIANJ, will provide a New Jersey legislative update on issues affecting our industry.

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Oscar Mejia, Supervising Investigator of the NJ Division of Consumer Affairs, offers invaluable insights into best practices and strategies for your business.

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See page 12 for more information.

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ADMINISTRATION

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





FROM YOUR EXECUTIVE DIRECTOR



Happy New Year to all our members! As we enter 2025, we're excited to share some updates and highlights from the NJWMA.

Welcome to Our New Board Members
We're thrilled to welcome two new members to our Board of Directors: Ben Balint of Monroe Moving Pro in Fairfield, NJ, and David Pinuel of Top Notch Moving in Hackensack, NJ. Both bring fresh perspectives, enthusiasm, and a commitment to improving our industry. Be sure to read more about Ben and David in this newsletter on pages 16 & 17.

Advocacy Efforts: The A4967 (Clean Trucks) Bill
The NJWMA remains actively engaged in discussions surrounding the A4967 (Clean Trucks) Bill, a proposed legislation to reduce emissions from commercial trucks to support New Jersey's environmental sustainability goals. While we recognize the importance of clean air initiatives, we advocate for realistic implementation timelines and adequate resources to ensure businesses can transition effectively without compromising operations.

Last month, a critical meeting took place in Trenton to discuss the potential impacts of this legislation on our industry. Key topics included addressing members concerns and exploring solutions that balance environmental objectives with practical business needs. Your voices are essential in shaping our advocacy efforts, and we will continue to keep you informed as this issue progresses. Thank you, Tony Russo and CIANJ, for helping NJWMA through this process. Stay tuned for further updates as we work diligently on your behalf.

Promoting Excellence in the Industry



The NJWMA's Circle of Excellence (COE) program has been a cornerstone of our association for 19 years, recognizing movers who operate at the highest levels of ethics, customer service, and consumer satisfaction. During my recent visit to Booth Movers, I had the pleasure of conducting their bi-annual COE site visit renewal and met with Adam Padla, President, Lindsay Padla-Sanborn, Vice President and Dana McGill, Client Coordinator. Currently, 14 NJWMA members proudly hold this prestigious title, demonstrating their commitment to exceeding industry standards. If you want to join the Circle of Excellence, contact us for policy guidelines and take your business to the next level!

Looking Ahead to 2025
We're looking forward to a year filled with opportunities for growth, collaboration, and innovation. From educational programs to networking events, we're here to support your success every step of the way. Please see page 8 for our event dates. Thank you for your continued support of the NJWMA. We wish you and your families a happy, healthy, and prosperous New Year!

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

Tracy Brito Denora tracy@njwma.org

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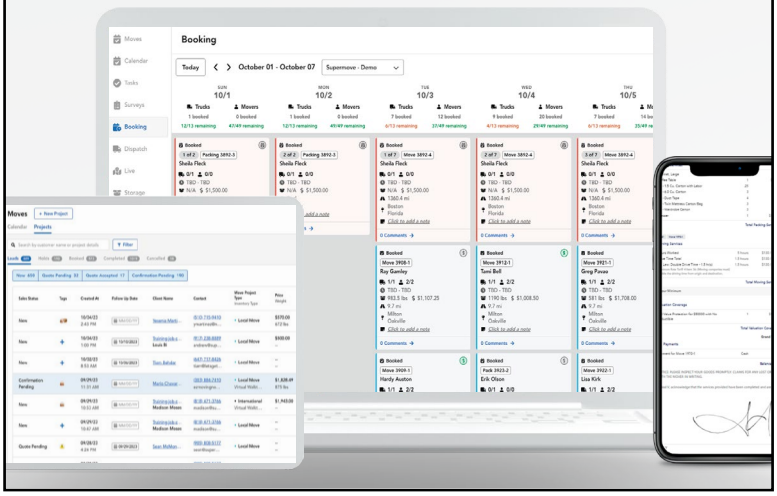
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FROM THE BOARD ROOM: Board's Perspective



Dear MJWMA Members,

I wanted to express me heartfelt gratitude and reflect on the truly rewarding experience I've had as a board member with the NJWMA. Serviing on the board has been an incredible journey, one that has not only allowed me to grow professionally and personally but also offered many opportunities to give back to such a wonderful organization.

Through our conventions, board meetings and chapter meetings, I have gained invaluable insights and learned from the experience of others. Each event has given me the chance to deepen my understanding of the work we do and impact we have on the public. The exchange of ideas at these gatherings has been inspiring and I'm grateful for the knowledge I have gained along the way.

Additionally, being part of the NJWMA has given me the privilege of welcoming new members and offering them the same support I have received over the years. It has been an honor to work with others and have them feel welcome.

I look forward to continuing to work with all of you and contributing what I can and be a small part of the continued growth of the NJWMA. Thank you for the opportunity to serve, learn and give back .

Chuck Smiley, All Season Movers Residential Co-Ordinator, ASGS I EVOS and NJWMA Board Member
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NJWMA 2025 Events

JANUARY
15th: 11am
Woman Moving Women Virtual Meeting. "Navigating Challenges Together"

FEBRUARY
19th: 1pm
Chapter Meeting Luncheon.

See page 12

MARCH
15th: 11am
Woman Moving Women Virtual Meeting.

APRIL
22nd: 10am
Professional Packing & Best Practices Workshop Midland Park

MAY
8th: 12pm
Golf Outing.
13th: 10am
Professional Packing & Best Practices Workshop Jamesburg

JUNE
25th: 11am
Woman Moving Women Virtual Meeting.

JULY
23rd: 11am
Woman Moving Women BEACH DAY, Seaside Park, NJ

AUGUST


SEPTEMBER
24 & 25
56th Annual Convention, Golden Nugget, Atlantic City

OCTOBER


NOVEMBER


DECEMBER


Notes
To register for any upcoming events please email tracy@njwma.org



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Annual Industry Deadlines & Key Dates for 2025

USDOT Biennial Update Deadline. The deadline is based on the last two digits of your USDOT number:Visit their website to determine your business deadline.

Unified Carrier Registration (UCR) Deadline - Due by December 31, 2024, for the 2025 registration year.

IFTA Quarterly Tax Filing Deadlines
- Q1: April 30, 2025
- Q2: July 31, 2025
- Q3: October 31, 2025
- Q4: January 31, 2026

IRP (International Registration Plan) Renewal - Most states require renewal in December 2024 or January 2025.

IRS Heavy Vehicle Use Tax (Form 2290) - Due annually by August 31, 2025, for vehicles weighing 55,000 lbs or more.

Hours of Service (HOS) Compliance Audit Period - Truckers must retain HOS logs for six months. Regular audits are encouraged to ensure compliance.

Drug & Alcohol Clearinghouse Annual Query - Employers of CDL drivers must complete at least one query per driver annually by December 31, 2025.

ELD Compliance Updates - Ensure all Electronic Logging Devices (ELDs) meet the latest FMCSA standards. Watch for announcements regarding updates or recalls.

State-Specific Business Filing Deadlines - Annual reports for LLCs and corporations The deadline for submitting this report is the last day of the anniversary month of the entity's formation or incorporation. For example, if your business was registered on July 10th, your annual report would be due by July 31st each subsequent year.

Federal Tax Deadlines
- March 15, 2025: Partnership and S-Corp Tax Filing Deadline
- April 15, 2025: Individual and C-Corp Tax Filing Deadline
- September 15, 2025: Extension Filing Deadline for Partnerships and S-Corps
- October 15, 2025: Extension Filing Deadline for Individuals and C-Corps

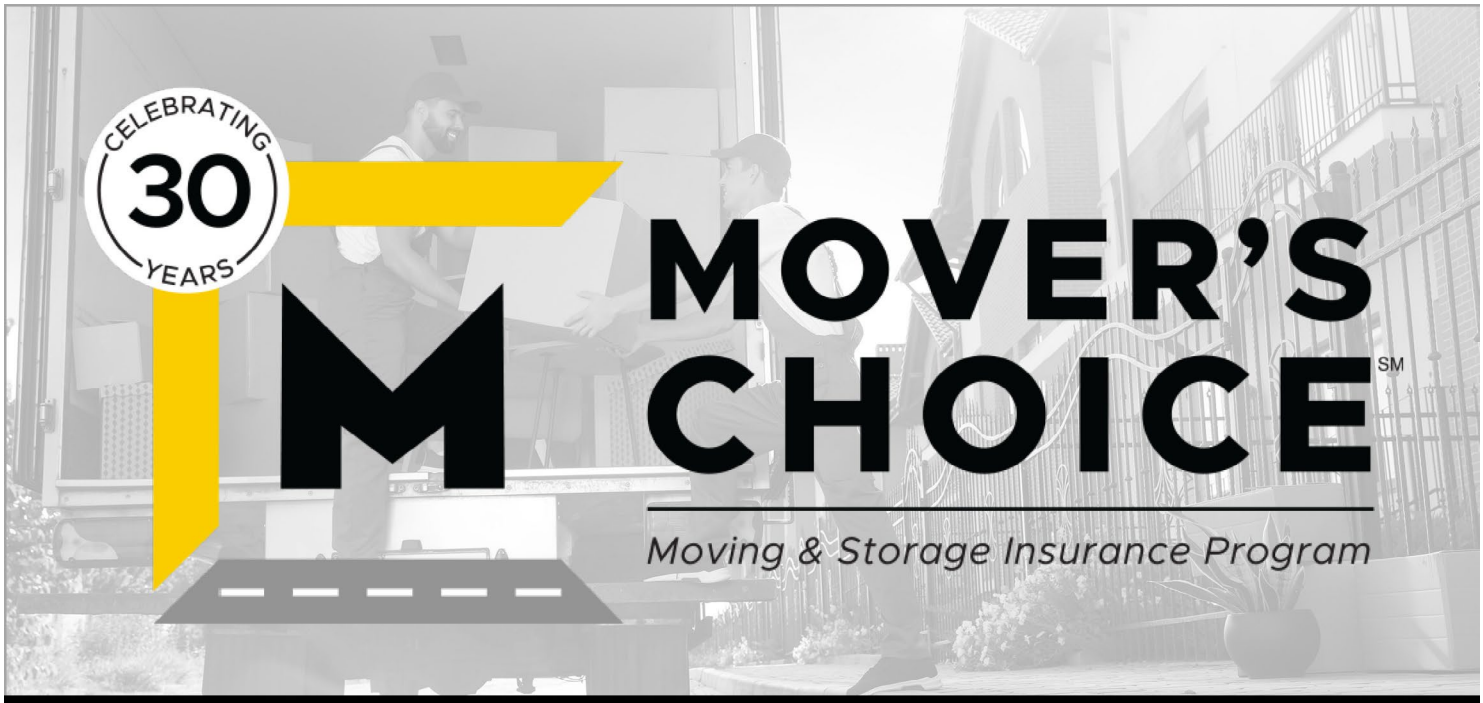
Health Insurance Enrollment Deadlines - Open Enrollment for 2025: November 1, 2024, to January 15, 2025.

Membership Renewal Deadlines - NJWMA (August 1, 2025), ATA, or Other Industry Associations
Check membership expiration and renewal dates to ensure uninterrupted benefits.

Quarterly Estimated Tax Payments
- Q1: April 15, 2025
- Q2: June 15, 2025
- Q3: September 15, 2025
- Q4: January 15, 2026

National Moving Month - May is the busiest month for movers. Plan marketing campaigns, hire seasonal staff, and prepare operational resources.

DOT Inspections (Annual) - Ensure all vehicles and equipment have up-to-date annual inspections to meet FMCSA regulations.



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THIS IS A FANTASTIC OPPORTUNITY TO STAY INFORMED AND CONNECT WITH FELLOW MEMBERS!

REGISTER NOW!

Cost: $80.00

Time: 1:00 p.m.
Wednesday, February 19, 2025

The Cranbury Inn
21 S Main St, Cranbury, NJ

You must register no later than February 10, 2025

Email: tracy@njwma.org or Call/Text: 732.341.3934

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NJ Ranks Fourth in Outbound Migration, Study Reveals

According to North American Van Lines 2024 Annual Migration Map report, New Jersey ranked fourth in the nation for outbound migration, replacing Minnesota on the top five outbound list. The annual report, which uses state-by-state movement to highlight trends in population movements within the US, found that New Jersey experienced a 44% population inbound rate vs. a 56% outbound rate. Meanwhile, California ranked first on the list, outranking Illinois for the first time in 10 years for outbound movement.

The report found that Tennessee, North Carolina, and South Carolina are still experiencing an uptick in inbound movers, similar to the trends seen in 2023. However, this year, Idaho and Georgia replaced Arizona and Florida. Southern states are typically ranked the highest for inbound population shifts. However, Idaho outranked the popular southern states this year, coming in at number one for top inbound states for 2024.

For the past three years, South Carolina, North Carolina, and Tennessee have seen the largest uptick in inbound migration. Cities like Greenville, Charlotte, and Nashville are attractive options for families and individuals looking for affordable housing and family-friendly attractions. Cities like Dallas, Texas, and Raleigh, North Carolina, were also added to the top inbound cities list for 2024.

While remote work is still popular, it's not the driving force for population trends in 2024. Many Americans are returning to work or adapting to a hybrid work model, which is why cities like Dallas, Texas, are growing in popularity. More mid-sized cities with job opportunities and affordable housing are expected to see an influx in the coming years.

Affordability continues to drive interstate migration in 2024, according to the map study. Individuals and families are leaving high-cost cities like San Diego, Los Angeles, and Seattle to settle in areas that provide affordable housing and lower living costs. In 2024, it is believed that the most recent election results are causing Americans to rethink their moving plans for the coming years.

While these trends show significant changes in outbound migration, there was a significant decrease in the number of moves in 2024. Interstate moves were down 8% in 2024 compared to 2023.

North American Van Lines believes the rising cost of living and mortgage rates will continue to drive migration trends in 2025 and beyond. If mortgage rates decrease in the new year, a shift between inbound and outbound cities may be seen. Source: NJBIA



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Introducing Our New Board Member: Ben Balint, Monroe Moving Pro



We are delighted to welcome Ben Balint, owner of Monroe Moving Pro in Fairfield, NJ, as the newest NJWMA Board of Directors member!

Ben's journey to the moving industry is truly inspiring. Originally from Hungary, Ben always dreamed of moving to the United States to build a life as a citizen and work in the moving industry—a dream he fulfilled with determination and passion. Since arriving in the U.S. at 24, Ben has gained extensive hands-on experience and has successfully owned and operated Monroe Moving Pro for the past six years.

Beyond his professional achievements, Ben is an avid motorcycle enthusiast and proudly serves as a volunteer firefighter in Totowa, NJ—a testament to his commitment to community and service.

Ben joins the NJWMA Communications and Strategic Planning committees with enthusiasm and a fresh perspective. He is eager to "learn more about the moving industry, build connections, and bring new ideas and perspectives from the new generation." His passion for the industry drives his mission to raise standards, fight against rogue movers, and make the moving process more transparent and consumer-friendly.

As Ben puts it, "Through my involvement in the Moving & Storage Industry, I want to help raise standards, make the process more transparent, and make it easier for consumers to find reliable, trustworthy moving companies. I aim to make the industry safer and more dependable by tackling issues like rogue movers. I also hope to bring new ideas to improve how things are done, making the experience better for customers and encouraging teamwork across the industry for long-term success."

We are confident that Ben's innovative ideas, dedication, and global perspective will significantly contribute to the NJWMA's mission of enhancing the moving industry in New Jersey. Please join us in welcoming Ben, ben@monroemovingpro.com to the NJWMA Board of Directors! We look forward to his impact in shaping a stronger and more unified moving industry.

If you are interested in making a difference in the moving and storage industry please email tracy@njwma.org.

Introducing Our New Board Member: David Pinuel, Top Notch Moving



We are thrilled to announce and welcome David Pinuel, owner of Top Notch Moving in Hackensack, NJ, as the newest NJWMA Board of Directors member!

David's journey in the moving industry began when he was just 19 years old and started as a helper. His passion and dedication to the field inspired him to take the leap and establish his company, earning his license in 2019. Since then, Top Notch Moving has flourished under his leadership, exemplifying professionalism and a commitment to excellence.

Beyond his work, David enjoys boxing, which embodies his drive and tenacity. He also cherishes quality time with his fiancée, Michele, and their four-month-old son, Alonzo, who inspires him daily.

David has eagerly sought to join the NJWMA Board of Directors, bringing experience and enthusiasm to strengthen our organization. He plans to contribute impactfully, highlighting his focus on "knowledge of the moving industry, ambition, hunger, accountability, and wisdom." David is passionate about growing the Association and enhancing the reputation of the moving industry as a whole.

As a member of the Communications and Membership committees, David is excited to collaborate with fellow board members to foster meaningful change. He is committed to helping the NJWMA expand its reach, elevate its standards, and continue to serve as a vital resource for its members.

Please join us in welcoming David, dave@topnotchmovingnj.com to the NJWMA Board of Directors! We look forward to the fresh perspectives and dedication he will bring to our organization and the industry.

If you are interested in making a difference in the moving and storage industry please email tracy@njwma.org.

Appreciating the True Value of Professional Services

We came across this insightful post on social media and felt it perfectly illustrates the challenges professionals face in balancing expertise, costs, and client expectations. It's a powerful reminder of what goes into providing quality service. We thought our members would appreciate the message—spot on!

A customer asked me how much I would charge to paint his two story foyer. My reply: $1,500.00
His reply: WOW, just to paint a couple walls? Why so much?
My reply: Well, this estimate also includes for the non productive factors.
He questioned: What is non-productive factors?"
My reply: Just the usually things like taxes, insurance, rent, fuel etc, etc. I asked: How much do you think it should cost?
He responded matter-of-factly: Around $800.00 at the most... It's just painting and a fairly simple job right?
I calmly said: Okay sir, for $800.00 I invite you to do it yourself.
He said: But.... I don't know how to.
I replied: Okay, for $800.00 I'll teach you. So besides saving you $700.00, you'll get the knowledge for the next time.

It seemed right to him and he agreed.
I continued: To get started you will need tools, drops, ladders, scaffolds, brushes, poles etc...
He said: But I don't have all this type of equipment and I can't afford to buy all of these things just to paint my foyer.
I offered: Okay then, for an additional $200.00 I'll rent my equipment to you.
Okay, he says.
I replied: So on Tuesday I will be available to start teaching you.
He said: But I can't on Tuesday I only have time today.
I said: I'm sorry sir, but Tuesday is the only day this week that I will be available to teach and rent you my equipment. The rest of the week is already scheduled for other customers.
He exclaimed frustated: Damn! That means I gotta rearrange my schedule and sacrifice my whole Tuesday?!
I said: That is correct sir! I will also provide you with a list of all the materials you will need to go to the store and purchase for this job. Also, loading of the van for your job will take place Tuesday morning around 6am. After the project is complete, all equipment and tools need to be cleaned and reloaded back onto the van.
He asked in disbelief: At 6am??? Nope! Way too early for me! So much work just to do a little bit of painting! You know what, I've been doing some serious thinking and I've decided that it would be best if you just went ahead and did the job for me. $1,500.00 seems fair now and I'd rather it be done right by true professionals.

The moral of the story for any buyer: When you hire a professional to do a job, you're not only paying for the labor and material being used. It also includes: Knowledge Experience Tools Services Punctuality Accountability Professionalism Accuracy Guarantee Sacrifices Safety and security No one can denigrate other people's work by judging prices. Only by knowing all the elements necessary to complete a certain project can you estimate the true cost.

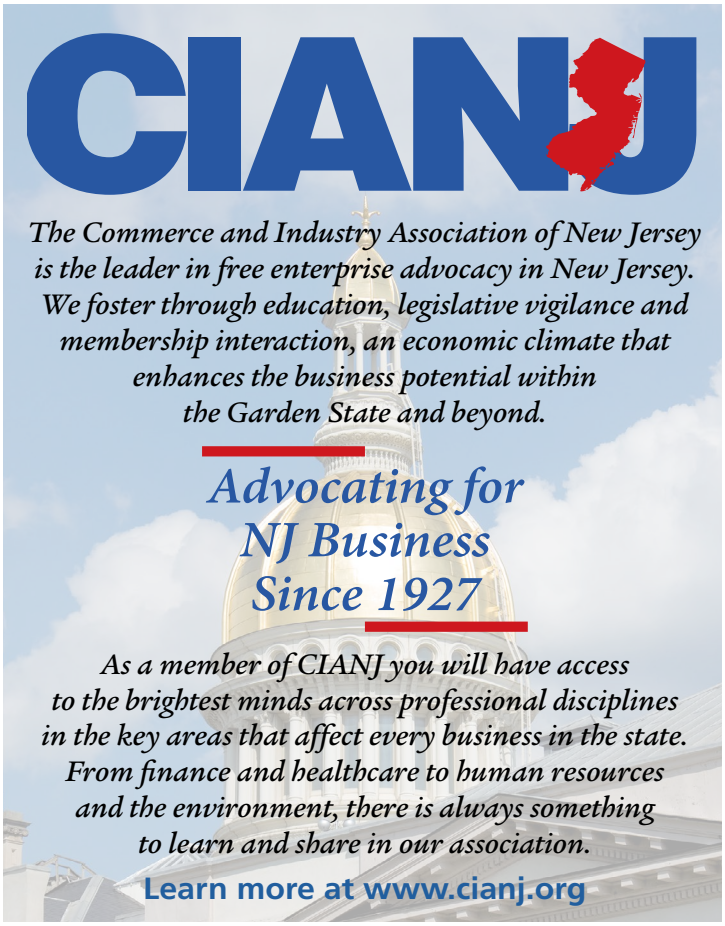
Copy and Share this everywhere to support craftsmen and entrepreneurs of all types.

"You're not just paying for the job; you're paying for the experience."

Treasury Announces Gas Tax Rate Will Increase by 2.6 Cents Effective January 1, 2025

After a thorough review of fuel consumption statistics and consultation with the Legislative Budget and Finance Officer, the Department of the Treasury announced on Monday that New Jersey's gas tax rate will increase by 2.6 cents per gallon beginning January 1, 2025 to support the State's Transportation Trust Fund (TTF) program. This increase is the result of the 2024 law (Chapter 7) which gradually raises the State's Highway Fuel Cap from Fiscal Year 2025 through Fiscal Year 2029. The FY2025 Highway Fuel Cap is set by the new statute at exactly $2.032 billion, which is $84 million, or 4.3% higher than the previous baseline level of $1.948 billion, and will increase each fiscal year, reaching $2.366 billion in FY2029.

"Based on our review of the consumption data, combined with the requirement to meet the new statutory target, we have determined that the new formula dictates a 2.6 cent increase this coming January," said State Treasurer Elizabeth Maher Muoio. "We are pleased that this dedicated funding stream continues to provide billions of dollars across the State to support our critical transportation infrastructure needs."



Under Chapter 7, New Jersey's TTF program is required to provide nearly $11 billion over five years to support critical infrastructure improvements to the State's roadways and bridges. In order to ensure the State has the funds necessary to support these projects, the law dictates that the Petroleum Products Gross Receipt Tax (PPGRT) rate must be adjusted accordingly to generate enough revenue to meet the statutory Highway Fuel Cap for that fiscal year.

What is generally called the "gas tax" or the "highway fuels tax" is actually two separate taxes on gasoline and diesel fuel - the Motor Fuels Tax and the PPGRT.

Under the formula explicitly outlined in Chapter 7, the PPGRT rate will increase on January 1, 2025 from 31.8 cents to 34.4 cents for gasoline and from 35.8 cents to 38.4 cents for diesel fuel. When combined with the Motor Fuels Tax, which is fixed at 10.5 cents for gasoline and 13.5 cents for diesel fuel, the total tax rates that motorists will pay for gasoline and diesel fuel will be 44.9 cents and 51.9 cents, respectively.

Source: NJMTA



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Women MOVING WOMEN NJWMA

Navigating Challenges Together:

Women Moving Women Open Forum

Join us for an open and empowering discussion on the everyday challenges we face in the moving industry. Share your experiences, solutions, and insights as we learn from one another and strengthen our network. This meeting is all about collaboration, problem-solving, and supporting each other through real-world scenarios. Let's navigate the path to success together!

Register Now

Scan QR Code to register or email tracy@njwma.org

JAN 15
11am

Starting January 5, 2025, New York City will implement a congestion pricing plan, charging vehicles entering Manhattan below 60th Street.

This initiative aims to reduce traffic and fund public transit improvements.

Key Details:

- Implementation Date: January 5, 2025.

- Toll Zone: Manhattan south of 60th Street.

- Toll Rates for Trucks:
  Single-Unit Trucks: $14.40 during peak hours with E-ZPass.
  Multi-Unit Trucks: $21.60 during peak hours with E-ZPass.
  Overnight Discounts: 75% reduction during overnight hours.
  Without E-ZPass: Rates increase by 50%.

- Crossing Credits: Discounts for trucks entering via specific tunnels, such as the Lincoln or Holland Tunnel.

Implications for New Jersey Movers:

- Increased Operational Costs: Movers operating in Manhattan will face additional expenses due to the new tolls.

- Potential Schedule Adjustments: To minimize costs, companies might consider scheduling moves during overnight hours when tolls are lower.

- Administrative Preparation: Ensure all company vehicles are equipped with E-ZPass to benefit from reduced rates and applicable crossing credits.

Recommendations:

- Client Communication: Inform clients about potential surcharges or schedule changes due to the new tolls.

- Operational Planning: Evaluate and adjust logistics to optimize routes and schedules, mitigating the financial impact.

For comprehensive details, refer to the official guidelines provided by the Metropolitan Transportation Authority (MTA).



New Law Requires Salary Transparency in Job Postings

As of November 18, 2024, New Jersey law P.L.2024, c.91 requires employers to include salary ranges and general descriptions of benefits in job postings and promotions. This aims to increase fairness and transparency for job seekers and employees.

Key Points:

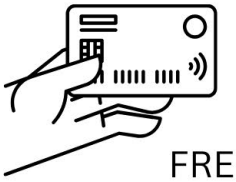
- **Salary Ranges**: Job postings must specify the minimum and maximum pay.
- **Benefits**: Employers must include a general description of benefits like healthcare or paid time off.
- **Promotions**: Current employees must also be informed of compensation details for internal opportunities.

This law helps job seekers make informed decisions and encourages fair pay practices. Employers should update their job posting practices to ensure compliance and avoid penalties.

For more information, visit the New Jersey Legislature website.

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DoD's multi-billion dollar moving contract faces another legal challenge

Over the past four and a half years, the Defense Department has faced at least four separate rounds of bid protest litigation challenging its multi-billion dollar overhaul of the military's household goods moving system. It's now gearing up for a fifth.

The latest legal challenge is highly unusual in that it comes more than two years after DoD made the award the protesters are challenging. But the plaintiffs argue the circumstances surrounding the military's $17.9 billion Global Household Goods contract (GHC) are unusual too, and justify the sort of late-in-the-day legal claim that courts typically frown on.

The challengers, all of whom are moving companies who conduct large numbers of military moves under DoD's legacy contract structure, claim the department made "cardinal" changes to its contract with HomeSafe, the winning bidder, long after it was awarded — changes so significant that GHC itself is now fundamentally different than what DoD contemplated when it first solicited bids for the contract in 2018.

Suit alleges CICA violations

The suit asks the Court of Federal Claims to terminate the GHC contract and order U.S. Transportation Command to start a new full and open competition to handle the military's moving needs.

"TRANSCOM's non-competitive cardinal change to GHC was a violation of law and regulation, including the Competition in Contracting Act and related federal acquisition regulations … TRANSCOM's actual requirement for household goods moving services are vastly different from what was stated in the solicitation against which all offerors had to compete," attorneys for Suddath Companies, the first firm to file the current challenge, wrote in a Nov. 8 complaint. Continue reading...

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