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March 2025

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FROM YOUR EXECUTIVE DIRECTOR



Hello Members,

Our Chapter Meeting on February 19th at the Cranbury Inn was a great success! It was wonderful to see so many of our members in attendance, engaging in meaningful discussions and supporting each other. The camaraderie in the room was a reminder of the strength of our association when we come together.



We were honored to have Oscar Mejia, Supervising Investigator from the DCA, join us, along with Jeremy Hollander, Deputy Director of the Office of Consumer Protection. Their presence reinforced the importance of our ongoing partnership with the DCA. Afterward, Jeremy Hollander shared that it was a pleasure meeting with our mover members. It was clear they were genuinely impressed with our passion and commitment to maintaining high standards in the moving industry.

We were also fortunate to hear from Tony Russo, President of CIANJ, who provided an insightful update on New Jersey legislation impacting our industry. His expertise is always appreciated.



However, I can't help but wonder—why don't more movers take advantage of these opportunities? These meetings provide valuable insights, direct access to industry experts, and a chance to network with peers. If you haven't attended one yet, I strongly encourage you to make it a priority next time.



Looking ahead, we have two informative webinars scheduled in March:
*March 5 – Tyga Smart: Automated Technologies to Increase Profitability
*March 19 – Quote2Cash: Integrating Your Software Systems

These sessions will provide valuable insights into streamlining operations and increasing profitability—see pages 12 and 26 for details.

Additionally, it is now the time to review and update your Tariff. The deadline for making changes is March 13. If you plan on making updates, be sure to complete the bulletin on page 21.

Lastly, our next Women Moving Women meeting on March 19th will focus on leveraging AI for business efficiency, lead generation, and marketing tools like Canva to streamline operations. This will be a valuable session for anyone looking to stay ahead in an evolving industry. See page 20 for more information.

Your participation and engagement are what make NJWMA a strong and supportive community. Let's continue working together to grow and improve our industry. See you at our next event!

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

Tracy Brito Denora tracy@njwma.org

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Women Moving Women NJWMA

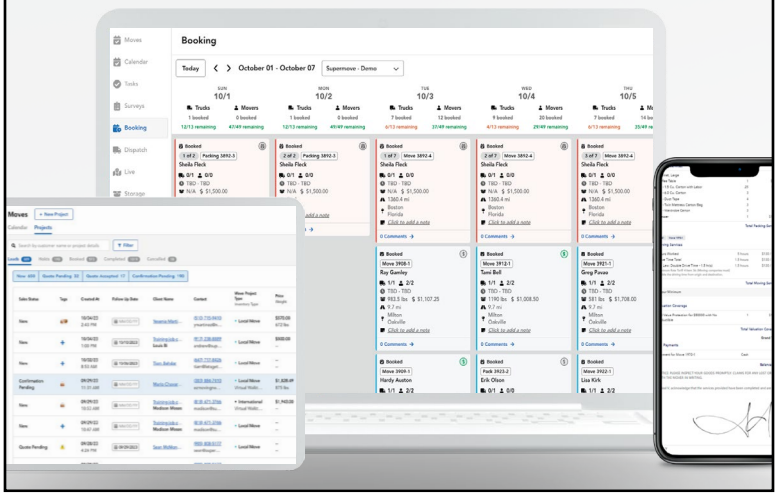

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- Inventory of boxes
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April 22, 2025 – 10 am
Location: Wade Odell Wade Padded Van, Midland Park, NJ

May 13, 2025 – 10 am
Location: Victory Worldwide Transportation, Jamesburg, NJ

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NJWMA 2025 Events

MARCH
13th
Tariff Deadline

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
12th
Tariff Deadline
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

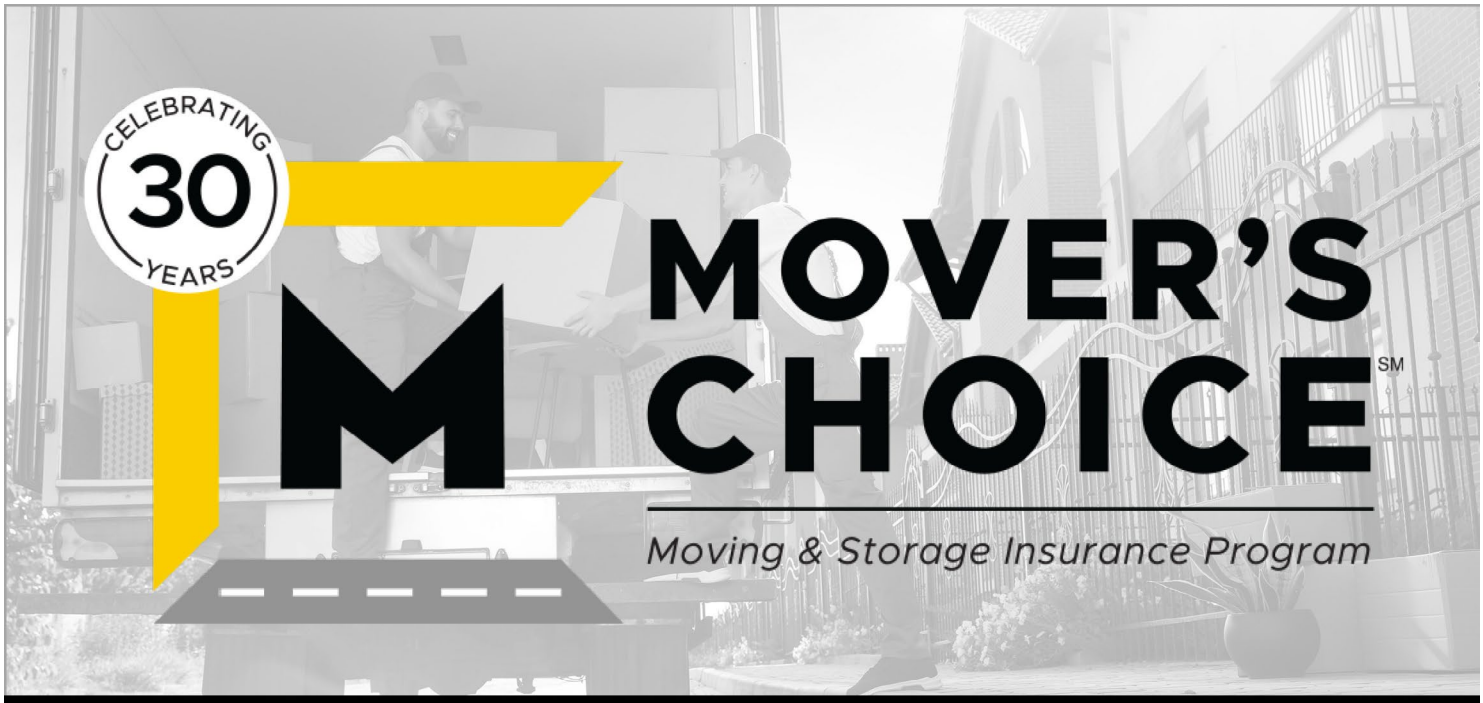
Health Insurance Enrollment Deadlines - Open Enrollment for 2025: November 1, 2024, to January 15, 2025.

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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FROM THE BOARD ROOM: Board's Perspective



Understanding Out-of-Service Violations and CSA Scores for Moving and Storage Companies in New Jersey

The moving and storage industry in New Jersey is highly regulated to ensure safety. Out-of-service (OOS) violations and Compliance, Safety, Accountability (CSA) scores play a critical role in a company's reputation, insurance costs, and operations.

What Are Out-of-Service Violations?
OOS violations occur when FMCSA or law enforcement deems a vehicle or driver unsafe to operate. earlyCommon causes include:

- Driver-related issues – Invalid CDL, HOS violations, or substance use.
- Vehicle-related issues – Brake failures, defective tires, or lighting problems.
- Hazardous materials violations – Improper handling, labeling, or transport.

OOS violations lead to costly delays and penalties until resolved.

How CSA Scores Affect Moving & Storage Companies

The FMCSA's CSA program tracks safety violations using seven categories (BASICs):

1. Unsafe Driving – Speeding, reckless driving.
2. Crash Indicator – History of accidents.
3. HOS Compliance – Exceeding driving limits.
4. Vehicle Maintenance – Failed inspections.
5. Controlled Substances/Alcohol – Drug/alcohol violations.
6. Hazmat Compliance – Proper handling and labeling.
7. Driver Fitness – Licensing and medical certification.

High CSA scores increase roadside inspections, insurance costs, and the risk of FMCSA intervention.

Reducing OOS Violations & Improving CSA Scores
To maintain compliance, companies should:

- Perform regular vehicle maintenance.
- Train drivers on safety and HOS regulations.
- Implement routine compliance checks.
- Monitor CSA scores and address issues proactively.
- Foster a safety-first culture to prevent violations.

Conclusion
Managing OOS violations and CSA scores is crucial for New Jersey moving and storage companies. Prioritizing safety and compliance helps avoid penalties, maintain reputation, and ensure smooth operations. If your company faces challenges, consider a compliance consultant or fleet management tools to stay ahead of regulations.

Michael P. Egan, Jr., CIC, Vice President, The Selzer Company (215) 491-2704 or mike@selzercompany.com
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Military Families Face Ongoing Moving Woes with HomeSafe Alliance Transition

In an effort to streamline and improve the relocation process for military personnel, the Department of Defense awarded a $20 billion contract to HomeSafe Alliance in November 2021. This initiative, known as the Global Household Goods Contract (GHC), aims to consolidate the management of approximately 300,000 annual moves under a single entity, addressing long-standing issues such as missed pickup and delivery dates, and lost or damaged items.

However, since the phased implementation began in April 2024, military families have reported persistent challenges. As of January 17, 2025, HomeSafe Alliance had completed 688 moves, with numerous reports of missed pickups, delayed deliveries, and inadequate communication. Approximately 20% of the 5,195 relocation orders experienced issues, affecting around 1,000 families.

One significant concern is the reduction in reimbursement rates for Personally Procured Moves (PPMs). Under the GHC, these rates have been reduced by as much as 40%, leading to financial strain for families opting to manage their own relocations. This change has prompted a petition advocating for higher reimbursement rates, which has garnered significant support.

In response to these challenges, U.S. Transportation Command issued a formal warning to HomeSafe Alliance, citing hundreds of missed pickups, late deliveries, and other performance issues. Despite these setbacks, HomeSafe Alliance maintains that it is committed to enhancing the moving experience through innovative technology and improved customer service. The company has implemented process improvements, including enhanced 24/7 customer care operations and updates to its IT platform, HomeSafe Connect.

As the transition to the new system continues, military families and advocacy groups are closely monitoring developments, hoping for a resolution to the ongoing issues and a smoother relocation experience in the future.

Sources: Military Times, Stripes, HomeSafe Alliance

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New Jersey Advances Zero-Emission Truck Mandate Amid Regulatory Uncertainty

As of February 25, 2025, New Jersey continues to advance its commitment to reducing emissions from medium- and heavy-duty vehicles through the implementation of the Advanced Clean Trucks (ACT) rule, originally adopted in December 2021. This regulation mandates that vehicle manufacturers incrementally increase the sales of zero-emission trucks, starting with model year 2025 and aiming for significant adoption by 2035.

The ACT rule is modeled after California's Advanced Clean Trucks regulation, which requires manufacturers to sell an increasing percentage of zero-emission vehicles (ZEVs) annually. Specifically, by 2035, the sales requirements stipulate that 55% of Class 2b–3 trucks, 75% of Class 4–8 straight trucks, and 40% of truck tractors sold must be zero-emission.

Despite these ambitious goals, there have been recent developments that could impact the trajectory of such regulations. In January 2025, California withdrew its request for a federal waiver to enforce its zero-emission truck mandates, anticipating potential denial from the incoming federal administration. This decision may influence other states, including New Jersey, especially those that have adopted similar standards.

In New Jersey, discussions are ongoing regarding the feasibility and timing of the ACT rule. Some stakeholders have expressed concerns about the readiness of infrastructure and the economic implications of the mandates. As a result, legislative efforts are underway to potentially delay the implementation of the rule to ensure a more balanced approach that considers both environmental objectives and practical challenges faced by the industry.

Members are encouraged to stay informed about these developments, as the regulatory landscape is subject to change based on both state and federal actions. Engaging with industry groups and monitoring legislative updates will be crucial in navigating the evolving requirements related to vehicle electrification in New Jersey.

Sources: NJDEP, California Air Resources Board, Reuters, NJBIA

ATRI Releases Annual List of Top 100 Truck Bottlenecks

Data shows ways to reduce chokepoints, lower emissions, and drive economic growth

Washington, DC – Today, the American Transportation Research Institute released its 14th annual list highlighting the most congested bottlenecks for trucks in America, with the **interchange of Interstate 95 and State Route 4 in Fort Lee, New Jersey**, ranking as the most congested freight bottleneck in the country.

As Congress prepares to reauthorize the nation's surface transportation programs, this timely analysis can help local, state, and federal governments target funding where it is needed most. ATRI's analysis also quantifies the value of infrastructure investment through a spotlight on Chicago's Jane Byrne Interchange. Once the number one truck bottleneck in the country for three years in a row, the recently constructed interchange saw rush hour truck speeds improve by nearly 25 percent after construction was completed.

"Delays inflicted on truckers by congestion are the equivalent of 436,000 drivers sitting idle for an entire year," said ATRI President and COO Rebecca Brewster. "These metrics are getting worse, but the good news is that states do not need to accept the status quo. Illinois was once home to the top bottleneck in the country, but following a sustained effort to expand capacity, the Jane Byrne Interchange in Chicago no longer ranks in the top 10. This data gives policymakers a road map to reduce chokepoints, lower emissions, and drive economic growth."

The 2025 Top Truck Bottleneck List measures the level of truck-involved congestion at more than 325 locations on the national highway system. The analysis, based on an extensive database of freight truck GPS data, uses several customized software applications and analysis methods, along with terabytes of data from trucking operations to produce a congestion impact ranking for each location. ATRI's truck GPS data is also used to support the U.S. Department of Transportation Freight Mobility Initiative. The bottleneck locations detailed in this latest ATRI list represent the top 100 congested locations, although ATRI continuously monitors more than 325 freight-critical locations.

For the seventh year in a row, the intersection of I-95 and SR 4 near the George Washington Bridge in Fort Lee, New Jersey, is the top freight bottleneck in the country. The remaining Top 10 bottlenecks include:

2. Chicago: I-294 at I-290/I-88
3. Houston: I-45 at I-69/US 59
4. Atlanta: I-285 at I-85 (North)
5. Nashville: I-24/I-40 at I-440 (East)
6. Atlanta: I-75 at I-285 (North)
5. Los Angeles: SR 60 at SR 57
6. Cincinnati: I-71 at I-75
7. Houston: I-10 at I-45
8. Atlanta: I-20 at I-285 (West)

ATRI's analysis, which utilized data from 2024, found traffic conditions continue to deteriorate from recent years, in some instances due to work zones resulting from increased infrastructure investment. Average rush hour truck speeds were 34.2 MPH, down three percent from the previous year. Among the top 10 locations, average rush hour truck speeds were 29.7 MPH.

In addition to squandering time and money, these delays waste fuel – with trucks burning an estimated 6.4 billion gallons of diesel fuel and producing more than 65 million metric tons of additional carbon emissions while stuck in traffic jams.

For access to the full report, including detailed information on each of the 100 top congested locations, please visit ATRI's website HERE. ATRI is also providing animations created with truck GPS data for select bottleneck locations, all available on its website.

How Moving Companies Can Save Money on Taxes: Key Write-Offs to Consider

Moving companies can significantly reduce their taxable income by taking advantage of several industry-specific tax write-offs. Here are some key deductions to keep in mind:

1. **Vehicle Expenses**: Expenses related to moving trucks and vans, such as fuel, maintenance, repairs, and depreciation, are fully deductible. Keep detailed records of mileage and expenses for each vehicle.

2. **Equipment and Supplies:** Costs for packing materials, loading equipment, safety gear, and other supplies used in the moving process can be written off as business expenses.

3. **Employee Wages and Benefits:** Salaries, wages, bonuses, and employee benefits, including payroll taxes and workers' compensation, are all deductible expenses.

4. **Marketing and Advertising:** Digital marketing, website maintenance, social media ads, and traditional advertising methods like flyers and truck wraps are fully deductible.

5. **Business Insurance:** Premiums for general liability, vehicle coverage, and workers' compensation insurance are deductible business expenses.

6. **Office Expenses and Rent**: If you lease office space or a storage facility, rental payments are deductible, along with utilities, office supplies, and equipment like computers and phones.

7. **Travel and Meals:** Business-related travel expenses, including transportation, lodging, and 50% of meal expenses, are deductible. Maintain detailed receipts for all travel expenses.

8. **Training and Certifications:** Expenses related to employee training, certification renewals, or industry seminars can be written off as professional development expenses.

New Jersey-Specific Considerations:

- **Sales Tax on Services:** In New Jersey, certain moving-related services, such as packing and storage, may be subject to sales tax. Ensure proper reporting and record-keeping.
- **Vehicle Registration and Property Taxes:** NJ allows deductions for vehicle registration fees and property taxes on business-owned real estate.
- **Business Entity Structure:** Different tax implications apply depending on whether the company is an LLC, S-Corp, or C-Corp. Consult a tax advisor to optimize your structure.

Pro Tip:

Organize and maintain detailed records of all expenses throughout the year. Using accounting software designed for small businesses can simplify the process and maximize your deductions.

Consult a Professional

Tax laws are constantly changing, and some deductions have specific requirements. Consulting with a tax professional familiar with the moving industry and New Jersey regulations is highly recommended to ensure compliance and maximize tax savings.

By leveraging these write-offs, moving companies can significantly lower their taxable income and increase profitability.



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12:00PM EST

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BULLETIN

TARIFF FILING UPDATE

DEADLINE: Mar 13, 2025

Issue Date: April 1, 2025

Effective Date: May 1, 2025

NOW is the time to update your rates. Please complete this form by e-mailing it to tracy@njwma.org by the deadline; we will send you an updated draft of Tariff 9.5.1 to complete and return to us. Call us with any questions.

All dues must be current!

"REMINDER ON FTC COMPLIANCE"

All members of the Association and/or Tariff Bureau are reminded that they must continue to be in compliance with the Consent Order of January 10, 1990, filed with the Federal Trade Commission. In addition to the prohibition against discussion of rates between a mover member, on the one hand, and, on the other, an Officer, Director or Employee of the Association or Tariff Bureau, the FTC Order also restricts such discussion among movers whether at a formal or informal meeting or function.

If there are any questions on compliance, DO NOT ACT! Rather, call Tracy Denora at the Tariff Bureau at **732-341-3934** first.

PLEASE FILL THIS OUT AND EMAIL TO TRACY@NJWMA.ORG

☐ **Yes, I want to update my rates. Please email me the next step.**

☐ **NO CHANGES THIS FILING PERIOD**

☐ **Have you changed your address? Yes ☐ No ☐**

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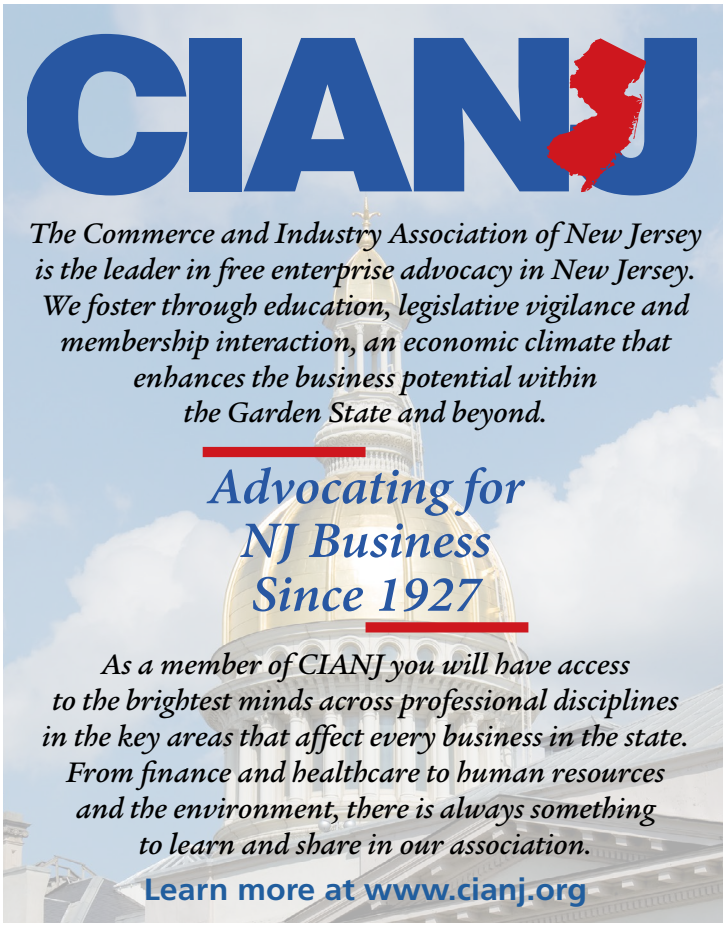
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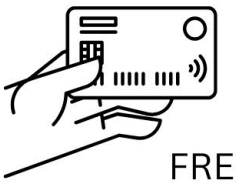
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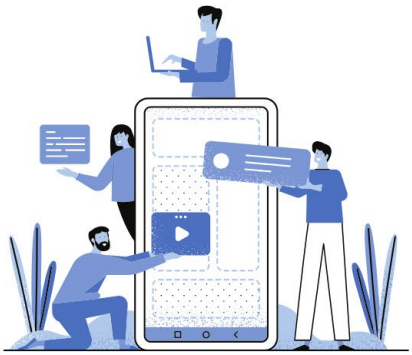
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