A Publication of New Jersey Warehouse & Movers Association

July 2025

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FROM YOUR EXECUTIVE DIRECTOR



The industry doesn't ask the same things of me anymore—not like it did when I worked for my parents' moving company. Back then, it was nonstop—early mornings, late nights, phones ringing off the hook, crews needing answers, customers needing reassurance. It was hectic, and I remember the chaos like it was yesterday.

These days, the stress just comes in different forms—tariff deadlines, license renewals, event planning, and making sure our members have what they need. It may look different, but the pressure is still very real. And while I'm not handling moves directly anymore, I haven't forgotten what that kind of intensity feels like.

Lately, I've been thinking about how much this industry still asks of all of you—long hours, tight deadlines, tough decisions. And yet, somehow, movers always find a way to keep going. That's something to be proud of.

I know things have felt a little slower lately and for some of you, maybe even frustrating. But I also think there's something valuable about these quieter times. They give us space to catch up, reevaluate, and think about where we're headed next. The truth is, momentum doesn't always come from chaos or hustle. Sometimes it's in the pause, the small wins, the recharging, and the conversations we finally have time for.

So if you've been feeling stuck, you're not alone. But don't let a slower pace make you doubt your progress. This season might just be the reset you didn't know you needed. Use it. Train your team. Update your systems. Go check in on that long-time employee who never asks for anything. Or honestly? Just take a breath. We're all in this together, and better days are ahead.

Here are a few things to keep on your radar:

July 23rd is our Women Moving Women Beach Day – If you have a woman on your team who shows up, works hard, and deserves a little sunshine (and let's be real, that's most of them), encourage her to come spend the day with us. It's casual, relaxing, and a small way to say "thank you" for all she does. Reach out and I'll give you the details.

Public Movers & Warehousemen License Renewals – Your license expires September 30, 2025, and the DCA's new online portal is live. Be sure to create your account before you try to upload anything, and when you do, submit everything at once. Piece-by-piece uploads can delay your approval and create a whole lot of back-and-forth. Trust me, it's easier to do it right the first time. We can also renew your license for an additional fee—just ask.

Important: Check Your Business Status with the State – Some members have received emails from the DCA stating that their business formation has been revoked. This is not a scam, and it's not something you should ignore. If you received that message, you need to act quickly. See page 22 for details and next steps.

Convention Registration is Open! – We've got a strong lineup of speakers, relevant topics, and plenty of opportunities to connect and learn from each other. If you've been waiting for the right year to attend—this is it. I hope you'll join us September 24–25.

Keep your head up and your heart in the game. We've got a lot to look forward to.

As always, I'm just a phone call or text away if you ever need anything: 732-341-3934.

Tracy Brito Denora tracy@njwma.org

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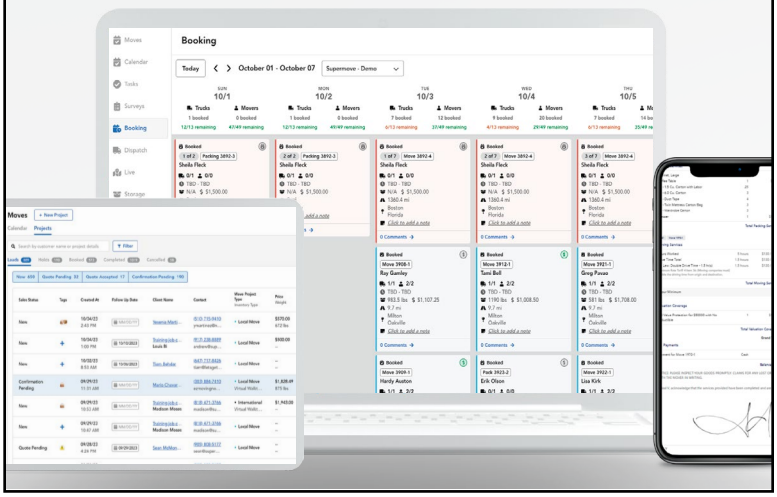
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Reminder:
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IRS

If your company operates vehicles with a gross weight of 55,000 pounds or more, don't forget—Form 2290 must be filed with the IRS by August 31 for the new tax year starting July 1.

File online at
https://www.irs.gov/forms-pubs/about-form-2290

Proof of payment (Schedule 1) is required to register or renew vehicle tags.

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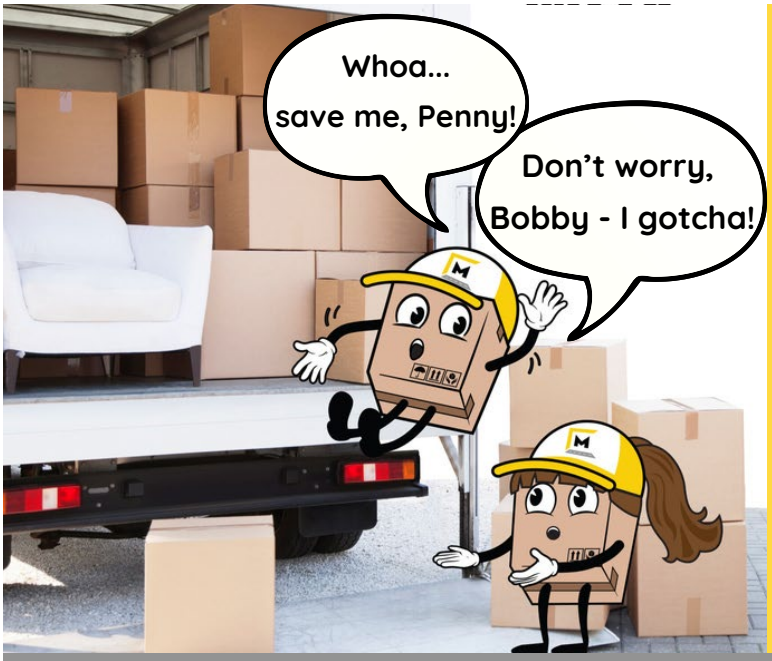
Recognize Someone Who Deserves It!

Every company has that one person who goes above and beyond, whether it's a driver who always puts safety and customer care first, a student striving for their future, or a colleague making a real impact in the industry. Now's your chance to recognize them.

Our 2025 NJWMA Awards are a meaningful way to celebrate the people who make this industry great. From honoring exceptional drivers and supporting the next generation through scholarships to spotlighting leadership and dedication within our member companies and the remarkable women in our field, these awards are about showing appreciation where it truly matters.

Take a few minutes to submit a nomination or application. It's a small effort that could mean the world to someone who's truly earned it.

Click here for all applications and nomination forms.



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FMCSA Seeks Input to Revamp Consumer Complaint Database

Goal: Modernize the Process and Strengthen Enforcement Against Problem Carriers

The Federal Motor Carrier Safety Administration (FMCSA) is taking steps to modernize its National Consumer Complaint Database (NCCDB), the system used to track and respond to consumer reports about moving and trucking companies. This move comes in response to ongoing concerns about the platform's usability and effectiveness in identifying carriers that repeatedly violate consumer protection laws.

FMCSA is now seeking public and industry input to help redesign the system with a sharper focus on enforcement. The NCCDB is a key tool used by both the agency and consumers to report issues like fraudulent practices, failure to deliver, hostage loads, and operating without proper licenses. However, the current format is considered outdated, with many users finding it difficult to navigate or unclear on whether their complaints are leading to real action.

The agency's goal is to create a more streamlined, user-friendly database that provides transparency, faster processing, and better data collection — helping FMCSA pinpoint problematic movers before they harm more customers. For licensed and compliant movers, this could mean fairer oversight and stronger differentiation from bad actors who harm the industry's reputation.

FMCSA wants to hear directly from consumers, movers, associations, and other stakeholders. Input could include recommendations for how to improve accessibility, how complaints are categorized and followed up on, and how data is used to inform investigations.

The deadline to submit comments is July 7, 2025. You can review the official notice and submit feedback via FMCSA's Federal Register posting: National Consumer Complaint Database Revision 2025.

https://www.federalregister.gov/documents/2025/06/06/2025-10310/agency-information-collection-activities-revision-of-a-new-information-collection-request-national?utm_source=chatgpt.com

NJWMA encourages members to participate and help improve a system that plays a critical role in consumer protection and industry accountability.

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Maximize Your ROI at the 2025 NJWMA Convention

Your time is valuable—and so is your bottom line. That's why attending the NJWMA Annual Convention isn't just another industry event—it's an investment in the future of your business.

Here's how your registration turns into ROI:

- **Discover Cost-Saving Tech & Tools**
  Our 2025 theme, The Next Generation of Moving: AI, Tech & Beyond, is laser-focused on showing you how to work smarter—not harder. Learn from real companies already using AI, automation, and advanced marketing tools to cut expenses and grow revenue.
- Generate Leads & Make Strategic Connections
  Meet face-to-face with vendors offering exclusive discounts, and connect with movers across NJ looking to collaborate, refer business, or partner up. Movers Meet & Compete is more than a game—it's a gateway to new opportunities.
- **Learn, Apply, Thrive**
  From power table talks to expert-led sessions, we're packing in high-value education that you can put into action right away—whether it's boosting your Google rankings, protecting your business legally, or modernizing your sales approach.
- **Recruit, Retain, and Re-Energize Your Team**
  Hear what's working for others when it comes to hiring and keeping great talent. ROI isn't just dollars - it's also stability and peace of mind.
- **Be Seen as a Leader in the Industry**
  Your presence shows that you're serious about staying compliant, competitive, and informed. Customers notice. So do your peers.

Bonus ROI: Meals, prizes, raffles, icebreakers, and a community that understands your challenges.
Bottom line? You can't afford not to attend.

Welcome New Member: Christine Odell and Debra Cirino, The Odell Cirino Group

We're excited to welcome The Odell Cirino Group to NJWMA! Based out of Keller Williams Village Square Realty in Ridgewood/Wyckoff, this powerhouse real estate duo—Christine "Chris" Odell and Debra "Debi" Cirino—are ranked among the Top 6% of Bergen County real estate agents (per BERGEN Magazine, April 2025) and are Midland Park's top-selling agents, with a reach that extends far beyond the local market.

In the past year alone, they closed over 40 transactions across 15 towns—from Sussex County all the way to the Jersey Shore, proving they truly go the distance for their clients.

Chris and Debi's approach is simple: "We live here. We work here. We're here for you." With two experienced agents on every deal, clients benefit from double the expertise, attention, and availability. Real estate is also a family affair for both, with licensed relatives lending a hand when needed. When they're not helping clients, you'll find Chris enjoying the mountains with her family and Debi relaxing at the beach.

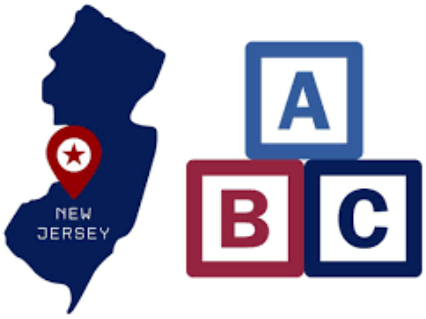
Community involvement is a key part of their mission. They actively support local causes, including the Midland Park Children's Love Fund, and serve on the Greater Bergen REALTORS® Community Service Committee.

We're thrilled to welcome Chris and Debi to the NJWMA family—welcome aboard!



Independent Contractor Rule Proposal: What You Need to Know

The NJ Department of Labor has proposed new rules around the ABC Test for independent contractors, and it's raising a lot of concerns, especially for movers.



NJWMA is actively working with Tony Russo from the Commerce & Industry Association of NJ (CIANJ) to draft a formal response representing our industry. In June, we held a Zoom meeting with Tony and several NJWMA members to break down the proposed rule and gather feedback. If you couldn't make it, don't worry—we've got you covered.

So, what is the ABC Test?

The ABC Test is used to determine whether a worker is legally an independent contractor or must be classified as an employee. Under *N.J.S.A. 43:21-19(i)(6)*, a worker is presumed to be an employee unless all three of the following conditions are met:

A. The individual has been and will continue to be free from control or direction over the performance of such service, both under his contract of service and in fact; and
B. The service is either outside the usual course of the business for which such service is performed, or the service is performed outside of all the places of business of the enterprise for which such service is performed; and
C. The individual is customarily engaged in an independently established trade, occupation, profession or business.

In plain terms:

A – The worker must operate independently without being controlled or directed.
B – The work must fall outside the company's usual business or be done entirely offsite.
C – The worker must already run their own independent business.
For movers using owner-operators or 1099 crews, prong B is often the toughest to meet, since their services typically mirror the core function of the moving company.

What's NJWMA doing?

The comment period has been extended — the new deadline to submit feedback is August 6. Tony Russo is currently drafting a comment letter that will be shared for review prior to submission.

Once the comments are submitted, CIANJ plans to invite the Commissioner of Labor to an upcoming event to further discuss how this rule may impact our industry.

Update: At a recent NJ Department of Labor hearing, the New Jersey Motor Truck Association warned that the state's strict interpretation of the ABC Test threatens the future of independent truckers and could disrupt the national supply chain. NJWMA continues to monitor the situation and advocate for a balanced approach that protects both compliance and business flexibility.

We'll continue to keep you informed as this develops and remain committed to advocating for your ability to operate effectively.

Nearly 400 Commercial Motor Vehicles Removed from North American Roadways in One Day Due to Brake Violations

Inspectors in 45 jurisdictions throughout Canada, Mexico and the U.S. conducted 4,569 commercial motor vehicle inspections and placed 398 (8.7%) of those vehicles out of service due to brake-related violations as part of the Commercial Vehicle Safety Alliance's (CVSA) unannounced one-day brake-safety inspection and enforcement event.

CVSA's Brake Safety Day is an unannounced brake-safety inspection and regulatory compliance enforcement initiative when certified commercial motor vehicle inspectors conduct their routine roadside inspections with a focus on brake systems and components, and provide brake-related inspection and violation data to CVSA.

Of the 4,569 inspections conducted on April 22, 4,171 commercial motor vehicles did not have any brake-related out-of-service violations – 91.3% of the total number of vehicles inspected. Conversely, inspectors identified 398 (8.7%) commercial motor vehicles with brake-related critical inspection item vehicle violations. Those vehicles were immediately restricted from further travel until the violations were addressed.

This year, emphasis was placed on vehicles' drums and rotors. Thirty-two (8%) commercial motor vehicles had drum/rotor violations during the one-day event. Fourteen of those violations resulted in the vehicle or combination being placed out of service.

Brake drum and rotor issues may affect a commercial motor vehicle's brake efficiency and result in violations or out-of-service conditions that may affect a motor carrier's safety rating. Furthermore, broken pieces of drums or rotors may become dislodged en route and damage other vehicles or result in injuries or fatalities.

Table 1 – Brake Drum/Rotor Violations

Violation Description	Air Disc Brakes	S-Cam Brakes	Hydraulic Brakes
Broken Rotor	8	0	0
Rusted Rotor	12	0	4
Metal-to-Metal Contact	0	0	0
Broken Drum	0	8	0
Total Violations	20	8	4

Inspectors identified 237 (59.5%) commercial motor vehicles that met the 20% defective brakes criterion, which is when 20% or more of the vehicle's (or combination of vehicles') brakes have an out-of-service condition.

In addition, inspectors identified 77 out-of-service violations related to brake hoses and/or tubing, 48 vehicles had steering axle out-of-service violations, 38 vehicles failed an air loss rate test, and there were 112 other out-of-service brake violations, such as worn brake lines/hoses, inoperative tractor protection system, inoperative low-air warning device, air leaks, hydraulic fluid leaks, etc.

Table 2 – Brake-Related Out-of-Service Violations

OOS Violation Description	OOS Violations	OOS Rate
20% Brakes	237	59.5%
Other	112	28.1%
Brake Hoses/Tubing	77	19.3%
Steering Axle	48	12.1%
Air Loss Rate	38	9.5%
Drum/Rotor	14	3.5%

Continue reading.

New Jersey Warehouse & Movers Association
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56th Annual Convention

September 24 & 25, 2025

Golden Nugget, Atlantic City

The Next Generation of Moving: AI, Tech & Beyond

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WEDNESDAY
September 24



9:00am - Golf
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7:00 pm - Opening Reception
Movers Meet & Compete
Where movers and vendors face off—and some will win big!
Dress: Casual

9:30 pm - The Wind Down
After Hours at the Fire Pit

THURSDAY
September 26

A full day of expert presentations and exhibits—followed by an evening of entertainment, dinner, and industry awards.

Contact Us

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Legislation That Moves Us: NJ Industry Update
Tony Russo, Commerce & Industry Assoc. of NJ

Stop Wasting Your Marketing Dollars: Crack Lead Attribution & Profit More
Travis Weathers, Rotate Digital

Moving Metrics that Drive Profitability
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  Gadi Binness, Relocation Insurance Group
- **Affordable Healthcare Program**
  Tim Harbison, Association Member Trust
- **Integrating Your Software Systems**
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The AI Advantage: Tools, Trends & Transformation
Moderator: Ryan Marsh, Supermove
Panelists:
Wonjun Jeong, Supermove
Riley Johnson, Come Home AI
Matt Young, Moving Letters AI

Using Virtual Assistants to Build a Profitable Business
Steven Reed, Ready Roles

Coming Together for a Stronger Industry



Every year, I'm lucky enough to attend the annual meeting of the National Council of Moving Associations (NCMA), an important gathering of leaders and advocates from across the moving industry. This year, we met in the charming and historic city of Charleston, South Carolina for three days of meetings, meals, and meaningful conversations, with a little sightseeing mixed in. Our group outing was a boat trip to Fort Sumter, which was a real highlight.

This year's meeting was especially meaningful for me, as I had the honor of being named Vice Chair of this wonderful group, following the upcoming retirement of long-time leader and friend, Pam Stanley of North Carolina.

Special thanks to our sponsors for this event; DeWitt Move Worldwide, Smurfit Westrock Pkg., The Selzer Co. and United Brokerage Packaging. Joining us at the event were:
-Justin Hart and George Phillips, Arizona
-Steve Weitekamp, California
-Nancy Irvin, Canada
-Pat McLaughlin (retired Executive Director), Illinois
-Brian Limperopoulos and Dan Bradley, International Assoc. of Movers
-Don Knapp, Massachusetts
-Howard Markus, Minnesota
-Tracy Denora, New Jersey (that's me!)-
-Pam Stanley, North Carolina
-Charlie Morris, Pennsylvania
-Roger Moody, Virginia
-Bill Whalen, New York
-Dan Hilton, American Trucking Associations/MSC
-Charlie Cook, Smurfit Westrock Packaging



What makes this meeting so important is the chance to sit down face-to-face with other state association leaders and talk about what's really going on in our industry. We share ideas, legislative updates, challenges we're facing, what's working, and what's not. We talk openly about the highs and lows, and we all leave with new ideas, renewed motivation, and a bigger picture of what's happening beyond our own states.

But here's the thing, these conversations, this kind of unity and information sharing, don't just happen at the national level. It starts right here at home, with your state moving association.

If you're not actively involved in your state moving association, I encourage you to change that. Associations like NJWMA are here to support movers, whether it's helping you navigate regulations, fighting for fair legislation, keeping you in the loop with industry changes, or simply giving you a place to connect with others who understand what you're dealing with.

And the more involved you are, the more you'll get out of it. Join a committee, attend an event, ask questions, share your feedback, we're here to work with you and for you. But it only works when our members show up, speak up, and stay engaged.

Being part of a state association is more than just paying dues. It's about being part of something bigger, something that helps protect our industry and promotes professionalism, integrity, and fair competition.

The future of our industry depends on all of us pulling together. And being part of your state association is a big part of making sure we're headed in the right direction. *Remember "Strength IS Unity", Tracy Denora.*

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New Jersey Legislature Introduces New Bill to Ban Non-Competes

On May 19, 2025, the New Jersey Legislature proposed a bill (S 4385) that would ban and retroactively eliminate all non-compete agreements, with a few limited exceptions. The Bill, which is currently pending in the Senate Labor Committee, combines elements of a prior bill (A1650) and the proposed FTC Rule.

As currently drafted, the Bill would preclude an employer from enforcing or attempting to enforce a non-compete, including a non-compete that is already in effect, against any worker. A "worker" is defined broadly to include any individual who works or previously worked for an employer by providing a service to, or on behalf of the employer. A "worker" includes, among others, employees, independent contractors, unpaid interns, and volunteers.

Continue reading.

Cargo Theft Is On the Rise — And Washington Is Paying Attention

If it feels like you've been hearing more about cargo theft lately, you're not imagining things. It's on the rise and it's affecting everything from electronics and household goods to groceries and retail shipments.

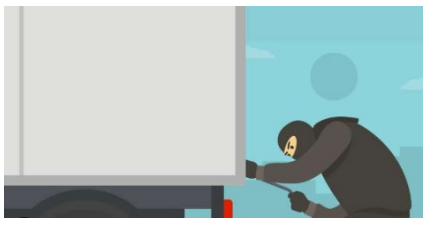
Thieves are getting smarter, using fake pickups, identity theft, and even online load boards to intercept freight. And yes, moving trucks are included in the mix.

The numbers are alarming, and thankfully, Congress is starting to take it seriously. The American Trucking Associations (ATA) has been pushing hard, and their advocacy has helped bring this issue to the U.S. Senate floor. Lawmakers are now considering steps to strengthen enforcement, improve coordination across state lines, and bring cargo theft into the spotlight as the organized crime issue it really is.

Why does this matter to us?

- Movers are especially vulnerable during long-hauls, warehouse storage, or overnight layovers.
- Your reputation and insurance premiums are on the line if cargo goes missing.
- More theft = higher costs across the board—fuel, freight, replacements, and security.

We'll keep an eye on what happens in D.C., but in the meantime, it's a good time to review your protocols, update your security measures, and train your crews to stay alert.



Stay safe out there—and lock it down.



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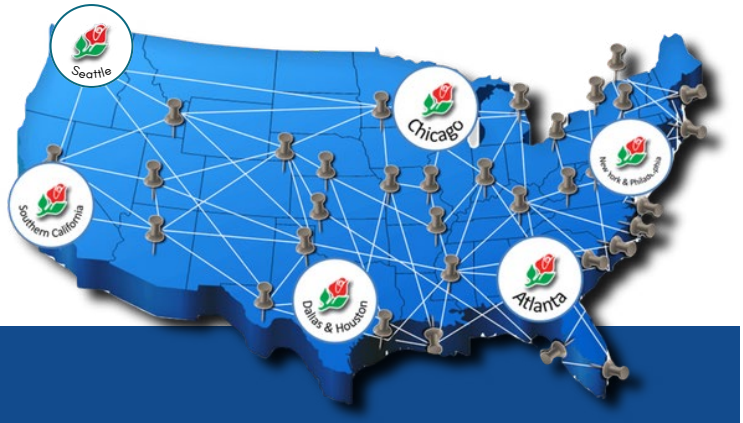


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Our team is the heart of Budd—from our drivers and warehouse staff to our coordinators and leadership. Their dedication is what makes every move successful.

LOOKING AHEAD

We take pride in our legacy of consistent, high-quality service—and remain committed to delivering that same standard every step of the way.



THANK YOU, NJWMA

To the NJWMA and our fellow movers: thank you for being part of our journey. Your partnership has helped shape who we are.

Hassle-Free License Renewal Filing with NJWMA!



LICENSE RENEWAL FILING SERVICE

NJWMA offers a License Renewal Filing Service to help movers complete their annual renewal with the Division of Consumer Affairs, making the process easier, faster, and more convenient.

How It Works:
To make the process as smooth as possible:

- You will need to provide the documents we request for the renewal.
- We will then upload all documents onto the DCA portal on your behalf.
- You must also provide a credit card for the DCA renewal fee. Rest assured, the credit card information will be securely destroyed on our end once the payment is processed.

To maintain your privacy and security, we recommend using a temporary password for us to use during the process, which you can easily change afterward.

The new DCA portal system is designed to be user-friendly. However, if you're short on time or prefer someone else to manage the renewal, we're here to help!

Fee breakdown for NJWMA to submit the annual license renewal on your behalf:

- 1-5 Trucks: $125
- 6-10 Trucks: $225
- 11-20 Trucks: $325
- 21+ Trucks: $425

If you're interested in this service or have any questions, please reach out for more details.

We're here to make your license renewal process as seamless as possible!

CVSA's 2025 Safety Campaigns

1. Operation Safe Driver Week

July 13 – 19, 2025

The CVSA's flagship enforcement and educational effort kicks off mid-July across North America. During this week:

- Law enforcement in the U.S., Canada, and Mexico will focus on risky driving behaviors—such as speeding, distracted driving, tailgating, and impaired or aggressive driving—and may issue warnings or citations.
- The 2025 theme emphasizes "reckless, careless, or dangerous" driving
- Outreach efforts include distributing safety postcards in English, French, and Spanish; sharing PSAs; and providing resources for new, teen, and commercial drivers.

Why it matters: The initiative targets driver-related behaviors that contribute to serious crashes—NHTSA recorded over 42,500 traffic-related fatalities in 2022. Past enforcement weeks (e.g. 2024) saw over 11,000 vehicles stopped, yielding thousands of warnings and citations.

2. Brake Safety Week

August 24 – 30, 2025

The CVSA's brake inspection enforcement week follows in late August, with inspectors conducting Level IV commercial vehicle inspections across the U.S., Canada, and Mexico. Key points:

- This year targets brake drums and rotors, including their integrity and wear.
- Vehicles with brake-related out-of-service violations will be removed from roadways until fully repaired.
- Inspectors will gather detailed data on brake-system health and out-of-service statistics for CVSA's annual report.

In 2024, nearly 17,000 inspections led to 2,149 out-of-service orders (12.8%). The focus on drums and rotors helps reduce brake failure risk and improve public safety.

Bottom Line

Both Safety Driver Week and Brake Safety Week are key CVSA annual initiatives designed to:

- Promote safer roadways through enforcement, education, and comprehensive data collection.
- Reduce crash risks from human behavior and vehicle malfunction.
- Encourage motor carriers, fleet operators, and individual drivers to prepare proactively—through safe-driving training and thorough brake inspections.

What you should know and do:

- Mark your calendar for July 13–19 and August 24–30, 2025.
- Train drivers in defensive driving, fatigue awareness, and seatbelt use.
- Inspect and service brake systems—especially drums and rotors.
- Monitor and correct any violations immediately to avoid citations and downtime.

Important Notice from the DCA: Business Formation Revocation – Not a Scam, Act Quickly!

Several NJWMA members have recently received emails from the Division of Consumer Affairs (DCA) stating that their business formation has been revoked according to the Division of Revenue and Enterprise Services (DORES).

We want to reassure all members that this email is not a scam. It is a legitimate and serious notice that requires immediate attention.

Even if your Public Mover license fee has been paid, that does not automatically mean your business is in good standing with the State of New Jersey. You are required to file annual reports and maintain your status with DORES separately.

If your status is "revoked," your license may be at risk. The DCA will not renew or maintain your Public Mover license unless your business entity is in active status.

What You Need to Do:
Visit the DORES Annual Report and Business Status page: https://www.njportal.com/DOR/AnnualReports

Contact DORES directly at (609) 292-9292 if you need help restoring your status.

Once resolved, email your DCA licensing contact to confirm your status has been updated. **Do not delay—getting back to "active" status can take time, and if you wait too long, it could hold up your license renewal or trigger penalties.**

If you're unsure or need assistance navigating this, reach out to NJWMA. We're here to help ensure your compliance is on track.



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FROM THE BOARD ROOM: Board's Perspective

To our NJMWA Members



"It is truly an honor to be on the board and to experience the value of being a member. The people you meet, the conversations you have, and the experiences you create with professionals in our industry are unmatched. There's so much we can learn from one another, and our conventions are second to none.

I've been a part of this association for years, and as the young guy, it's my role to help with the passing of the torch and be part of the next wave. The relationships I've developed—and the people at NJWMA—share a passion for making sure our industry in New Jersey is represented in the best way possible. NJWMA is built on honor and integrity, and it's a great organization to be part of.

The experiences I've had with everyone here have helped shape me as an individual and made the industry I love even more exciting. We're always looking for passionate movers to help shape the future of our industry. If you're interested in joining our Board of Directors, we'd love to hear from you."

Julius Strickland, jstrickland@olympiamoving.com
Olympia Moving & Storage and NJWMA Board of Director

Pentagon Terminates HomeSafe GHC; Moves Shift to Legacy System

Last month, the Department of Defense officially cancelled the Global Household Goods Contract (GHC) with HomeSafe Alliance—citing performance failures—and transitioned all relocations back to the legacy "Tender of Service" system. A PCS Joint Task Force, led by Maj. Gen. Lance Curtis, is now overseeing immediate fixes and will propose long-range reforms by September 5. Meanwhile, service members choosing Personally Procured Moves (PPMs) may receive reimbursements up to 130% of the former contract rate. Industry associations are backing the DoD's strategy and are ready to help stabilize the moving process.

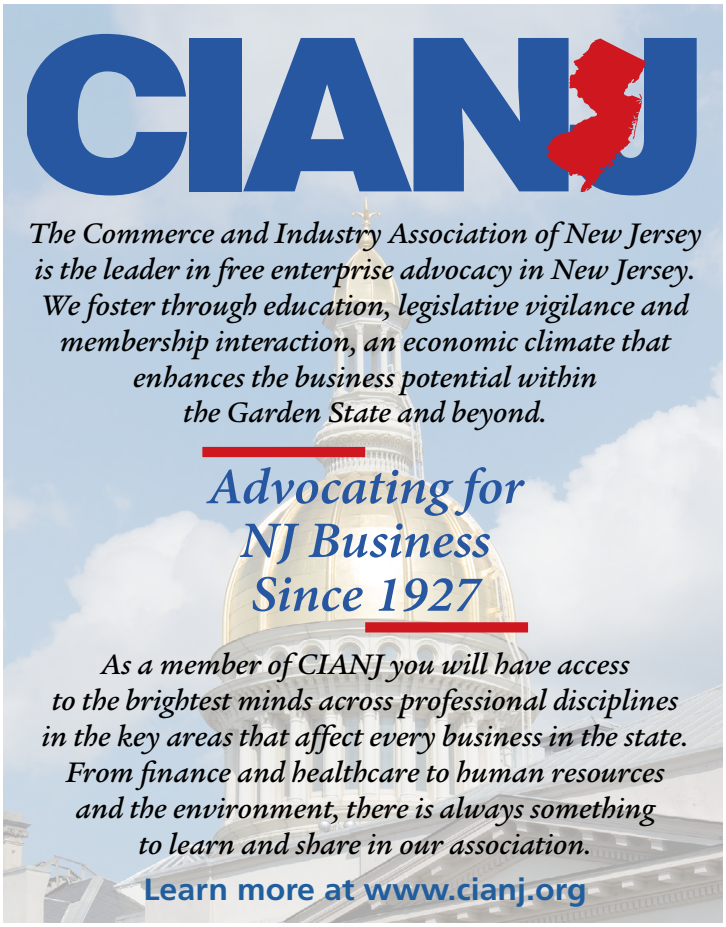


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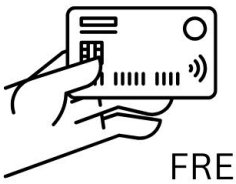
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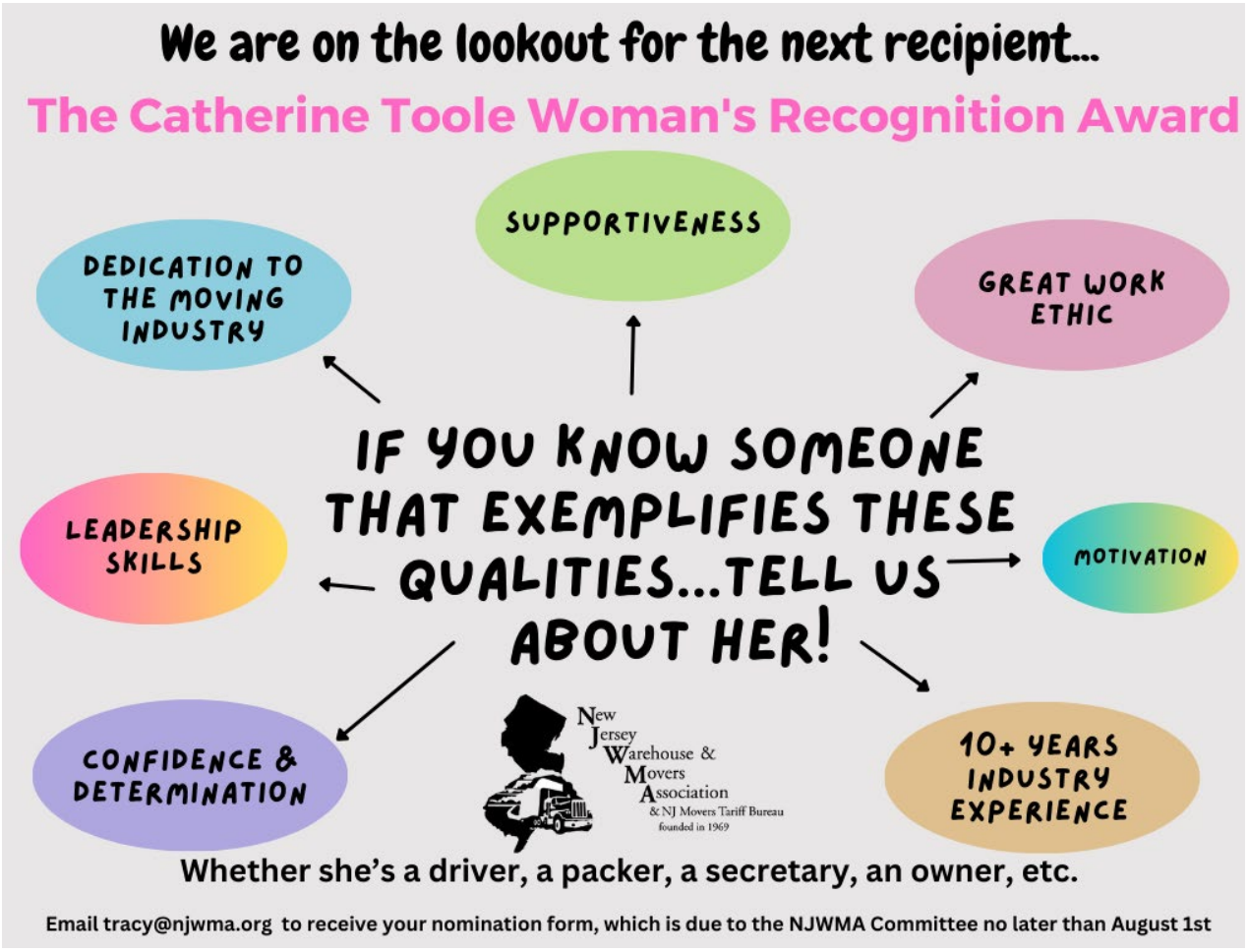
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