A Publication of New Jersey Warehouse & Movers Association

December 2025

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& NJ Movers Tariff Bureau
founded in 1969

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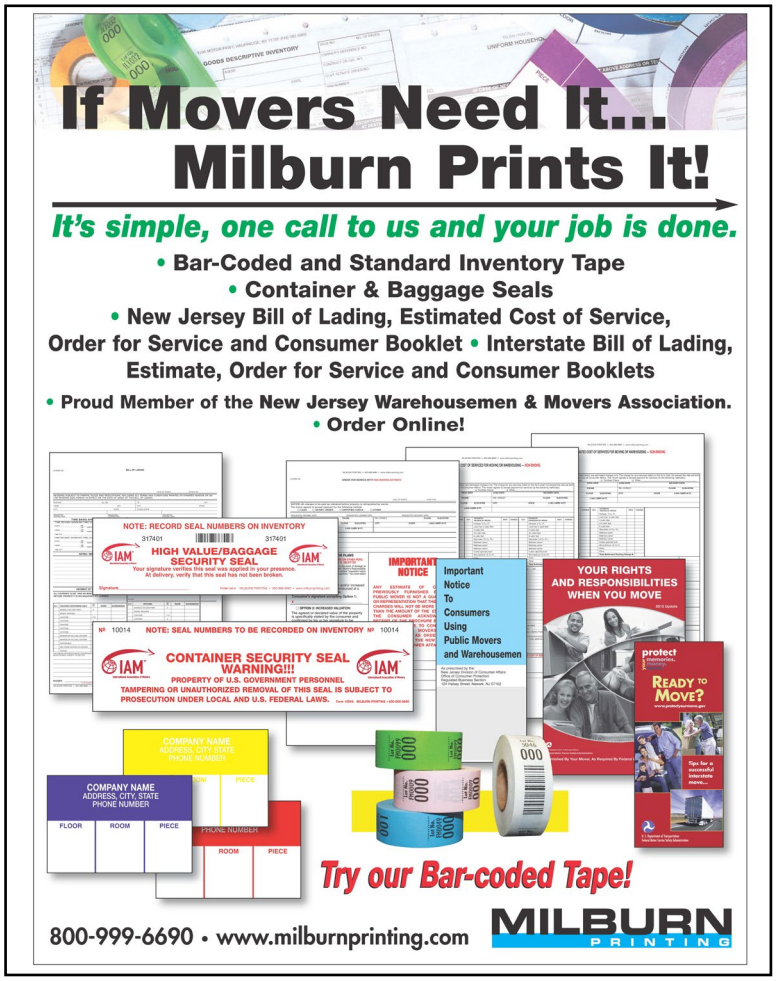


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FROM YOUR EXECUTIVE DIRECTOR



As we close out 2025, I like to take a moment to look back at the year and reflect on where we've been and where we're headed. This industry is never easy, and this year was no exception. We saw 13 mover members close their doors, which is never something we like to see. It's a reminder of how challenging this business can be and how important it is to stay informed, connected, and supported. NJWMA is here to help our members stay strong, navigate the tougher moments, and continue building sustainable, compliant operations.

One of the biggest wins this year was the launch of the DCA's "Licensed Mover" vehicle sticker program, something we've advocated for heavily. Seeing these stickers on the road sends a clear message to consumers about who is licensed and legitimate. It also helps enforcement efforts across the state. Speaking of enforcement, the DCA recently conducted a sting operation in South Jersey targeting unlicensed movers. Several operations were caught, and this is exactly the type of action we need to protect both consumers and the licensed movers who do things the right way. We will continue pushing for more enforcement statewide.

Another major highlight was launching our License Renewal Filing Service. In our first year, we completed 26 renewals for members, saving them time, stress, and frustration with the renewal process. The feedback has been overwhelmingly positive, and we look forward to expanding this service in 2026.

Our biennial Membership Directory is now being printed and will be mailed the first week of January. This Directory includes members in good standing and I encourage you to make full use of the Supplier Member section. These companies support the association and understand the specific needs of New Jersey movers. Supporting those who support us strengthens the entire NJWMA community.

This year was also filled with packing seminars, chapter meetings, golf outings, Women Moving Women events, educational webinars and our annual convention. Attendance and engagement continued to grow, and it's clear that our members value opportunities to learn, network, and share ideas. We also continued our advocacy efforts with DCA and lawmakers, making sure licensed movers have a voice on the issues that matter—compliance, consumer protection, and the overall health of our industry.

Looking ahead to 2026, we will continue focusing on member support, compliance guidance, and bringing our community together at our regular events. We'll be offering our usual Professional Packing and Best Practices Workshops in March. See page 22 for our full 2026 Calendar of Events.

Thank you for your trust, your participation, and your support this year. I wish you and your families a happy, healthy holiday season, and I look forward to what we will accomplish together in 2026.

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

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

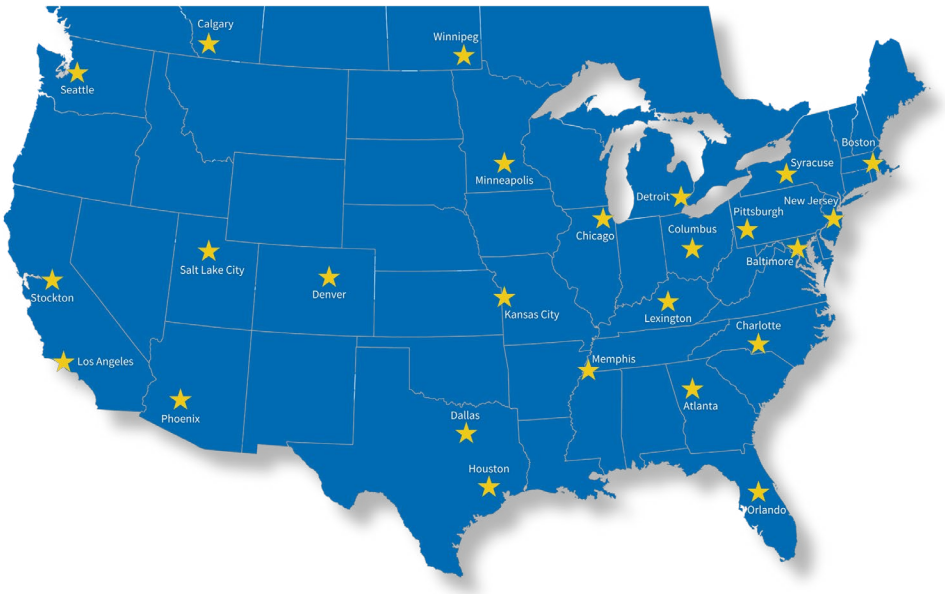
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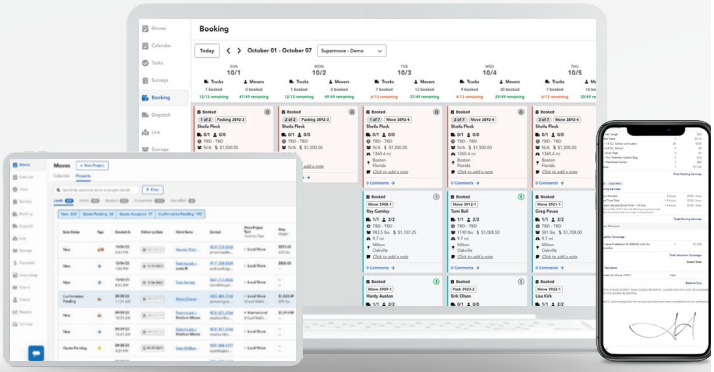
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HONOR those who Serve. . .
TEACH our children the value of Freedom.

On Saturday, December 13, 2025, Wreaths Across America will be at locations in New Jersey to Remember and Honor our veterans by laying Remembrance wreaths on the graves of our country's fallen heroes and the act of saying the name of each and every veteran aloud.

Each wreath sponsored through this page will be distributed among participating veterans' cemeteries across New Jersey, getting one step closer to every hero being remembered this December.

Your sponsorship does not go to one specific location. Instead, it supports the collective mission of remembrance throughout the entire state. Wreaths will be carefully allocated to participating sites based on need and availability, helping to fill gaps where local sponsorships may fall short.

By sponsoring a wreath, you become part of a broader movement that unites communities across New Jersey in honoring those who served and sacrificed for our freedoms.

Every sponsored wreath is a symbol of appreciation and respect. It represents a shared promise—made by families, neighbors, and citizens across New Jersey—that we will continue to remember the men and women who gave so much for this nation.

Your gift extends far beyond one cemetery. It connects you to a network of volunteers and supporters who embody the Wreaths Across America mission: to Remember the fallen, Honor those who serve, and Teach the next generation the value of freedom.

Click here to sponsor a wreath!

Health Benefits That Work as Hard as You Do

As a proud NJWMA member, you deserve more from your health coverage. That's why Association Member Trust (AMT) delivers affordable, flexible plans built for small businesses — backed by decades of trusted service and real savings.

Now, with the launch of The AMT Agency, LLC, you have even more options through Horizon Blue Cross Blue Shield of New Jersey — tailored to fit your business, your team, and your budget.



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GET SEEN WHERE CONSUMERS LOOK FIRST!

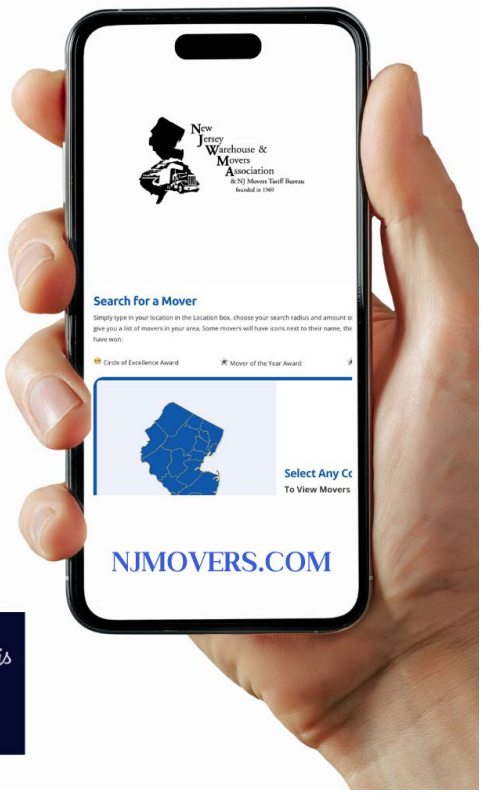
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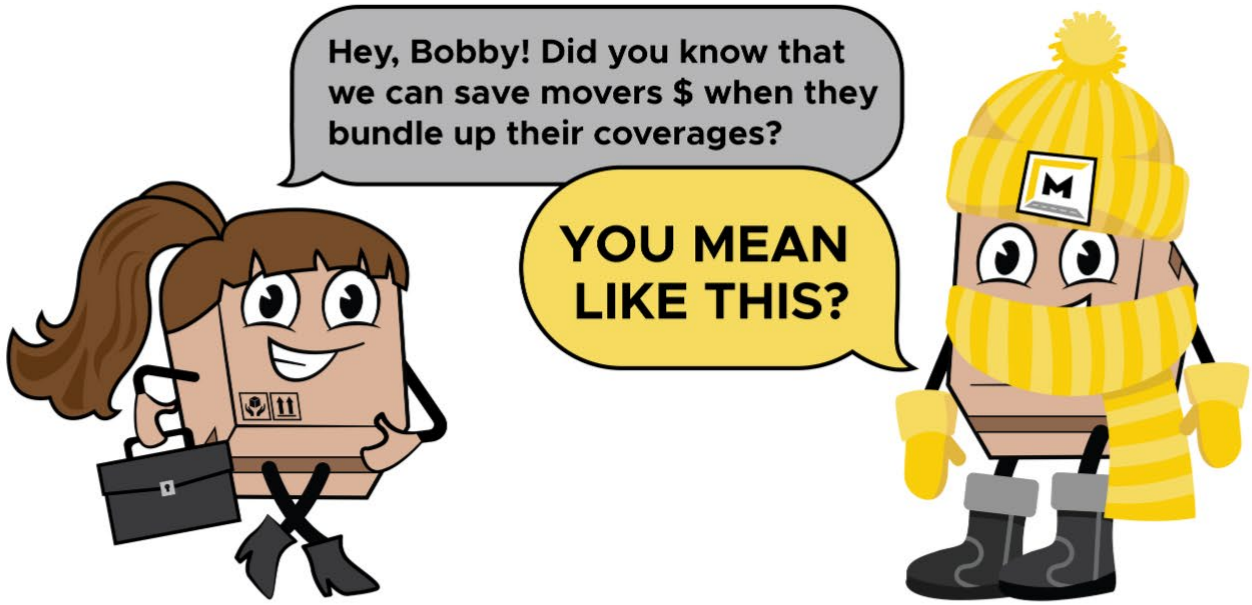
Minimize Your Driver and Company's Exposure!

NJ MOVERS TARIFF BUREAU

The Division of Consumer Affairs is monitoring credit-card transaction fees. Anything listed on your tariff above 4% may trigger a request for your merchant statements and third-party agreement to verify you're not profiting from fees, and could result in a demand letter and possible fine. The practical takeaway: if you need to recover processing costs, work it into your hourly rate instead of listing a fee above 4% on your tariff.

Even though the tariff filing period has closed, the DCA is allowing us to submit updated tariffs if you wish to change your credit-card fee. If you'd like to make that adjustment, please email me and we can get your updated tariff submitted to the Division.





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The Real Cost of Hiring the Wrong Employee

Hiring the right people is one of the most important decisions a moving company can make. A single bad hire can quietly drain time, money, and energy from your business. When an employee isn't reliable or properly trained, small problems start to snowball, jobs take longer than they should, mistakes increase, and even simple tasks become harder for the rest of the crew. Over time, these inefficiencies lead to higher labor costs, customer complaints, and unnecessary stress on your team.

Poor hiring decisions can also create serious safety concerns. An employee who doesn't follow proper procedures or take the job seriously can cause injuries, damage property, or put your vehicles at risk. These incidents not only affect your reputation, but they can also impact your insurance premiums and your ability to keep a dependable workforce.

Perhaps the biggest cost comes from the impact on your customers. In an industry built on trust, the wrong employee can leave a lasting negative impression, one bad interaction can lead to lost referrals, negative reviews, and missed opportunities. And when that employee eventually leaves, the cycle starts again with the time and expense of recruiting and training someone new.

The good news is that strong hiring practices make all the difference. Taking the time to screen candidates, verify experience, and provide proper training protects your business far more than rushing to fill a position. The right people strengthen your reputation, support your team, and help your company grow, proving that hiring well isn't just good practice, it's good business.

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For More Information
Email: Tracy@njwma.org

MOVERS FOR CONSUMERS

Understanding IRP: What It Is, Why You Need It, and How to Stay Compliant

If your moving company operates trucks across state lines, the International Registration Plan (IRP) is something you need to know inside and out.

What Is IRP?

The International Registration Plan is an agreement among the 48 contiguous U.S. states, the District of Columbia, and Canadian provinces that allows commercial carriers to register vehicles in one "base" state while legally operating in all others.

Instead of buying separate registrations in every state where you travel, you pay a single, prorated fee based on the total miles driven in each jurisdiction.

Why You Need IRP

You must register under IRP if your truck:

- Crosses state lines for business, or
- Has a gross vehicle weight (GVW) over 26,000 lbs, or
- Has three or more axles...

This allows you to haul loads legally outside New Jersey without facing fines for improper registration or being stopped at weigh stations.

Getting Started

In New Jersey, you'll apply through the NJ Motor Vehicle Commission's IRP Unit. To open an IRP account, you'll need:

- A valid EIN (Employer Identification Number) proof via your IRS SS-4 confirmation letter (CP 575).
- Proof of your NJ business address and physical presence.
- Current NJ vehicle titles, insurance cards, and lease agreements (if applicable).
- The Mileage Schedule (Schedule C) showing actual or estimated miles in each jurisdiction.

Once approved, you'll receive apportioned license plates and a cab card listing the jurisdictions in which your vehicles are registered.

Staying in Compliance

Keeping your IRP account in good standing means:

- Renew annually, IRP registration expires each year; late filings can lead to penalties or suspention.
- File accurate mileage reports — record actual miles traveled in each state and province.
- Keep records for at least 3 years, in case of an audit.
- Maintain your NJ business presence, including a physical office and records available for inspection.

Why It Matters

Compliance ensures you avoid costly fines, delays at ports of entry, and possible vehicle impoundment. More importantly, it demonstrates that your moving company operates professionally and legally within both New Jersey and interstate jurisdictions.

Visit: https://www.nj.gov/mvc/business/irp.htm

The Economic Outlook for the Moving Industry in 2026

The moving industry continues to shift as the housing market, labor conditions, and consumer habits evolve. Understanding the economic landscape helps movers plan smarter as we head into 2026.

Housing Market: Slow but Improving

High interest rates and low inventory have kept residential moves inconsistent throughout 2024–2025. However, economists expect interest rates to gradually ease in 2025, which could unlock more home listings and strengthen demand. Younger buyers continue entering the market, even amid higher borrowing costs, which supports long-term growth for movers.

Corporate Relocation Rebounds

Corporate relocation, which slowed sharply during the pandemic, is showing a modest comeback. Companies are shifting back to in-office structures and increasing relocation assistance. Nationally, corporate moves are up an estimated 5–8%, offering steady opportunities for movers who provide reliability and strong service.

Rising Operating Costs

Inflation has cooled, but operating costs remain high in several areas:

- Labor shortages continue to drive wages upward.
- Equipment, truck repairs, and parts remain more expensive than before the pandemic.
- Insurance premiums for autos and workers' comp are elevated.
- Fuel prices remain unpredictable.

These challenges reinforce the need for accurate estimating, consistent pricing reviews, and efficient dispatch management.

Consumer Behavior Is Changing

Modern customers are more informed, more cautious, and faster-moving. They prioritize:

- Clear pricing
- Strong online reviews
- Fast communication (especially texting)
- Proof of training and professionalism

Movers who consistently communicate well and maintain a visible, credible online presence gain a competitive advantage.

Technology Continues to Transform the Industry

Technology adoption is accelerating across companies of all sizes. Movers are increasingly using:

- Virtual surveys
- Digital inventories
- CRM and automated follow-up tools
- GPS fleet management
- Website analytics to track consumer behavior

These tools improve efficiency, reduce manual labor, and help convert leads more effectively.

Looking Ahead
Industry analysts expect gradual improvement over the next 12–18 months as interest rates decline and consumer confidence stabilizes. While cost pressures remain, companies that stay adaptable, train their teams, and leverage technology will be positioned to grow as the market strengthens. The NJWMA will continue to monitor industry trends, regulatory changes, and economic data to support our members throughout 2026 and beyond.


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MOVERS, RAISE THE BAR!

The New Jersey Warehouse & Movers Association's Circle of Excellence (COE) program has been running for over 19 years, recognizing movers who operate well above the minimum standards required by law. COE movers demonstrate higher levels of ethics, customer care, professionalism, and overall consumer satisfaction. Only 14 licensed NJWMA members currently hold this distinguished title.

Interested in becoming a Circle of Excellence Mover? Contact us for policy guidelines.

Congratulations to our Circle of Excellence Members as of 12/1/25:

All Season Movers, Anchor Moving & Storage, Booth Movers, Budd Van Lines, General Moving Carriers, Harrington Moving & Storage, Olympia Moving & Storage, Quality Moving, Ridgewood Moving Services, SeaCure Moving Inc., Sinclair Moving & Storage, Victory Worldwide Transportation and Wade Odell Wade Padded Van Services.

"Last month, I had the pleasure of visiting Budd Van Lines to conduct their renewal inspection. Adrianne and the team continue to represent what the Circle of Excellence stands for. Proud to showcase their dedication!
Tracy Denora, NJWMA Executive Director"



NEW JERSEY WAREHOUSE & MOVERS ASSOCIATION
732.341.3934 - tracy@njwma.org

Connecticut Highway Use Fee – What Movers Need to Know

If your company operates trucks weighing 26,000 pounds or more and drives through Connecticut, you are required to register and file reports under the Connecticut Highway Use Fee (HUF) program.

Who Must File

Any carrier operating or causing to be operated, a truck with a gross weight of 26,000 lbs or more on any public road in Connecticut must:

- Register with the Connecticut Department of Revenue Services (DRS) through the myconneCT portal;
- File quarterly mileage reports; and
- Pay a per-mile fee based on the truck's gross weight.

This applies to both intrastate and interstate movers—even if Connecticut is only a portion of your route.

How the Fee Works

The Highway Use Fee is calculated on Connecticut miles only, multiplied by a per-mile rate determined by the vehicle's gross weight.

Rates currently range from $0.025 per mile (26,000–28,000 lbs) up to $0.175 per mile (80,000 lbs or more).

For example:
If your 60,000-lb truck travels 120 miles through Connecticut, the fee would be approximately $10.80 for that trip.

Reporting and Deadlines

- Reports are filed quarterly, using the myconneCT system.
- Returns and payments are due the last day of the month following the quarter's end (e.g., Q1 due April 30, Q2 due July 31, etc.).
- Once registered, you must file each quarter—even if no Connecticut miles were driven.

Penalties

Failing to register, file, or pay can result in:
- Late filing penalties and interest, and
- Possible audit assessments from the CT Department of Revenue Services.

Important Notes

- This requirement is in addition to IFTA and IRP filings—it does not replace them.
- Keep accurate trip and mileage logs for each qualifying vehicle.
- Bills have been introduced to repeal the Highway Use Fee, but as of now, it remains in effect.

More InformationVisit https://portal.ct.gov/drs and search "Highway Use Fee" for registration instructions, rate tables, and FAQs.

Making the Slow Months Work for You

Slow periods don't have to hurt your business. With the right focus, the off-season can actually strengthen your company and prepare you for a more successful year.

Improve Operations

Use downtime to tighten up the way your business runs.
Take a look at:

- Scheduling and dispatch flow
- Warehouse organization
- Job paperwork and communication
- Crew efficiency

Small improvements now make a big difference later.

Train Your Team

Quiet months are perfect for refreshing skills, including packing, loading, customer service, and safe lifting. A well-trained crew reduces damages and works faster during peak season.

Update Your Marketing

This is the time to revisit your website, update your Google Business Profile, add photos, and schedule social posts. Staying visible helps you get a jump on early-season bookings.

Review Your Numbers

Take a closer look at your pricing, labor costs, and profit margins. Slow months make it easier to spot waste and fine-tune areas that can improve your bottom line.

Reconnect With Staff

Short meetings and check-ins help boost morale and gather helpful feedback. A strong team culture shows in every job you do.



FROM THE BOARD ROOM: Chairman's Perspective



As the current Chairman of the Board, I am thrilled to share that our Board is progressing positively and stands strong. We have a diverse group of members representing businesses of all sizes, from small startups to large enterprises, united in our mission to foster growth in the moving industry.

Over the past six years, I have had the privilege of leading our Board as President and Chair, leveraging my industry experience to guide us through both challenging times and moments of success. We have navigated obstacles, including the pandemic, and faced uncertainties head-on. During these times, we have committed ourselves to providing you with timely information and support so that we can keep the wheels of progress turning.

The future of our Association and the industry looks bright, and I am confident we are on the brink of renewal and opportunity. I wish each of you continued success as we embark on this promising journey together.

As I prepare to step down from my position on December 31, 2025, after over 25 years of dedicated service, I believe it is time to pass the torch to the next wave of leaders. We need fresh perspectives to propel us forward.

I want to express my deepest gratitude to all past and present Board members, along with our former executive directors, whose contributions have been integral in establishing us as the premier Movers Association in the nation.

I am excited to announce Cindy Myer's return to the role of Chair for her second term. With her leadership and collaboration alongside Tracy and the Board, we are set to keep our momentum strong and drive our vision forward.

Let's continue this journey together!

Sincerely,
Tom Kilduff

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CIANJ

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

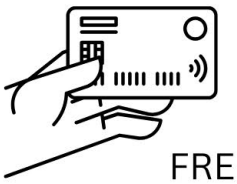
Advocating for NJ Business Since 1927

As a member of CIANJ you will have access to the brightest minds across professional disciplines in the key areas that affect every business in the state. From finance and healthcare to human resources and the environment, there is always something to learn and share in our association.

Learn more at www.cianj.org

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Maryland Launching New Licensing & Registration Program for Intrastate Movers

Maryland has announced a brand-new licensing and registration program for any company that performs or even offers to perform—intrastate household goods moves within Maryland. This is strictly a registration/licensing requirement, not a tariff or price-control program.

Key Dates

- Registration opens: December 1, 2025
- Enforcement begins: March 1, 2026
- Penalty for operating without registration: $5,000 civil fine

Maryland is currently allowing movers to sign up for alerts when the site officially goes live. You can register for updates here:
https://labor.maryland.gov/license/hgm/

Year One Fees

- Initial application review: $250
- First-year registration: $325
- Total Year One cost: $575
- Annual renewal (after Year One): $325

Important Requirements

- Companies must retain a copy of the Maryland license in every vehicle performing intrastate moves within the state.
- Photocopies are acceptable.

Out-of-State Movers: Read This Carefully

This may be the most important part for any NJWMA member who services Maryland.

If your business is located outside of Maryland, has no Maryland physical location, but performs intrastate Maryland moves (moves that start and end within Maryland), you MUST:

1. Register as a Non-Maryland (Foreign) Business Entity with the Maryland State Department of Assessments and Taxation (SDAT).
   Register here: https://dat.maryland.gov/businesses/pages/non-maryland-(foreign)-business-entities.aspx

2. Once registered, you can request a Certificate of Status (Good Standing)—this is required to complete your Maryland moving license application.

If you do have a Maryland location, even if your headquarters are elsewhere, you should already be registered with SDAT. You can confirm your business status at: https://egov.maryland.gov/BusinessExpress/EntitySearch

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

2026 Upcoming Events

Save the Date

JAN
21
11am
Women Moving Women
Virtual Meeting

FEB
11
1pm
Chapter Meeting Luncheon
Patrizia's of Matawan

MAR
10
10am
Packing Seminar
Mahwah, NJ

MAR
13
TARIFF
DEADLINE

MAR
24
10am
Packing Seminar
Jamesburg, NJ

MAY
7
10am
Scholarship Golf Outing

SEPT
11
TARIFF
DEADLINE

SEPT
23/24
57TH Annual Convention
Tropicana, Atlantic City





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Movers (IAM) (Domestic &
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Let's Build Success Togther!

Protecting Your Business From Online Scams & Fake Leads

As more business moves online, scammers are targeting moving companies at record levels. Fake leads, phishing emails, and online impersonation are becoming everyday threats — and one wrong click can cost a business thousands.

Fake Leads Are on the Rise
Movers are seeing more "customers" who:

- Refuse to give a full address
- Request quotes only by text
- Ask for unusual payment methods
- Use generic names or incomplete details

These leads are often designed to access your systems or gather sensitive information. Always verify a phone number and physical address before sharing estimates or booking crews.

Phishing Emails Are Getting More Realistic
Scammers now mimic banks, QuickBooks, Google, UPS, and even government agencies.
Common red flags include:

- "Your account is suspended — click to fix."
- Unexpected attachments
- Slight misspellings in the sender email

When in doubt, don't click — go directly to the company's official website to verify the message.

Website & Social Media Scams
Fake profiles, impersonation pages, and fraudulent inquiries are becoming more common. Protect your company by:

- Using strong passwords
- Turning on two-factor authentication
- Reporting fake accounts immediately

Invoice & Vendor Scams
Some scammers send invoices that look real but direct payments to fraudulent accounts. Always verify anything that looks unfamiliar or unexpected with your known vendor contact.

How to Protect Your Business

- Train office staff to spot red flags
- Use strong passwords and two-factor authentication
- Limit admin access
- Keep software up to date
- Back up your data regularly

Cyber Liability Insurance
Many movers are now adding cyber liability insurance, which can cover:

- Data breaches
- Ransomware
- Fraudulent wire transfers
- Business interruption after a cyber attack

It's an affordable add-on that protects your business from losses traditional policies don't cover.

Visit our Supplier Section, under the Insurance heading on page 24 you'll find several companies you can contact for information on cyber liability coverage.


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