A Publication of New Jersey Warehouse & Movers Association

July 2026

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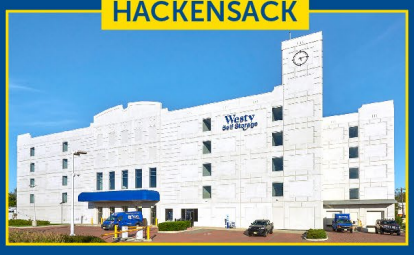
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tracy@njwma.org Call/Text 732-341-3934

FROM YOUR EXECUTIVE DIRECTOR



This year marks a truly remarkable milestone, America's 250th Anniversary.

A 250th birthday doesn't come around very often. It's an opportunity to celebrate our nation's past, appreciate where we are today, and look ahead with optimism. Throughout its history, America has faced challenges while continuing to persevere, innovate, and move forward. That's something worth celebrating.

In a time when it's easy to focus on what divides us, America's 250th Anniversary gives us an opportunity to focus on what unites us. Regardless of our backgrounds or viewpoints, we can all appreciate the freedoms, opportunities, and spirit that have shaped our nation. I hope this milestone reminds us of the importance of working together, supporting one another, and continuing to build a brighter future for generations to come.

As movers, we play a unique role in the American story. Every day, our members help families begin new chapters, businesses expand, veterans relocate, seniors move closer to loved ones, and young adults start exciting new careers. We don't just move furniture, we help people move forward. In many ways, that's the same spirit that has defined America for the past 250 years.

Speaking of moving forward, I hope you'll join us at the NJWMA 57th Annual Convention on September 23-24 at Tropicana Atlantic City. Every year, I hear from attendees who leave with new ideas, stronger business relationships, and renewed enthusiasm for our industry. This year's educational lineup may be one of our best yet.

We'll kick things off with a legislative update from Tony Russo, President of CIANJ, who will discuss the latest developments surrounding New Jersey's Independent Contractor rule, one of the most significant issues impacting our industry as well as other legislative and regulatory updates affecting businesses across the state. Learn what these changes could mean for your company and what may be on the horizon.

Vince Burruano of VBCS will present "The Power of a Proactive Sales Mindset," sharing practical strategies to help companies strengthen their sales approach, build stronger customer relationships, and increase revenue. You'll leave with practical ideas you can put to work immediately. Send your salesperson for the day!

Mark Hirschi, CEO of Salmon's M/S and Ellis M/S and Founder/Host of the Movified Nation Podcast, will present "From Legacy to Legendary: Bridging the Gap to the Modern Moving Company." Mark will explore how successful companies can honor their history while embracing the technology, leadership, and innovation needed to thrive in today's marketplace.

We'll wrap up with Michael Lehman of Premier Path Wealth Partners and Rebecca Fatica of REAG who will present "From Founder to Future: Preparing for the Sale and Transition of Your Business." Even if retirement is years away, every business owner needs a succession plan. Learn how to protect the company you've worked so hard to build and prepare it for future success.

Of course, the convention is about much more than education. It's about reconnecting with friends, building relationships with fellow movers and industry partners, sharing ideas, enjoying a little friendly competition on the golf course, and having some fun along the way. Our industry is strongest when we come together, and there's no better place to do that than at our annual convention.

As we celebrate America's 250th Anniversary, let's also celebrate the hardworking people and businesses that continue to keep America moving every single day.

Thank you for your continued support of NJWMA. I look forward to celebrating with you in Atlantic City this September!

With appreciation, *Tracy Brito Denora* tracy@njwma.org | 732.341.3934

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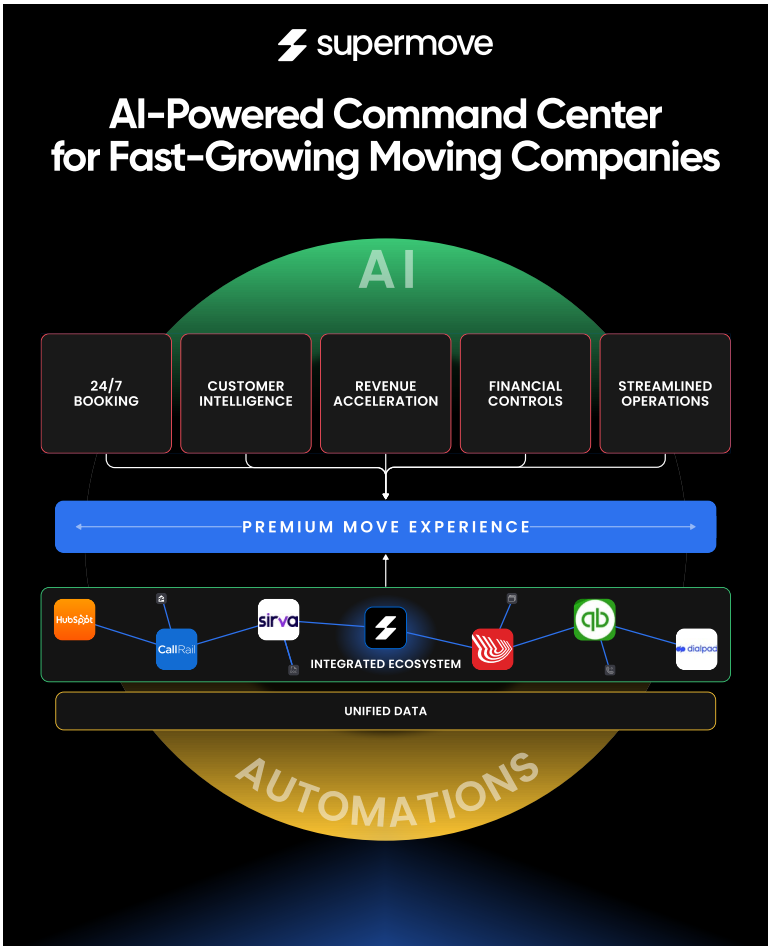
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Brake Safety Week Set for August 23–29



The Commercial Vehicle Safety Alliance (CVSA) has announced that this year's Brake Safety Week will take place August 23–29. During this annual enforcement initiative, certified commercial vehicle inspectors throughout the United States, Canada, and Mexico will conduct inspections with a special focus on brake systems and components.

For moving companies, this is a timely reminder to inspect your fleet before the enforcement period begins. Properly functioning brakes are essential not only for passing roadside inspections but also for protecting your drivers, customers, and everyone sharing the road.

This year's emphasis will be on brake drums and rotors. Worn, cracked, or damaged drums and rotors can reduce braking performance and, in severe cases, broken pieces can separate from the vehicle, creating a serious hazard for other motorists.

Any commercial vehicle found with brake-related out-of-service violations or other serious safety violations, may be placed out of service until the issues are repaired.

Brake Safety Week is also an opportunity to reinforce the importance of preventive maintenance. Taking the time to inspect brake components, address wear before it becomes a problem, and keep maintenance records up to date can help avoid costly downtime, citations, and unexpected repairs.

NJWMA encourages all members to perform thorough brake inspections and ensure their equipment is road-ready before August 23. A proactive maintenance program not only helps your company stay compliant but also keeps your drivers and the motoring public safe.

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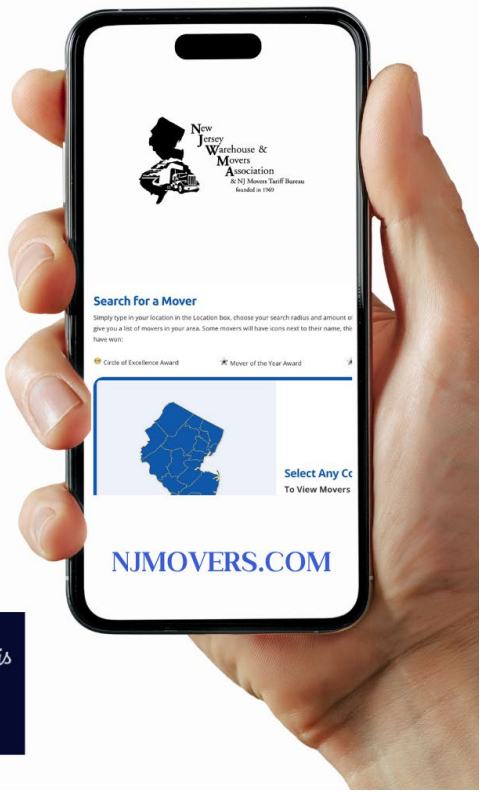
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As a proud NJWMA member, you deserve more from your health coverage. That's why Association Member Trust (AMT) delivers affordable, flexible plans built for small businesses — backed by decades of trusted service and real savings.

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CUSTOMER Service TIP

What Customers Remember Most

Most customers won't remember how many boxes you moved.

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- Did you arrive on time?
- Were the crew members polite?
- Did you communicate?
- Did you respect their home?
- Did you solve problems without complaints?

Excellent customer service costs very little... but it's what earns referrals.

NJ WAREHOUSE & MOVERS ASSOCIATION MOVER MEMBER OF THE YEAR

NJ WAREHOUSE & MOVERS ASSOCIATION DRIVER OF THE YEAR

NJWMA SCHOLARSHIP AWARD

The Catherine Toole NJWMA Woman's Recognition Award

2026 NJWMA Awards

Now Accepting Applications and Nominations. 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 2026 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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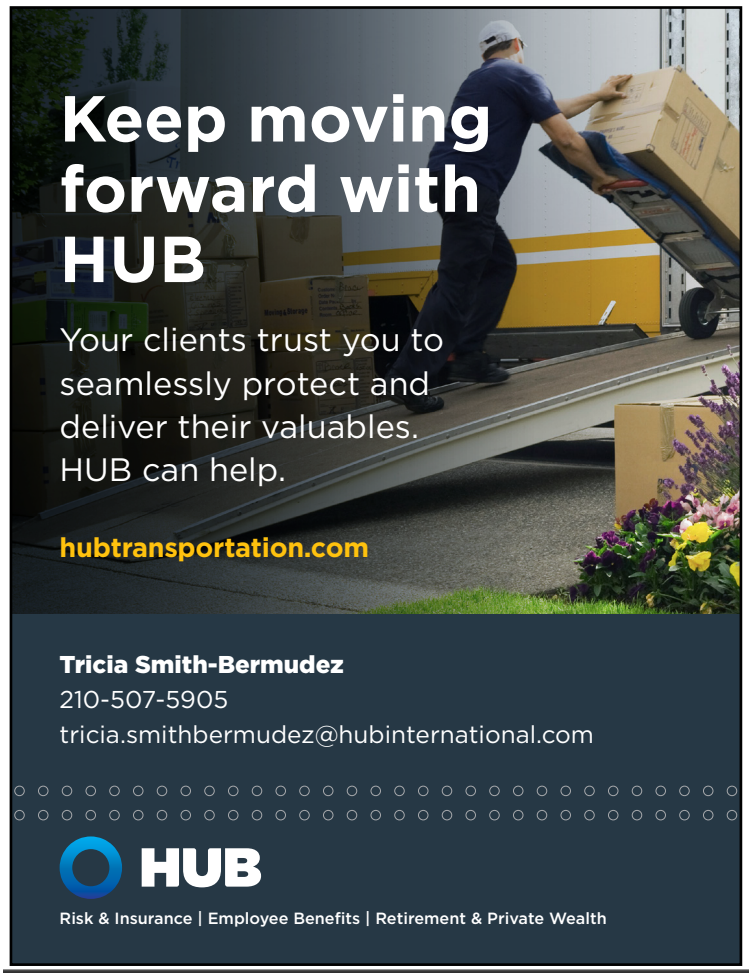
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INSURE WITH US





FROM THE BOARD ROOM: Board's Perspective



One of the fastest-growing risks facing our industry today isn't on the road or in the warehouse, it's digital. Cyber liability is an issue every moving and storage company should be paying close attention to, regardless of size.

Our businesses routinely handle sensitive customer information, from personal details to payment data, making us a target for threats like phishing, ransomware, and data breaches. While the financial impact of an incident can be significant, the potential loss of customer trust can be even more damaging.

Cyber liability insurance is an important and often very affordable (typically $400 to $1,000 for most movers) way to protect your business. In addition, the cyber liability application process itself is a valuable exercise. Completing an application requires you to evaluate your internal controls—such as password protocols, employee training, and data backup procedures and can help identify gaps you might not otherwise recognize.

I strongly encourage members who do not currently carry this coverage to explore it with their insurance broker and to continually review their cyber protections as part of their overall risk management strategy, regardless if they have coverage in place. Simple steps, like employee training, strong passwords, and multi-factor authentication, can go a long way in preventing incidents.

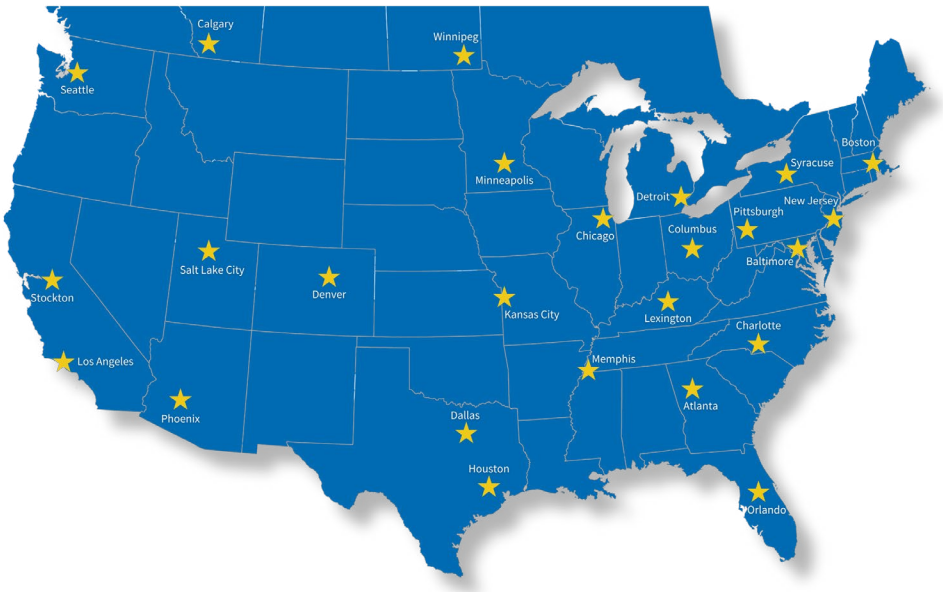
As an industry built on trust, protecting customer information is part of our responsibility. Taking proactive steps both through insurance coverage and stronger internal practices, will better position your business to prevent and respond to cyber events.

Being prepared today will help ensure we're ready for tomorrow.

Michael P. Egan Jr. CIC, The Selzer Co. and NJWMA Secretary | mike@selzercompany.com

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New Jersey employers should be aware of important changes to the New Jersey Family Leave Act (NJFLA) that take effect on July 17, 2026. The new law expands employee leave rights and increases compliance responsibilities for many employers especially smaller businesses that were previously not covered.

Some of the biggest changes include:

• More employers are covered. The law now applies to private employers with 15 or more employees, down from the previous threshold of 30 employees. This means many moving companies that were not previously subject to the NJFLA may now be required to comply.

• Employees become eligible sooner. Instead of needing 12 months of employment and 1,000 hours worked, employees will qualify after just three months of employment and 250 hours worked during the previous 12 months.

• Expanded job protection. The law also strengthens job restoration rights for employees receiving New Jersey Temporary Disability Insurance (TDI) or Family Leave Insurance (FLI) benefits, making it even more important for employers to understand their obligations when employees take leave.

What does this mean for movers?

If your company has 15 or more employees, now is the time to review your employee handbook, leave policies, and internal procedures to ensure they comply with the new requirements. Supervisors and office staff who handle employee leave requests should also be familiar with the updated rules before they take effect.

As always, NJWMA encourages members to consult with their labor attorney or human resources professional if they have questions about how these changes apply to their business.

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!

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57th Annual Convention

New Venue

September 23 & 24, 2026

Tropicana, Atlantic City

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WEDNESDAY
September 23

9:00am - Golf
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7:00 pm
Opening Reception
Kick Off the Night: Pick Your Era Party
Pick your favorite era and dress the part for a fun, laid-back night of networking, laughs, and great company.

9:30 pm
And the Night Doesn't End There...
We're bringing back a fan favorite! After the party, join us at Planet Rose Karaoke Bar, grab the mic, sing your heart out or just enjoy the show.

THURSDAY
September 24

A full day of insight and exhibits, followed by dinner, industry awards, and an evening of dancing with Jukebox Legends.
Evening: Business casual, but feel free to dress it up for the evening.

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

The Power of a Proactive Sales Mindset
Vince Burruano, President, VBCS, LLC

From Legacy to Legendary: Bridging the Gap to the Modern Moving Company
Mark Hirschi, CEO, Salmon's Moving & Storage & Ellis Moving & Storage.
Founder of Movified Nation Podcast

From Founder to Future: Preparing for the Sale and Transition of Your Business Premier Path Wealth Partners
Michael Lehman, CEO & Founding Partner
Rebecca Fatica, Vice President of REAG

Contact Us
732.341.3934
tracy@njwma.org



English Proficiency Requirements Back in the Spotlight

A recent fatal bus crash in Virginia has once again brought attention to the federal English proficiency requirements for commercial drivers. While investigators continue to determine the exact cause of the crash, reports that the driver allegedly declined an English proficiency test after the incident have sparked renewed discussion about the enforcement of existing federal regulations.

The Federal Motor Carrier Safety Administration (FMCSA) requires commercial driver's license (CDL) holders to be able to read and speak English well enough to converse with the public, understand highway traffic signs and signals, respond to official inquiries, and complete reports and records. These standards have long been part of the Federal Motor Carrier Safety Regulations and are intended to promote safe communication on America's roadways.

For household goods movers and other transportation companies, English proficiency is more than a regulatory requirement—it's an important part of day-to-day operations. Drivers must communicate with law enforcement officers, customers, dispatchers, emergency responders, and weigh station personnel. They also need to understand road signs, safety instructions, shipping documents, and other critical information while performing their jobs safely and efficiently.

The incident has renewed calls from some lawmakers and industry groups for consistent enforcement of the English language requirement during roadside inspections and CDL qualification reviews. Supporters believe stronger enforcement will improve roadway safety and help ensure all commercial drivers meet the same federal standards.

Regardless of the outcome of any individual investigation, the situation serves as a timely reminder for motor carriers to review their hiring and qualification procedures. Employers should verify that drivers meet all federal and state requirements, including licensing, medical certification, training, and English proficiency, while maintaining appropriate documentation in driver qualification files.





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ELD & GPS Managment

Know someone in the industry who isn't a NJWMA member?
Please send them our way!



YOUR COMPANY COULD BE ON THE BIG SCREEN!

One of the biggest hits at last year's NJWMA Annual Convention was our opening video, created by Ryan Marsh of Supermove and a member of NJWMA's Activities & Awards Committee. Featuring member companies from across New Jersey, the video celebrated the hardworking people, crews, and businesses that keep our industry moving every day. It was the perfect way to kick off the convention and we're excited to do it again!

This year, we'd love to showcase even more of our members.

We're looking for short video clips that highlight your company and the people behind your success. Show us your movers packing and loading, your drivers on the road, warehouse operations, office staff, your trucks, company events, community involvement, or any behind-the-scenes moments that capture your team's professionalism and personality.

Whether your company has been in business for 50 years or five months, this is your chance to be part of something special. It's a great opportunity to recognize your employees, promote your company, and see your team featured on the big screen as we kick off the 57th Annual Convention in Atlantic City.

Please email your videos to tracy@njwma.org by August 1, 2026. Short video clips taken with your smartphone work great, you can also text them to 732-341-3934.

Need a little inspiration? Watch last year's Convention Welcome Video to see how member companies were featured. https://youtu.be/wphl-fLo0v8?si=UjV6KNa49TZczokn

Not registered for Convention yet? Take a look at last year's Convention Recap Video to experience the education, networking, golf outing, exhibitor games, entertainment, and fun that make NJWMA's Annual Convention one of the most anticipated events of the year. https://youtu.be/iSDSwa6A6Do

Help us tell the story of the people who make New Jersey's moving industry exceptional. We can't wait to feature your company!

New Jersey Court Expands Employee Rights Under CREAMMA

A recent New Jersey Appellate Division decision has important implications for employers that use pre-employment drug testing. In the case of Sanders v. The Levari Group, LLC, the court ruled that job applicants and employees may sue employers under the Cannabis Regulatory, Enforcement Assistance, and Modernization Act (CREAMMA) if they are denied employment or otherwise face adverse action solely because of lawful cannabis use.

The case involved an applicant who accepted a job offer but later tested positive for cannabis during a pre-employment drug screening. Although she was not under the influence while applying or taking the test, the employer withdrew its job offer after she declined to pay for a second test. The Appellate Division ruled that CREAMMA allows individuals to pursue legal action in these situations.

The decision reinforces New Jersey's intent to protect employees and job applicants from discrimination based solely on lawful off-duty cannabis use. While employers may still prohibit employees from working while impaired and may conduct drug testing in certain circumstances, a positive cannabis test alone may not be enough to deny employment or take disciplinary action.

What Employers Should Do

Employers should review their hiring and drug testing policies to ensure they comply with current New Jersey law.

Consider the following steps:

- Review pre-employment drug testing procedures.
- Avoid automatically rejecting applicants based solely on a positive cannabis test.
- Update offer letters and hiring practices if employment is contingent upon drug screening.
- Train hiring managers and HR personnel on CREAMMA's employment protections.
- Consult legal counsel to ensure your policies comply with both state and federal requirements.

What This Means for Movers

This decision serves as an important reminder for moving companies to review their employment policies and hiring procedures. If your company conducts drug testing or has policies addressing cannabis use, now is a good time to ensure they comply with CREAMMA and reflect current New Jersey law.

The ruling does not prevent employers from maintaining a drug-free workplace or taking action when an employee is impaired on the job. It also does not change federal drug testing requirements for CDL drivers and other federally regulated positions. However, employers should be cautious about making employment decisions based solely on a positive cannabis test without understanding the protections provided under New Jersey law.

As employment laws continue to evolve, reviewing workplace policies with legal counsel can help reduce risk and ensure your company remains compliant while maintaining a safe work environment.

NJWMA thanks Associate Member Saiber LLC for contributing this important legal update for our members.

Saiber

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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.

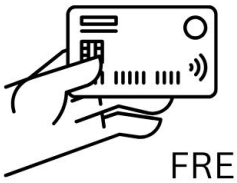
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Cybercriminals Are Targeting Moving Companies—Is Your Business Protected?



When most people think about cargo theft, they picture a stolen truck or a break-in at a warehouse. Today, however, many cargo thefts begin behind a computer screen. Cybercriminals are increasingly targeting trucking and moving companies by compromising email accounts, stealing login credentials, and impersonating legitimate carriers to redirect valuable shipments.

A typical scam starts long before a truck arrives at a loading dock. Criminals gain access to a carrier's email account, monitor communications, and then send convincing messages with altered pickup or delivery instructions. Everything appears legitimate the driver's information, paperwork, and company name all check out. By the time anyone realizes something is wrong, the cargo has already disappeared.

According to industry reports, cargo theft cost the trucking industry more than $725 million last year, with cybercrime now playing a role in nearly half of all strategic cargo theft incidents. Criminals have discovered that manipulating digital communications is often easier and less risky than physically stealing freight. Rather than forcing their way into a trailer, they simply convince someone to hand over the shipment.

For moving companies, the threat extends beyond commercial freight. Household goods shipments frequently contain expensive furniture, electronics, antiques, artwork, collectibles, business records, and irreplaceable family heirlooms. A successful cyberattack can result in more than financial loss, it can damage customer trust, delay deliveries, increase insurance costs, and create significant headaches for everyone involved.

Fortunately, many cyberattacks can be prevented with good security practices. Use strong, unique passwords, enable multi-factor authentication (MFA) on company accounts, keep computers and software updated, and train employees to recognize phishing emails and suspicious requests. It's also wise to verify any last-minute changes to pickup locations, delivery instructions, or payment information by calling a trusted contact, not simply replying to an email.

Cybersecurity is no longer just an issue for large corporations with dedicated IT departments. Small and mid-sized moving companies are increasingly being targeted because criminals know they often have fewer security measures in place. Taking a proactive approach today can help prevent a costly mistake tomorrow.

The moving industry has always focused on protecting customers' belongings. In today's digital world, protecting your company's information is just as important. A few extra minutes spent verifying information, confirming requests, and strengthening cybersecurity could prevent a costly shipment loss, protect your reputation, and keep your business one step ahead of cybercriminals.





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MOVE FOR Hunger™
www.MoveForHunger.org

Join Move For Hunger for a unique event on Tuesday, July 21st at Bell Works in Holmdel, NJ at 4pm.

We're bringing together key stakeholders in New Jersey's fight against hunger and food waste for an afternoon of education, friendly competition, and networking. Highlights include:

- A conversation with Mark Dinglasan, head of NJ's Office of the Food Security Advocate, and Move For Hunger's Executive Director on the state of hunger in NJ and how we can work together to feed our community
- A team-based competition — building structures from nonperishable food items that will be donated to a local food bank
- Food, drinks, and networking with local community leaders

Help us put together a NJWMA team of 5-10 movers. There's no cost to participate.

Please RSVP by July 7th.

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Driver Shortage & Retention: Keeping Good Employees Behind the Wheel



Finding qualified drivers has never been easy, but keeping them may be an even bigger challenge. Across the moving and trucking industries, companies continue to face a shrinking pool of experienced CDL and non-CDL drivers, increased competition for talent, and rising expectations from today's workforce.

For many moving companies, every vacant driver position affects more than just scheduling. It can mean turning away business during peak season, stretching existing crews too thin, increasing overtime costs, and placing additional stress on office staff trying to keep customers satisfied. In today's competitive market, retaining skilled employees has become just as important as recruiting them.

So why are drivers leaving?

While pay remains important, studies consistently show that compensation is only one piece of the puzzle. Drivers also value predictable schedules, respectful management, modern equipment, opportunities for advancement, and a workplace where they feel appreciated. Employees who believe they are treated fairly and recognized for their contributions are far more likely to stay with a company long-term.

Retention begins on day one. A structured onboarding process helps new hires feel welcomed and prepared for success. Pairing less-experienced drivers with seasoned employees, providing ongoing training, and maintaining open communication all help build confidence and loyalty. Employees who understand expectations and know they have support when challenges arise, are more likely to become long-term members of the team.

Recognition also plays a larger role than many employers realize. Celebrating safe driving records, work anniversaries, customer compliments, or exceptional teamwork sends a clear message that employees are valued. Recognition doesn't always require expensive bonuses. A simple thank-you, company lunch, gift card, or public acknowledgment during a staff meeting can have a lasting impact on morale.

Technology can also improve retention. Modern dispatch software, GPS routing, digital paperwork, and communication tools reduce frustration and allow drivers to spend less time dealing with administrative tasks and more time focusing on customers. Investing in equipment that makes the job easier demonstrates a commitment to both safety and employee satisfaction.

Company culture remains one of the strongest recruiting tools available. Drivers talk to one another. Companies known for treating employees with respect, providing quality equipment, and supporting work-life balance often receive referrals from their own workforce. Those referrals frequently become some of the best long-term hires.

As experienced drivers retire, attracting younger workers into the moving industry becomes increasingly important. Many younger employees are looking for more than just a paycheck, they want opportunities to learn new skills, advance within a company, and be part of an organization that values their contributions. Companies that invest in training, mentorship, and career development are often better positioned to build the next generation of professional movers.

There is no single solution to the driver shortage, but companies that focus on retention often discover they don't need to hire as frequently. Every experienced employee who chooses to stay represents valuable knowledge, stronger customer service, improved safety, and lower recruiting costs.

At the end of the day, the best recruiting strategy may simply be creating a workplace where people want to build a career. In an industry built on trust, professionalism, and teamwork, investing in your employees is one of the smartest investments your company can make.


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