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## Limousine Association of New Jersey

### E-News

March 10, 2020

The Limousine Association of New Jersey E-News is published on the second and fourth Tuesdays of each month expressly for the organization's members.

### Register Here for 3/18 LANJ Lunch Meeting

All LANJ members are invited to attend the Limousine Association of New Jersey **Spring 2020 Luncheon Meeting** on Wednesday **March 18** at 12 Noon at The Wilshire Grand Hotel, 350 Pleasant Valley Way, West Orange, NJ 07052.

To register, please just respond to this [email](#), confirming company and registrant name(s) and saying "I'll/We'll be there!"

The meeting will feature a keynote address by **Tracy Raimer**, executive vice president of Windy City Limousine in Chicago, who will tell her story about the critical relationship-building that she developed and utilized to take her from formative years as the founder of a one-vehicle ground transportation company to her current roles as senior officer of Windy City Limousine, one of the largest chauffeured car enterprises in the U.S., president of the Illinois Limousine & Bus Transportation Association and board member and newly elected second vice president of the National Limousine Association.

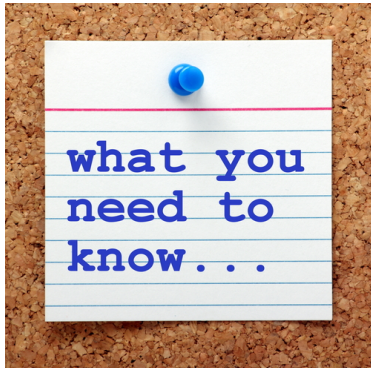


There is no fee to attend. Sponsored by **Complete Fleet Livery Sales, Smythe Volvo of Summit** and **Volvo Cars USA**, the included lunch also is complimentary.

Again, to register, please just respond to this [email](#), confirming company and

registrant name(s) and saying "I'll/We'll be there!"

## **Workers' Rights and Coronavirus: What Company Owners Need to Know**



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Company owners, consider the following article by Dino Flammia on workers' rights and the coronavirus that was published online by **New Jersey 101.5** on March 8. While it is written for an employee audience, the implications for employers are very clear.  
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### **Need to Miss Work Because of Coronavirus? Your Rights in NJ**

"Don't feel safe going to work because of coronavirus fears? You may be out of luck.

"But you do have some protections should the novel coronavirus hit too close to home and you're forced to put your job on the back burner.

"Depending on how long you've been with the same employer, and the size of a company, the federal Family and Medical Leave Act grants workers up to 12 weeks off for certain family and medical reasons, such as a serious health condition. 'Certainly, coronavirus would constitute a serious health condition under that law,' said Adam Kleinfeldt, a partner at Deutsch Atkins, P.C.

"The Hackensack-based workers' rights attorney noted the federal law applies to workers who've worked at least 1,250 hours over the last 12 months, and employers who have at least 50 workers within a 75-mile radius.

"New Jersey's family leave law, meanwhile, does not apply to an employee's personal health problems, but does let workers take time to care for a spouse, child, parent or partner who's suffering. The state's Paid Family Leave Act gives eligible workers up to six weeks of paid (two-thirds of salary) time off. Your fears of handshakes and sharing desks, though, don't cut it when all your allotted time off has been exhausted and you're itching to stay away from the workplace.

"I drive down Route 80 everyday to get to work, and I'm afraid I'm going to get rear-ended by a tractor trailer. That doesn't give me the excuse not to come to work,' Kleinfeldt said.

"Marilou Halvorsen, president and CEO of the New Jersey Restaurant & Hospitality Association, said the novel coronavirus has been a 'very prevalent discussion' of late in her industry, but employees haven't reached the point they're fearful to show up.

"'Restaurants and hotels certainly always have to practice very high standards of sanitation, but now even more so it's critical,' Halvorsen said.

"Signed in 2005, a New Jersey law does grant job protections to workers who may not actually be carrying the virus but are placed in quarantine to be safe, perhaps due to prior travel or activities. The same law applies to individuals placed in isolation.

"'Under New Jersey law, provided the employee within 90 days of being released from isolation or quarantine seeks reemployment, the employee(r) would have to give that person their job back with the same pay, unless the employer can show that the circumstances at work have changed so much as to make it impossible or unreasonable to reinstate the employee,' Kleinfeldt said."

## **Operators: Are You Signed Up for LANJ Members Resource Page on Facebook?**

Have you signed up for the **LANJ Members Resource Page** on Facebook?

If not, what are you waiting for?

The LANJ Member Resource Page is a terrific, fast and easy-to-use tool to tap into the LANJ network of members for job trades and/or other requests you want to make to your peers

To sign up, all you need do is click "Groups" on the left menu of your own Facebook news feed. Then, in the search bar at the top, enter "LANJ Members Resource Page," then click "Join Group" below the cover photo.

You will have to wait until a LANJ group administrator approves your request (only LANJ members may use the page) but, as soon as you receive approval, you're all set.

The LANJ Members Resource Page on Facebook is another benefit of your Limousine Association of New Jersey membership.

Do take advantage of it!

## No Operator Left Behind Day Is May 12 Seating Limited; Sign Up NOW



The National Limousine Association and Limo University are hosting the first **No Operator Left Behind Day on May 12** (9 AM - 5 PM) at The Wilshire Grand Hotel in West Orange.

The all-day event is FREE for all NLA operator members regardless of fleet size. It also is open to all non-NLA operator members. **Seating is limited to the first 200 operators who register.**

The date for the gathering was chosen purposely to coincide with the **Limousine Association of New Jersey's 18th Annual Dinner Auction** that will be held at the same venue that evening.

All in all, May 12 will provide an incredible opportunity for industry education and affiliate networking within driving distance for all LANJ operator members.

For complete details and to register, see <https://nolbday.com>.

It is important to note that the event is free for NLA members because of the generosity of these sponsoring companies:



Please be sure to read the cancellation policy for free tickets.

Questions?

Contact [Bill Faeth](#) at Limo University or [Kyle Hammerschmidt](#) at the National Limousine Association.

**Limousine Association of New Jersey**

**[www.LANJ.org](http://www.LANJ.org)**

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