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Retail Association of Nevada

FEBRUARY 2015

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NEVADA NEWS

HIGHLIGHTS AND ANALYSIS OF THE STATE OF THE STATE SPEECH

By Mary Lau

ON JANUARY 15, 2015, GOVERNOR BRIAN SANDOVAL GAVE

his State of the State speech to the people of Nevada. Following are highlights from that speech:

... Ladies and gentlemen, we stand at a unique moment in time. Having just completed our Sesquicentennial, we have proudly celebrated our state's history. Tonight we begin writing the next chapter of that story. We must decide if that chapter is about getting through the next two years, or about creating a New Nevada—for the generations to come.

... Even though some said it couldn't be done, we managed to lay the foundation for a New Nevada:

Nevada became one of only six national training sites for unmanned aerial systems. We attracted Tesla in one of the most competitive site selections in our nation's history. We became the home to dozens of other national brands that now employ Nevadans in industries of the future—cyber security, medicine, aviation, renewable energy, manufacturing, data storage and more.

... Because of our collective effort, I believe we now stand at the threshold of a New Nevada.

... Although we can never lose our focus on job creation and the economy, we must now turn our attention to Nevada's generations to come, the youth of our state.

... Improving our public education system must therefore begin with modernization, and modernization requires investment. But our investment cannot be buying more of the same.

... Nevada is a different place. America is a different place. The world is a different place. Yet we rely on the same public education governance and financing models established 50 years ago.

... Studies show that a child's chances of graduating from high school are cut in half if they are not reading at grade level by third grade. I will therefore work with Senator Becky Harris and the Senate Committee on Education to introduce a "Read by Three" bill to help ensure every student is reading by third grade. My

budget includes nearly \$30 million to support this literacy effort.

... My budget also begins modernizing our classrooms through instructional technology. Today, we invest less than \$4 million over the biennium in school technology.

... My budget will launch the Nevada Ready 21 Plan. This plan will put digital devices in the hands of middle school students throughout Nevada and ensure teachers have the necessary training for this new environment. Nearly \$50

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million will be Invested.

... My budget includes a new grants program designed to ensure students are college and career ready by graduation — as well as a significant expansion of Career and Technical Education, Jobs for America’s Graduates and STEM education. In total, this effort will make over \$20 million available to our high schools.

... Last session we introduced for the first time additional resources for Nevada’s English language learners. We created the Zoom Schools, and early indicators point to the kind of success we expected. My budget doubles our original investment for a total of \$100 million this biennium.

... But English language learners are not the only school population with differing needs. My budget includes \$50 million for students in the most impoverished parts of our state. I propose calling them “Victory Schools,” signifying our commitment to help these students overcome adversity.

... My recommended budget provides \$10 million to establish a true Gifted and Talented Learner allocation.

... Our new investment

... must come with performance measures and accountability.

... I will again support Opportunity Scholarships, giving tax credits to businesses that provide tuition-based scholarships for at-risk students to attend private schools.

... I support legislation that increases the quality of public charter schools. My budget provides \$20 million in matching funding to encourage successful, proven charter school organizations to open more charter schools in Nevada.

... I will also support legislation to enact true collective bargaining REFORM in our school system.

... Over 4,000 incidents of bullying and cyberbullying were reported in Nevada during the last school year. I will work with Senator Parks and Assemblywoman Spiegel, champions of school safety and anti-bullying efforts, to propose legislation this session to reform Nevada’s anti-bullying laws.

... We will require districts to set aside money TO REWARD the very best teachers and principals, and to attract them to teach at underperforming schools.

... This is my plan to improve education. We will make investments from early learning through high school graduation. We will support enhancements in technology, students at risk, gifted students, teachers and principals, school choice, and construction. We will tie those investments to performance, with targeted grants wherever possible. There will be no blank check. We will revise collective bargaining laws. We will also modernize and transform the system. And we will ensure that our students are ready for success in college and careers.

... Today, only one out of three Nevadans have the benefit of education or training after high school.

... Yet we know the jobs of the future will require two-thirds of us to have post high school credentials.

... The New Nevada will need more scientists, machinists, engineers, computer programmers, welders and other STEM workers to grow our new



Governor Brian Sandoval

... industries. Our colleges and universities are the key.

... Last session we took steps to introduce performance funding to the Nevada System of Higher Education.

... My budget includes new operating funds in the amount of \$76 million for higher education, plus \$24 million in bond funding for capital construction.

... A UNLV hotel school is funded with \$24 million. There is absolutely no reason why the best hotel school in the nation should be anywhere but Las Vegas.

... Las Vegas also needs a medical school.



STATE OF THE STATE *Continued from page 2*

...
The Board of Regents has recognized this need and I am pleased to provide the first \$9.3 million for the initial costs of establishing the new UNLV medical school.

...
My budget includes \$10 million in new funding for graduate medical education to attract and retain the best new doctors in America to train and stay in Nevada.

...
All in—from preschool through graduate school—the proposals I have outlined tonight will invest \$882 million in education in our state over the next two years.

...
For four years, we have held the line on spending. Temporary revenue measures, cuts, and efficiencies were necessary—we sought to get Nevada working again, and we did it.

...
For the coming budget cycle, the Forum projects General Fund revenues will only be slightly more than the 2005–2007 budget—ten years ago!

...
The budget I am proposing includes \$7.3 billion in General Fund spending—significantly less than agency requests. But it begins the strategic investment in the education

... that we require. I believe this is necessary, even critical, for our future.

... We must also consider Sensible reform to the Public Employee Retirement System and the way we pay state employees. My budget will no longer require state employees to take furloughs.

... First, the so-called “sunset taxes” must be continued to cover basic expenditures.

... They provide revenue not only for the General Fund but also the Distributive School Account.

... Second, we must identify new sources of revenue.

... \$132 million can be found through changes to existing state law, and this will help address some structural issues. But we must fully fund the education initiatives I have outlined.

... I am therefore proposing a broad-based solution that asks Nevada business to invest in our education system. By modifying the existing Business License Fee to a graduated scale, we will generate over \$430 million in the next two years—funding equal to the investment in Pre-K through twelfth grade that I am proposing in this budget.

... I realize these decisions are difficult.

... I know I am asking a lot from the business community.

... But I have explored every option and find this to be the broadest, least complicated, and fairest solution.

... Business License fees will be immediately available, something that is critical for our budget. And this revenue will grow as the economy grows in the years ahead. I know this approach will cause debate.

... Nevada is poised to lead the nation in the technology sector.

... My budget includes funding to re-ignite the Governor’s Office of Science, Innovation and Technology. It will bring focus to our STEM strategy and coordinate broadband connectivity so that our schools, telemedicine, and communities have the necessary access to fiber technology.

... Switch, the world’s largest data center, is poised to expand to Northern Nevada, bringing \$1 billion of investment with it. Switch also plans 1 million square feet of new data center space in Las Vegas, for a total

... investment of \$2 billion. ... This will make Nevada the most digitally connected state in the nation.

... Getting housing construction back to pre-recession levels would create thousands of new jobs. I am calling on the Legislature to pass reasonable construction defect reforms to revive our housing market, and bring new jobs to Nevadans.

... The Department of Transportation’s Project NEON will invest \$250 million to improve southern Nevada’s I-15, reduce congestion, and create construction jobs.

... Other statewide projects will use another \$230 million for construction, maintenance, and future planning. In Las Vegas, the Convention and Visitors Authority is helping us remain competitive with the proposed Global Business District.

... This District will add crucial new technology that conventions demand, and it will add new trade show space that could generate \$700 million in economic impact every year. This project is critical to maintaining Las Vegas as the entertainment and convention capital of the



STATE OF THE STATE *Continued from page 3*

world.
 ...
 Threats to the sagebrush ecosystem, and the resulting potential impacts to Nevada's wildlife, agriculture and mining, offer another area where Nevada can lead.
 ... I will continue to support Nevada's cutting edge plan to protect our habitats and avoid a listing of the Greater Sage Grouse.
 ...
 My administration is also proposing to centralize

eleven agencies within the Department of Business and Industry into a convenient one-stop shop—the Nevada State Business Center. This Las Vegas complex will reduce costs, and provide better service to our business community.
 ...
 My budget contains \$14 million in bond funds to build the Northern Nevada Veterans Home.
 ...
 We live in a state that

is transforming before our eyes—with 21st Century companies, jobs and technologies that place us at the forefront of innovation and the new economy. Yet we still operate with decades-old funding systems and an education structure that will eventually grind us to an inevitable halt.
 ...
 But we are united in our desire to move Nevada forward with a transformed

education system; a healthy citizenry; safe and livable communities; a vibrant economy; and an efficient and responsive state government.
 ...
 With our spirit of perseverance and courage, we must dare to write the next chapter of the Nevada story.
 ...
 A story that Nevadans in 2064 will look back on and say, "they did it right". ■

ANALYSIS OF STATE OF THE STATE SPEECH

By Mary Lau

THIS STATE OF THE STATE SPEECH IS THE MOST EXCITING

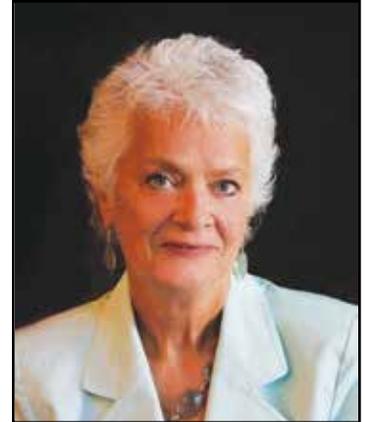
one I have ever heard. As indicated by the applause, I think my peers agreed. The speech has been called "bold," "ambitious," "creative," "strong" and "stunning," and to some—"shocking."

I call it a "Profile in Courage." Governor Sandoval loves Nevada and has proposed a clear pathway to its future in the 21st Century.

His education proposals cover the challenges of the past and propose corrections for the future. While at the same time, he's proposing performance standards requested by so many for the past decade. It's courageous in this day and age to ask for tax hikes,

even for those things you believe will save your State. Yes, he's asking for taxes and at the same time, he's putting money into projects which will create more jobs, lower the unemployment numbers, and place more disposable income into Nevadans' hands. And to ensure those jobs, he's providing for the preparation of those who will be needed to fill the technological positions. At the same time, he's giving a boost to those in the construction industry.
 The details of the Business License Fees (BLF) have become available as of this writing and the Governor's plan, while ambitious is plagued with the shadows of history. We have had numerous legislative sessions over

the years that tackled the subject of appropriate taxation for businesses, both privilege license holders and non-privileged; they have been vetted, rejected, tweaked and passed. The cry has been "third-leg of the stool" as gaming and mining have for years been the bulk of our general fund dollars; however, that has changed.
 Several gaming properties that have had vision and expertise at the helm have become more retail properties with a gaming floor, that and the growth the State has experienced has made sales-taxes the bulk of income. We also have a majority business sector made up of "serviced-based" industries.
 During the last election cycle Governor Sandoval openly opposed and spoke



Mary Lau

often against the "Teachers' Initiative," which was in essence a tax on Gross Margin. He highlighted that Nevada had to reflect our economy and business models within our State.
 During the fight against this initiative, businesses were also meeting with others, including legislators, to assure that education was more thoroughly funded in

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ANALYSIS *Continued from page 4*

this State and, coupled with reforms and measurements, these efforts raised taxes (some indications were that they exceeded the Governor's request) but in a way that RAN felt would enhance revenue without crippling businesses.

Even abatements, exclusions, and exemptions were heavily discussed as those "tools," while helpful,

can also cripple effective taxation. Take the current MBT—approximately only 20% of businesses pay it now. The year after it passed, it was a general business tax and over-performed to the point that Governor Guinn in 2005, returned \$300 million dollars to the public using the DMV as a method to determine receivers of this "bounty".

While we applaud our Governor's vision, the tunnel he headed down does not reflect what our feelings are for the highest and best good of the State of Nevada's citizens or businesses.

The 2015 Legislative Session will be interesting, but it is our intention to work with legislative leaders, and flush out the best

solution possible prior to passage to the Assembly.

You will be hearing a lot about the BAT, BLT, GRT, MBT, Margins Tax, tax talk ad infinitum, and RAN will be participating in all discussions to ensure the best possible results for you ... our members. ■

Mary Lau

LEGISLATIVE CHAIRMEN

Editor's Note: It's been almost 20 years since Republicans have had a chance to run legislative committees in the Assembly. It's a much shorter time for the Senate, but due to term limits, there are no Republicans left in office who chaired committees in the past.

With this issue, we start a series on the new chairmen/women, their style of leadership, goals and what chairmen they admired in the past, if any.

COMMERCE AND LABOR (& ENERGY IN THE SENATE):

SENATE: Meets M, W, and F at 8:00 a.m. in Room 2135

Chairman: James A. Settlemeyer SD 17 (Douglas, Lyon, Churchill Storey Counties) (Co-Majority Whip)

Senator Settlemeyer is the only Agriculturalist in the Legislature. He runs his family ranch, which has been owned by three generations of his family, located in the Carson Valley.

"My great-grandfather came here in 1880 from Germany and went to work on a ranch. After

ten years of hard work, he was able to raise enough money to buy his own ranch, and we've been here ever since," explained Settlemeyer.

He attended California Polytechnic State University and graduated with a degree in Agricultural Education/ Agricultural Science. His early career was marked with many honors and appointments. Prior to running for office, Settlemeyer chaired the Carson Valley Conservation District and the Nevada State Conservation Commission.

Following his election to the Assembly in 2006, Settlemeyer served in the

2007 legislative session on the Commerce/Labor, Government Affairs, and Elections Procedures & Constitutional Amendments Committees, and was re-elected to the Assembly in 2008. In 2010, the senate seat in his district opened up and Settlemeyer successfully ran. He ran unopposed for re-election to his Senate seat in 2014.

"It's true I haven't chaired a legislative committee before," he said, "but I have chaired other kinds of committees and commissions including the U.S. Small Business Administration Region IX Regulatory Fairness Board.



James A. Settlemeyer

"My goal is to give all the bills a hearing, although we may not have time to vote on all of them. I want to be fair. I've seen how partisanship can hurt good legislation that could help the people of Nevada, and I don't want to do that.

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LEGISLATIVE CHAIRMEN

Continued from page 5

"I liked the way (the late) Senator Raggio ran a committee and (former) Senator Randolph Townsend has given me some advice, which I value. So I guess that's the type of style I would like to have. Since the chairman of the Assembly Commerce Committee is also a Republican, I hope we can have some joint meetings to save time and expense for those having to testify," he said.

The Commerce Committee hears bills mainly dealing with business and energy. Regulatory boards and the Public Utility Commission will have their proposed bills heard by this committee. Of importance to many is legislation dealing with prescription drug abuse, which will also come before the Senate Commerce, Labor and Energy Committee.

Settelmeyer will also serve as Vice Chair of the Senate Legislative Operations and Elections Committee as well as a member of the Natural Resources Committee.

ASSEMBLY: Meets M, W, and F at 1:30 p.m. Room 4100

Chairman: Randy Kirner, AD 26 (Reno)

When people start talking about pensions and benefits, everyone looks around for Randy Kirner. It's only natural since Kirner has an impressive background in education, military service and corporate businesses. He came to Reno in 1997 as the Corporate Vice President of Human Resources for International Game Technology. During his tenure, IGT was noted as one of the best places to work in Nevada.

Former Governors Kenny Guinn and Jim Gibbons appointed Kirner to the Public Employees' Benefits Program (PEBP) board to represent the private sector, where he served 11 years.

"Despite my career with corporations, I know first-hand how important small businesses are to the economy and how it doesn't take much to put them on the ropes. You see my father was a small business owner who ran an ornamental iron business. I know what he went through," Kirner said.

Kirner first ran for the Assembly in 2010, and upon winning was placed on the powerful Ways & Means Committee plus the Transportation Committee and the



Randy Kirner

Education Committee (one of his other major interests).

Re-elected in 2012, he was re-appointed to the Ways & Means Committee, along with the Education Committee. And he was pleased to also be appointed to the Taxation Committee.

"I have a lot of experience in chairing other types of committees and I even chaired the PEBP Board, and this might be a bit different, but I feel confident that I can handle it. And staff is there to give an assist if needed. I suppose one of the chairmen I admired most was Irene Bustamante Adams (Taxation – 2013). I was impressed with her professionalism, calmness and the evenhanded way she ran the Committee.

"I plan on hearing all the bills we can and being very open. A number of us have talked about

how poorly we think the minority was treated in past years and while some observers expect us to get revenge now that we're in the majority, that's not what we're going to do. We want to show the minority how bills should be handled in a non-partisan way that best serves the people of Nevada," he explained.

While Kirner isn't certain a joint committee meeting can be arranged with the Senate (due to time differences) he thinks it would be more efficient for someone like the First Lady Kathleen Sandoval, if she wanted to testify on prescription drug abuse or another issue in which she had a keen interest.

Kirner also has some legislation dealing with collective bargaining, but those bills will be heard by the Government Affairs Committees or in the case of teachers, perhaps Education Committees.

Other committee responsibilities for Kirner include Vice Chair of the Taxation Committee, member of the Ways & Means Committee and Vice Chair of the Assembly Ethics Committee. ■



THE RIGHT PITCH

By James Larsen, Ph.D.

IMAGINE WALKING INTO THE SHOE SECTION OF YOUR SPORTING GOODS

store and recognizing a dejected young man examining basketball shoes. He's the star player from the local high school, and he missed a crucial lay up in the previous night's loss to a cross-town rival. Here he is, shopping for shoes in your store. Guess which opening statement will lead to a sale?

Option 1: "That's a fine shoe you're holding there. You'll be amazed how fast and easy you'll improve with that shoe."

Option 2: "That's a fine shoe you're holding there. If you work hard, it will hold up well for you, and your game will improve pretty quickly."

You can be forgiven for choosing option 1, the wrong option, because emphasizing ease of use is so common that many people in sales resort to it like a default. Everyone, the reasoning goes, wants an easier life where important goals can be reached with minimal effort. For example, countless video and print ads portray the goal of a clean, orderly house reached by relaxed, well-made-up housewives allowing featured products to virtually do the work for them.

The logic of minimal

effort leading to the fulfillment of important goals when those goals are threatened didn't sit well with Keisha Cutright from Wharton School at the University of Pennsylvania. There's too much psychological research that refutes this logic, so she tested option 2 which promised good results with hard work. In five head-to-head experiments posing option 1 against option 2, when people were feeling a loss of control, a product that offered to help them regain control if they worked hard to achieve it was the clear winner.

How could that be true?

People often feel frustrated in reaching goals, and this frustration often leads them to the marketplace to find products and services that will help them. The list includes a clean house, good health, adequate income, school achievement, sport and fitness goals, appearance, and many more. Professor Cutright describes these needs as a loss of control, i.e. the achievement of goals seems out of one's control.

Products that promise good, rapid outcomes with hard work, offer reassurance that desired outcomes are possible. They also offer a partner (the product or service) to help them

achieve these outcomes. As a result, people feel empowered because it was their own hard work that made the difference.

Professor Cutright's research answers a question that has always bedeviled retailers: Why do people walk away when they clearly need a product and have the means to purchase it? The answer: The merchant promised an easy answer, a product that required little effort, and consumers, feeling a loss of control, don't want this answer. They want to work hard to reach their goals.

Cutright also found two limiting conditions. First, people are only motivated to partner with high-effort products and work hard in the specific areas in which they feel low control. For example, the basketball player who is

willing to work hard to play better basketball will not also want to work harder to have a shining clean kitchen floor. Retailers will need to anticipate feelings of loss of control using situational cues, as did the retailer using option 2 in the opening example. Skillful sales people also know how to stimulate feelings of need for a product.

A second limiting condition involves the speed of achieving goals. Cutright's research found that consumers were only interested in acquiring high-effort products if they were promised rapid progress toward their goals. If the retailer cautioned that progress would be slow, then consumers preferred low-effort products that didn't require their hard work. ■

Reference: *businesspsych.org*

A recent article in the Las Vegas Review-Journal listed the top 10 influential people at the legislature. Here is one of them:

MARY LAU: Mary Lau has been the voice of Nevada's retail industry for nearly three decades. As president of the Retail Association of Nevada, she is influential in guiding tax policy and legislation that affects the state's second largest sector employing more than 135,000 and the business community as a whole. Lau will play an integral role in the discussions when lawmakers debate Gov. Brian Sandoval's proposed \$1.1 billion tax package that includes revamping the state's business license fee based on gross receipts, a policy the association has historically opposed.

LAS VEGAS REVIEW-JOURNAL



Nevada Notes

MINIMUM WAGE VIOLATIONS BRING FINE

A Las Vegas limousine company will be required to pay \$232,317 to 479 employees for violating the federal Fair Labor Standards Act and paying workers less than minimum wage.

The Las Vegas office of the Labor Department's Wage and Hour Division found that the company had made improper payroll deductions and applied an incorrect formula to determine whether employees received enough in tips to support the credit the company claimed against its obligation to pay minimum wage.

Labor Department regulators determined that the limousine and shuttle bus company had made payroll deductions for vehicle repairs, uniforms, drug tests, fuel, name badges, cash shortages and water cups. That resulted in commission-based drivers falling below the minimum wage of \$7.25 an hour.

A statute of limitations prohibits the department from reviewing records more than three years old. The decision to require the company to pay the more than \$230,000 to employees was an effort to compensate them for

what they were due. The department could have levied an additional fine on the company, and that may occur if there are further violations.

The Fair Labor Standards Act requires that covered employers pay nonexempt employees at least the federal minimum wage of \$7.25 for all hours worked and time and a half of the regular rate after a 40-hour work week.

Taxi and limousine drivers are exempt from a state minimum wage of \$8.25.

Under the law, tips are the property of the employee who receives them, but employers can benefit by claiming a credit based on what they pay toward minimum wage. If an employee's tips combined with the employer's direct wages do not equal the minimum wage, the employer must make up the difference during the pay period.

An employer that claims a tip credit is required to pay a tipped employee at least \$2.13 an hour in direct wages, provided that amount plus the tips received equals at least \$7.25 an hour.

LVRJ

FOUR PEOPLE HAVE BEEN INDICTED IN A TELEMARKETING SCHEME IN LAS VEGAS THAT AUTHORITIES SAY DEFRAUDED SMALL BUSINESSES.

The federal indictment, unsealed late Tuesday, names Jason Demko, 38, his mother Lorraine Riddiough, 66, and Lisette Alvarez, 27, all of Las Vegas, as defendants. The fourth defendant, Mark Jones, 32, is from Ohio.

All face conspiracy and wire fraud charges and are free on their own recognizance after pleading not guilty in court.

U.S. Magistrate Judge Cam Ferenbach on Wednesday set a March 16 trial date.

According to the indictment, the defendants were involved in Demko's telemarketing company, Foundation Processing Center, which defrauded businesses out of hundreds of thousands of dollars by soliciting fees and services to help find federal funding to keep the businesses afloat.

TELEMARKETERS INDICTED FOR SCAMMING SMALL BUSINESSES

Small Business Funding Co., Company Funds Inc., Foundation Research Inc. and Silver State

Holding Co. were indicted for scamming small businesses that paid them upfront fees to gain access to government grants.

The scheme is alleged to have occurred between January 2013 and February 2014, and federal prosecutors are seeking to recover \$307,060 from the defendants.

The indictment is part of an FBI crackdown on telemarketing companies that defraud struggling small businesses by falsely promising to help obtain federal grants.

LVRJ

SHOPPING CENTERS SHOW RENEWS LAS VEGAS CONTRACT THROUGH 2019

One of the nation's top commercial real estate conferences is renewing a contract that will keep the show in Las Vegas through 2019 with an option to continue through 2022.

The International Council of Shopping Centers, which stages its RECon show at the Las Vegas Convention Center every spring, announced its contract renewal at Tuesday's Las Vegas Convention and Visitors Authority board meeting.

The event has grown to become the largest gathering of shopping center executives in the world.

LVRJ



National Notes

NACDS BACKS BILL TO OPEN STATE-APPROVED PHARMACIST SERVICES TO MEDICARE PATIENTS

Bipartisan legislation introduced in the U.S. House of Representatives at the end of January would formally designate pharmacists as healthcare providers under Medicare Part B. Supported by NACDS, the bill would amend The Social Security Act of 1935 to enable pharmacists to provide to Medicare patients in underserved communities services that pharmacists already are providing for other patients under state law.

The Pharmacy and Medically Underserved Areas Enhancement Act (H.R. 592) — introduced by Reps. Brett Guthrie (R-KY), G.K. Butterfield (D-NC), Todd Young (R-IN) and Ron Kind (D-WI) — would elevate pharmacists' ability to improve patient health.

Press Release

KROGER, WALGREENS, WAL-MART EXECS RECOGNIZED AS SHAPING RETAIL'S FUTURE

The National Retail Federation's NRF Foundation has named Kroger Group Vice President of Corporate Affairs Lynn Marmer, Walgreens Boots Alliance President of Digital and Chief Marketing Officer Sona Chawla and Wal-Mart Stores

Senior Director of Military Programs Gary Profit to The List of People Shaping Retail's Future.

NRF

KEY ISSUE RESOLVED IN DOCK LABOR DISPUTE

Negotiators working on a new contract for dockworkers at West Coast seaports, which handle about \$1 trillion worth of cargo annually, have resolved a key dispute in their difficult talks, according to an association representing employers.

Dockworkers continued to move containers after the contract expired in July, but by autumn disputes at the bargaining table spilled into the workplace and cargo has struggled to cross ports that account for about one-quarter of the nation's international trade.

Agricultural exporters say some goods spoil before they get to market, while importers of furniture and other consumer products say their products are stuck on the docks rather than in stores.

The new agreement addresses neither wages nor pensions, but what would seem an ancillary issue: who maintains and repairs the truck beds used to haul containers of cargo from dockside yards to distribution warehouses.

Chassis repair became a big

stumbling block, however, because automation at seaports is expected to take jobs — and the International Longshore and Warehouse Union wants to find new members where it can.

While the union's rank-and-file would still need to approve the deal as part of a final contract package, the fact that their negotiators agreed to it suggests employers will allow the union to control the jobs.

The chassis issue reflects deeper problems at West Coast ports, particularly at the massive complex in the harbors of Los Angeles and Long Beach.

AP

U.S. RETAIL SALES FALL 0.9% IN DECEMBER Sales Rose 4% in 2014, Smallest Annual Increase Since Recession Ended

U.S. consumers pulled back on spending at retailers in December, a sign shoppers may have become more cautious as the holiday season ended despite lower gasoline prices.

Sales at retailers and restaurants decreased a seasonally adjusted 0.9% in December from a month earlier, the Commerce Department said. That was the largest monthly decline since January 2014.

Excluding gasoline sales, purchases fell 0.4%, while

spending declined 1% when removing the volatile autos category.

Economists surveyed by The Wall Street Journal had predicted overall sales to fall 0.2% and sales excluding autos to also decline 0.2% in December.

For all of 2014, retail sales rose 4%. That was a slightly weaker gain than the 4.1% advance in 2013 and the smallest annual increase since the recession ended in 2009. Falling gasoline prices played a role the 2014 reading. Excluding gasoline, retail sales rose 4.8% last year.

The annual gain in overall retail sales is still running well ahead of inflation. The consumer-price index advanced 1.3% in November from a year earlier.

December's decline comes after downward revisions to sales in the previous two months. November purchases at retailers were revised to a 0.4% advance from a previously estimated 0.7% gain.

Savings from lower gas prices do not appear to result in more spending. Some households are using the savings to boost bank accounts, reduce debt or cope with increased rent or medical bills—service spending that isn't part of the retail report. *WSJ*



Important Information for SIG Members

NRS requires all existing members of a self-insured group to be notified of all new members.
NRNSIG new members are listed below.

- AFSCME Local 4041
- Clearly Nevada Inc.
- Euphoria Wellness LLC
- Genoa Country Store LLC
- Italian Capital LLC
- Kenneth Smitreski dba 7-Eleven #23074D
- Legacy Animal Hospital LLC
- Little Timers Academy LLC
- Maggie May LLC dba Sunridge Animal Hospital
- Mona's Ranch
- Newberry Inspections LLC
- Nevada State Board of Athletic Trainers
- The Siegel Group Nevada, Inc.
- Restaurant Equipment Services, LLC
- RSVP Party Rentals Inc.
- S. Thomas dba Crystal Clear Car Wash
- Sage Health Services LLC
- The Acorn Tree LLC
- Works In Progress Inc.
- Zane Investigations

NRNSIG members who wish to register a negative vote on a new group member, please write NRNSIG at 575 S. Saliman Road, Carson City, NV 89701, indicating which member and the reason(s) for the negative vote.

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- Reduced rates
- Full Control of your coverage
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- Protect your Employees
- Comply with State Regulations
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RAN BOARD/LEGISLATORS TOUR HOME DEPOT

By Amanda Schweisthal



THE RETAIL ASSOCIATION OF NEVADA IS AN ALLIANCE

of Nevada's most successful and innovative retailers. Our members are a collection of every size retailer and we're proud our Board of Directors is a true representation of these various sizes.

RAN's Board of Directors gathered for their annual meeting in Reno last November.

The Board welcomed new RAN Board Members The Carson Valley Inn (represented by Steve Chappell) and Debug Computers Inc. (represented by Keith Barham).

The Home Depot hosted the Board meeting and members were treated to a tour of the Reno facility. Joining them were Assembly Majority Leader Paul Anderson (R-LV) and Chairman of the Senate Committee on

Commerce and Labor, James Settlemeyer (R-Rural). Touring retail facilities gives legislators and guests an opportunity to see how retail stores and their employees strive to serve their customers and communities.

Perhaps Jeremy Wallis, district manager of Home Depot, said it best: "We were excited to welcome (Assembly Majority Leader Paul Anderson and State Senator James Settlemeyer to our (The

Home Depot store in Reno, and appreciate the time they devoted during this store-walk, to better understand the work that our Associates perform to continue to provide outstanding customer service to our customers in Nevada. We look forward to their leadership in the new legislative session." ■

PHARMACISTS' EXPANDING ROLE IN HEALTHCARE DELIVERY RECEIVES NOD FROM STATES NATIONAL GOVERNORS ASSOCIATION PAPER EXPLORES EXPANSION OF PHARMACISTS' ABILITY TO BETTER SERVE PATIENTS

ARLINGTON, VA.—A NEW PAPER BY THE NATIONAL

Governors Association (NGA) titled The Expanding Role of Pharmacists in a Transformed Health Care System emphasizes pharmacists' evolving roles beyond dispensing medications to providing direct patient care to patients. Following the paper's release today, the National Association of Chain Drug Stores (NACDS) President and CEO Steven C. Anderson, IOM, CAE issued the following statement:

"The increased recognition by lawmakers – and the nation's governors - of the evolving role of pharmacists in the healthcare delivery system is further realized

today with the release of the new paper by the National Governors Association. Citing better integration of pharmacists in areas of chronic care and overall efforts to improve patient health, the paper urges an exploration of enabling pharmacists to work to the top of their license to better serve patients in the states.

"Pharmacists are committed to their current role in helping patients use medicines safely and stay healthy. Trusted and accessible, we know that pharmacists are also playing an increasingly important role in the delivery of healthcare services, and now commonly provide immunizations, as well as medication therapy management (MTM) services. Pharmacists'

education and expertise help patients prevent and manage chronic diseases and provide simple medical testing services to manage health.

"We know that pharmacists are also uniquely positioned to provide services to patients, especially in underserved areas where healthcare may not be readily available. And with increasing healthcare costs, pharmacists also help make healthcare more affordable for patients, offering opportunities to save money on prescription medications and other services that can help them better manage and improve their health.

"NACDS looks forward to continuing its efforts with state and federal officials to employ

the correct strategies and policies to expand pharmacists' ability to practice at the top of their license for the benefit of patients."

NACDS represents traditional drug stores and supermarkets and mass merchants with pharmacies. Chains operate 40,000 pharmacies, and NACDS' 115 chain member companies include regional chains, with a minimum of four stores, and national companies. Chains employ nearly 3.3 million individuals, including 179,000 pharmacists. They fill over 2.9 billion prescriptions yearly, and help patients use medicines correctly and safely, while offering innovative services that improve patient health and healthcare affordability. For more information, visit www.NACDS.org. ■



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WASHINGTON RETAIL INSIGHT

RETAILERS SUPPORT EFFORT TO REPEAL THE AFFORDABLE CARE ACT

THE NATIONAL RETAIL FEDERATION (NRF)

expressed its strong support for legislation aimed at repealing the Affordable Care Act (ACA) in a letter sent to House Speaker John Boehner, R-Ohio and Democratic Leader Nancy Pelosi, D-Calif. NRF will consider votes on H.R. 596 and all related amendments and motions in its annual voting scorecard.

"Dealing with the ACA's employer mandate and reporting requirements have already brought unwanted cost and complexity to retail employers, despite the serial

delays," NRF Senior Vice President for Government Relations David French said.

"Moreover, the numerous unintended consequences of the law have slowed the creation of new retail jobs and limited the hours available to part-time employees."

NRF opposed the enactment of the health care law on the grounds that it focused more on government mandates and regulations rather than affordability and accessibility. Even though it opposed the law, NRF has worked to address the most egregious aspects of the law in an effort to reduce its negative impact on

employers and employees. In particular, NRF has sought the repeal of the employer mandate provision and its reporting requirements, and has supported bipartisan efforts aimed at restoring the traditional 40-hour workweek.

"Improving and fixing the ACA remains challenging at best, and finding real relief from the law's burdens is elusive. We believe the best course of action would be to repeal the ACA in its entirety and begin a truly bipartisan discussion and debate on the future of our health care system," French said. ■

UPCOMING EVENT

FMI CONNECT 2015
June 8-11, 2015
McCormick Place
(South Hall)
Chicago, IL

An exciting new program called the FMI Connect Business Exchange (CBX) will include Innovation Talks, Meet the Retailer opportunities and Partnering Meetings — Scheduled one-on-one meetings with potential business partners.