

LEGISLATIVE LEADERSHIP THOUGHTS

By Mary Lau

I N JANUARY'S NEVADA NEWS, WE FEATURED INTERVIEWS WITH

Senate Majority Leader Aaron Ford and Speaker of the Assembly Jason Frierson.

Both Majority Leader Ford and Speaker Frierson outlined their thoughts and caucus direction for this session during the opening day of the 2017 Legislative Session. Majority Leader Ford said that there will be heavy emphasis placed on workplace issues, minimum wages, wage parity, paid sick leave, education spending and efforts to roll back some of the education programs that were included in Governor Sandoval's priorities during the 2015 Legislative Session.

Speaker Frierson, while stressing some of the same, also highlighted the justice reform issues that had been discussed

during the interim. The committees have a lot of work ahead of them as there are 864 requests for bill drafts as of this writing.

Senate Minority Leader Michael Roberson has indicated that he will oppose some of the changes to last year's laws and is also planning to introduce legislation requiring parental notification before a minor can obtain an abortion, taking state control over public lands and implementing a hybrid retirement system for public workers. These bills were on the agenda last session but didn't pass both houses for final signature.

At the present, Assembly Minority Leader Paul Anderson hasn't indicated any preferential legislation but with the full workload already laid out this session legislators and legislative committees will have a very busy time

processing the majority of bills, holding hearings and debating public policy.

Nevada has a highly-respected website amongst the various states that is easy to use and highly informative the address is: www.leg.state.nv.us. Of course, any member of the RAN Team will be happy to assist you in any way you may need.

Speaking of which, please let me introduce you to the RAN Team, highlighted beginning on page 2. ■

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RAN TEAM



Mary F. Lau
President/CEO

Mary Lau, a long-time member of the board for the Retail Association, became its President/CEO in the late 1980's. Her knowledge of Nevada's economic, structural, and political atmosphere makes her one of the most sought-after commentators on policy issues facing the Silver State. As a frequent guest on many of Nevada's talk shows, open forums and commentator in newspaper articles, Mary provides the Retail Association and its members the exposure and expertise that helps the retail industry marshal its agenda through the Nevada Legislature.

Lau directs a Government Affairs staff (which you can read more about below) that ensures RAN's members are fully represented in every category of issues that affect Nevada's retailers. Always accountable for the attainment of the retail industry's legislative portfolio, Mary takes her role as President of the Association to heart.

Besides being responsible for managing the larger issues that transcend the retail industry, she concentrates on how the retail industry interacts with Nevada's other large industries, with the goal that the state's business community works together toward a more open, transparent, and successful Nevada. Having been at the helm of RAN through many volatile legislative sessions, Mary Lau's experience makes her an invaluable resource to her staff, legislators, policy makers, and the state.

Mary has served on various boards and commissions during her tenure at RAN, including such diverse appointments to the Automotive Repair Advisory Board, Nevada State Board of Pharmacy and the Nevada Judicial Ethics Commission as well as private business and charitable boards.

Mary is a graduate of Sierra Nevada College in Incline Village Nevada.



As Senior Vice President for Government and Public Affairs **Bryan Wachter** is responsible for RAN's overall Government Affairs Strategy inside and

outside of the legislative session. Bryan serves as RAN's chief spokesman representing the Association in all forms of media and in many different situations; whether at a charity event presenting members of RAN to the larger community or defending the Retail Industry on TV, Bryan enjoys working for an extremely fluid and important industry in Nevada.

During legislative sessions Bryan is directly responsible for coordinating the position and execution of RAN's tax policies along with state budget concerns, and works with legislative leadership in both houses on issues connected to RAN's members concerns. Bryan is charged with coordinating the retail industry's tax concerns while remaining consistent to the Association's tax policies and strategically balancing the issues so that these don't outweigh the policy consideration of RAN's many other priorities. Bryan's job is to narrate the multifaceted context among all of the retail industry's priority issues. Whether the priority is taxes, healthcare, general merchandise, elections, transportation, or employment issues, Bryan coordinates RAN's considerable government affairs team to provide an overall coherent message.

Bryan is a life-long Nevadan and resident of Las Vegas but received his degree in political science from the University of Nevada Reno. When not in a legislative session, Bryan is also responsible for the management of the Las Vegas

offices of RAN and continues to develop policies, legislative communications and election strategies for its members.



Lea Tauchen serves as the vice president of administration and government affairs for the Retail Association of Nevada (RAN). She has been with RAN since January 2005. Prior to that, she was a district manager for General Motors Corporation in the San Francisco/Hawaii markets.

Lea earned a Masters of Business Administration from the University of Nevada, Reno. Her Bachelor of Science degree in Business Administration is also from the University of Nevada, Reno, where she majored in Logistics Management and minored in Computer Information Systems. She has also received IOM recognition through the Institute for Organization Management, a professional development program of the U.S. Chamber of Commerce known as the industry standard for association and chamber management.

At RAN, Lea leads the association's government affairs

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RAN TEAM

activities for the grocery and general merchandise sectors of the membership at the Nevada Legislature, state agencies, and local government municipalities. She handles public policy issues in the areas of employment, technology, sustainability, theft/fraud, tort reform, food, alcohol/tobacco, and much more. She serves as Chair of the Washoe County Food Policy Council, Board Member of Secret Witness, and member of the AG's Fight Fraud Taskforce, Truckee Meadows Food Security Community Action Network, Northern Nevada Security Directors Association, Northern Nevada Organized Retail Crime Alliance, Southern Nevada Organized Retail Crime Association, Join Together Northern Nevada Environmental Strategies Coalition, and Reno-Tahoe Young Professionals Network. Additionally, Lea oversees RAN's administrative operations including finance, budgeting, and human resources.



Elizabeth MacMenamin is Vice President of Government Affairs for the Retail Association of Nevada. She has been with

the Retail Association of Nevada since 1999 and one of her duties with RAN is to represent the Chain Drug Committee at the state regulatory and legislative level. She follows the healthcare and insurance issues in Nevada. She has also served as chair of the Industry Coalition on Prescription Drug Abuse, an issue the association has been actively participating on to help find solutions for our state.

Prior to moving to Nevada, Elizabeth studied Early Childhood Education and Development and took this knowledge into the classroom. She used her educational skills to develop and implement a two to three year old educational program at Whiz Kids Preschool, a Class A preschool in Lafayette, Louisiana.

In 1986 she returned to school to follow her desire to work in the legal field. She obtained an Associate's Degree in Paralegal Studies. After an internship in a local law office, Elizabeth was hired at the Physical Therapy Clinic of Carencro as a paralegal and was promoted to the Office Administrator in 1992. During the time in this position she was responsible for developing a billing system for the clinic and the day to day scheduling and operation of the clinic.

In 1999 she relocated to Nevada after accepting a position to work for a national franchise, the RotoRooter Franchisee Association, assisting Mary Lau, the president of the association. Some of the

many responsibilities were to assist in organizing an annual convention and the day to day administrative duties of the association.

In 2000, RAN offered her an opportunity to work with Mary Lau at the legislative level advocating for the association and its members. This position has involved various administrative responsibilities along with the advocacy function for the association.



Amanda Moss serves as the Director of Government Affairs for the Retail Association of Nevada, based out of the Southern Nevada office. She has been with RAN since June 2013, after completing a political science internship with the Assembly Republican Caucus during the 2013 Legislative Session.

Amanda earned a Bachelor's degree in Interdisciplinary Studies with an emphasis in Political Science and Psychology from the University of Nevada, Las Vegas in May 2014. She is currently taking classes at UNLV in Economics, and will obtain her Master's degree in the summer of 2019.

At RAN, Amanda is the lead

lobbyist for southern Nevada local government issues ranging from special licenses for liquor, medical and retail marijuana, to zoning regulations for parking lots and shopping carts. At the state level, Amanda handles election, transportation, and energy issues.



Piper L. Brown has been in the administrative field for 23 years working in various industries. Majority of her work history has been working for lobbying firms in California and Nevada.

Currently Piper is the office manager for the Retail Association of Nevada. She has been with RAN since 2010. Piper applies her strong organization skills to manage RAN's membership, track legislation for the government affairs team as well as maintains the general book-keeping. She also coordinates RAN's annual Board of Directors and Legislative meetings along with Legislative receptions.

Piper attended American River College, Sacramento and studied business management. She has also taken advanced courses in preparing income taxes and QuickBooks.



BDRs TO WATCH

By Lea Tauchen

A S THE 79TH LEGISLATIVE SESSION BEGINS, more than 900 bill draft requests (BDRs) have been submitted. These ideas for legislation have been proposed by legislators, legislative committees, the Governor's office, state agencies, and local governments. Each BDR has been given a number and a brief, one-sentence description, but the bill language has not yet been written to provide details of the provision.

Legislative issues that may have an effect on business operations can comprise such a broad range of topics that legislators often do not realize the consequences that their particular requests may bring. RAN serves as the resource to provide industry information and perspective. Here are some employment BDRs to watch that may impact business owners.

EMPLOYMENT ISSUES

- **BDR 7:** Requires an employer to make certain accommodations for a nursing mother.

- **BDR 14:** Enacts provisions from the federal Paycheck Fairness Act and makes certain other changes relating to employment.

- **BDR 289:** Provides for pay equity and fairness in employment practices.

- **BDR 316:** Provides certain restrictions on employment contracts relating to noncompete provisions.

- **BDR 419:** Revises provisions governing various business practices including non-compete and non-disclosure agreements.

- **BDR 453:** Revises provisions governing the payment of compensation for

overtime and the requirement for a 30-minute meal period.

- **BDR 637:** Authorizes the use of leave for employee caregiving time.

- **BDR 682:** Requires an employer to provide paid sick leave to each employee of the employer under certain circumstances.

- **BDR 709:** Provides tax credits for employers that provide paid family medical leave.

- **BDR 784:** Authorizes a court to award treble damages to an employee who prevails in an action or proceeding to recover unpaid wages.

- **BDR 831:** Enacts the Equal Pay Act for Nevada.

- **BDR 849:** Enacts the Right to Earn a Living Act.

- **BDR 865:** Requires certain increases in the minimum wage (\$12) paid to employees in private employment in this State.

- **BDR 866:** Requires certain increases in the minimum wage (\$15) paid to employees in private employment in this State.

- **BDR 867:** Senate Joint Resolution to increase the minimum wage.

RAN will provide an update on these measures as the legislative session progresses and more information becomes available. For questions or comments on employment issues, please contact Lea Tauchen at lea@rannv.org. To learn more about the Nevada Legislature or to watch live committee hearings, visit www.leg.state.nv.us. ■



DIFFERENT OPTIONS TO DISPOSE OF UNUSED MEDICATIONS IN NEVADA

By Liz MacMenamin

NEVADA HAS BEEN HAVING A PRESCRIPTION

Take Back Day for over seven years and RAN has been involved since the inception. This program has given citizens in Nevada the option to participate in disposing of their unused drugs. Those involved in organizing the collection were given an opportunity to educate the public on other options available to dispose of these drugs, especially the controlled substances.

A patient may also consider an in-home disposal system and

there are a couple of options for this type of disposal. The drugs can be rendered useless by putting them in coffee grounds or kitty litter and adding water and then placing it in the garbage container.

There are also low-cost bags available in a community pharmacy that may be purchased and used to dispose of unwanted drugs.

Law enforcement in Nevada has kiosks available 24/7 to allow a person to drop off unwanted drugs, but this is not the most convenient for most people. Walgreens, understanding this

problem, decided to be proactive on this issue and install these kiosks in certain stores in order to reduce the misuse of medications and curb the rise of overdose deaths. They first rolled out a program in February 2016, to install more than 500 safe medication disposal kiosks, and by the end of October they had achieved this goal. Since the installation earlier in the year, they have collected and disposed of more than 10 tons of medications in a safe and convenient location. (See previous *Nevada News* for locations in Nevada.)

There have been many approaches to dealing with this issue and RAN, along with its members, have been out in front of this issue.

Drug abuse is a public health and safety risk. The fact that more Americans die from prescription drug abuse than from motor vehicle accidents is a frightening statistic and one that legislators, the industry and others are seeking to lessen. RAN will continue to participate in the conversations and seeking solutions. ■

NRF FORECASTS RETAIL SALES WILL INCREASE 3.7–4.2 PERCENT — 2017

THE NATIONAL RETAIL FEDERATION TODAY

released its economic forecast for 2017, projecting that retail industry sales, which exclude automobiles, gasoline stations and restaurants, will grow

between 3.7 and 4.2 percent over 2016. Online and other non-store/online sales, which are included in the overall number, are expected to increase between 8 and 12 percent.

“The economy is on firm ground as we head into 2017 and is expected

to build on the momentum we saw late last year,” NRF President and CEO Matthew Shay said. “With jobs and income growing and debt relatively low, the fundamentals are in place and the consumer is in the driver’s seat. But this year is unlike any other—while

consumers have strength they haven’t had in the past, they will remain hesitant to spend until they have more certainty about policy changes on taxes, trade and other issues being debated in Congress.” ■



Nevada Notes

GOVERNOR SANDOVAL – STATE OF THE STATE/2017

Key points in

Governor’s address:

\$21.4 million for career, technical education at community colleges, including WNC

\$43 million for completion and opening of Northern Nevada Veterans Home

\$4.5 million for Stewart Indian School project

10 percent excise tax on marijuana sales — all going to education

Tesla giga-factory will expand its operation — leading to 550 additional jobs

\$60 million for school voucher program
State will fight Yucca Mountain with all its resources

Nevada Appeal

STATE OF THE STATE RECAP

Gov. Brian Sandoval heralded the strides Nevada has made over the last six years as he unveiled a proposed \$8.1 billion biennial budget and announced new spending for education, workforce development, state parks and veterans.

“This occasion marks my fourth and final State of the State address, and I stand before you with a

sense of deep humility and great pride,” Sandoval said in his introduction.

His proposed budget represents a 10 percent increase over the current \$7.3 billion spending levels. *LVRJ*

PROPOSAL TO INCREASE NEVADA MINIMUM WAGE

Business owners and low-wage workers jammed hearing rooms in both ends of the state to face off over a bill to raise Nevada’s minimum wage.

Assembly Bill 175, introduced by Assemblyman William McCurdy II, D-Las Vegas, would raise the minimum wage by \$1.25 per hour each year until it reaches \$14 if an employer provides health insurance, or \$15 per hour if no insurance is offered.

But business groups and small business owners said the raise would result in job losses and have a ripple effect on wages that puts companies out of business. They said it also would reduce opportunities for young people who take entry-level jobs where they learn skills for the future.

Bryan Wachter with the Retail Association of Nevada said only 2.9

percent of U.S. workers and 1.6 percent in Nevada make minimum wage. He argued that Seattle lost 11,000 jobs over six months after the city initiated raising its minimum wage to \$15. He urged lawmakers to look at all labor-related issues such as requiring sick leave to adequately judge impacts on business. *LVRJ*

MINIMUM WAGE STIRS DEBATE NEVADA LEGISLATURE

It was dueling statistics as backers and opponents of raising the minimum wage debated the merits of a bill that would step that wage up to \$15 an hour over the next few years.

Sponsor William McCurdy II, D-Las Vegas, told the Commerce and Labor Committee AB175 would reduce employee turnover, increase productivity and provide workers with a living wage.

But opponents from a number of business organizations and the state’s two major chambers of commerce said there are provable job losses in those cities

Paul Maratkin of the Las Vegas Metropolitan Chamber said the bill doesn’t even consider

associated costs including higher Modified Business Taxes, unemployment compensation and worker’s comp payments businesses would have to pay.

And Bryan Wachter of the Nevada Retail Association said contrary to what supporters say, Seattle lost thousands of jobs because of its \$15 an hour minimum wage rate. He said many companies simply moved out of the Seattle city limits to avoid the higher wages.

The committee took no action on AB175.

Nevada Appeal

NV ENERGY CUSTOMERS WARNED — PHONE SCAM

NV Energy is warning customers about a telephone scam involving the threat of service disconnection.

The scammer calls customers posing as an NV Energy employee requesting immediate payment, claiming service will be shut off if a payment isn’t received.

NV Energy employees do not call customers to request payment for any reason, a company news release said.

If they receive a call

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National Notes

UNIV. OF PHOENIX AND NRF INSPIRE RETAIL EMPLOYEES TO 'DREAM BIG'

For the fifth consecutive year University of Phoenix® and the National Retail Federation (NRF) are collaborating to offer the Dream BIG Scholarship Program to support the dreams of the next generation of retail leaders.

The program will award 20 full-tuition scholarships to retail industry professionals who want to advance their retail careers through higher education.

"The multifaceted retail industry offers various opportunities for career growth and upward mobility," said Ruth Veloria, executive dean for University of Phoenix School of Business.

"In fact, 44 percent of retail workers today are employed in positions other than sales. An ever-changing technology and consumer landscape makes innovation a top priority for retail leaders, and education is crucial to enhance career outcomes in the industry."

The Dream BIG

Scholarship Program is open to applicants who reside in the U.S., work full or part time for a retail or restaurant company and meet additional eligibility criteria. Applications will be accepted through March 31, 2017. Retail executives from some of the industry's most well-known companies will serve as members of the executive selection committee.

"During the past five years, the NRF Foundation has seen the Dream BIG scholarship change the lives of more than 70 worthy individuals, with recipients' passion for retail and commitment to hard work culminating in the perfect formula for success in the retail industry," NRF Foundation Executive Director Ellen Davis said.

The Dream BIG Scholarship program is made possible through a collaboration between National Retail Federation, the NRF Foundation, and University of Phoenix.

Press Release

CHAIN FOUND SOCIAL MEDIA LOVE FOR VALENTINE'S DAY AD

If only "The Ultimate

Grocery Store Love Song Collection" was real, this chain might have had a best-selling CD.

But the Midwest retailer had a solid gold hit for its tongue-in-cheek Valentine's Day ad featuring the fake CD.

It parodied a few 1980s hits. Poison's ballad "Every Rose Has Its Thorn" became "Every Toast Has Its Jam," and Toni Basil's "Hey Mickey" was remade into "Hey Chili."

The 2:49-minute social media commercial has been watched more than 1.5 million times since it was released Feb. 7 on their Facebook page.

The team even had fun with the details. Those who called the phone number listed at the end of the ad heard a Barry White-like voice telling them the CD isn't available. But he encouraged callers to have a "tasty" Valentine's Day by picking up chocolate, roses and candy hearts at their grocery store. *FMI*

RETAILERS MUST DOUBLE DOWN ON PROTECTING THEIR GOODS

Those in charge of security for cargo

belonging to retailers are up against some of the wildest and most sophisticated criminals in the country.

And the situation is getting worse, according to Anthony DiPasquale, senior vice president and U.S. marine cargo product leader for Aon Risk Services. This is particularly true during holidays, when retail cargo thefts have increased by as much as 40 percent versus non-holiday weekends.

The products he insures are owned by high-end retailers, department stores, jewelry, apparel, cosmetic, appliance, electronics and furniture stores, as well as mass market stores that carry a wide variety of high-value products like pharmaceuticals. Retailers with high-recognition brand names are key targets for thieves.

A good practice is to give drivers just the information to get to their destinations following a specific route and to let them carry further information within a sealed security envelope that can only be opened when they

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MATCHING VALUES

By James Larsen, Ph.D.

RETAILERS CAN BE FORGIVEN FOR FEELING FRUSTRATED

when they attend high school graduation ceremonies and listen to motivational speakers tell graduates to follow their dreams and refuse to compromise their values. "Rubbish," employers mutter as they gaze at graduates that include both current and future employees. "How will these folks find satisfaction working in my business?" they ask rhetorically as they file out to their cars.

Experiences like this reveal a common problem for retailers. The problem is mismatched people. Employees often find themselves to be misfits in their jobs. A highly prized value such as freedom of choice can not find expression in an employment setting which demands compliance with company rules.

Retailers want and need their employees to buy in to the values of the company. Misfits are going to set them back and confuse the mission of the business. Self-centered employees, for example, are going to frustrate the firm's mission to focus attention on the customer's experience.

The solution, implied by

the problem, occurs with the hiring decision: match values. First, know your own values, and second, identify the values of prospective employees and hire people whose values match your own. In theory, this leads to a homogeneous assembly of people marching lock step with shared values into the future. It sounds attractive, and many businesses devote ample resources to its realization, but critics aren't convinced. "Isn't matching

"Retailers want and need their employees to buy in to the values of the company. Misfits are going to set them back and confuse the mission of the business. Self-centered employees, for example, are going to frustrate the firm's mission to focus attention on the customer's experience."

homogeneous values and lock stepping into the future what lemmings do when they march into the sea?" they ask.

Ryan Vogel from Pennsylvania State University recently revisited the question and explored an alternate choice. If we recognize that many employees find themselves to be misfits in their jobs, isn't it reasonable to imagine that many of them have found ways to adjust? What if employees have found ways to be misfits and yet also be highly contributing, valuable

members of the firms that employ them? Vogel believed he could find them and learn how they accomplish it. He was right. He did find them and he did learn what they do.

Vogel studied 193 middle-aged adults who were employed in a variety of settings: finance, banking, information technology, education, and health care. He also asked questions of their supervisors. He found that mismatched employees

used two strategies in the workplace and one outside their jobs. First, in the workplace, misfits adjusted their jobs in modest ways. For example, they modified the work procedures they followed to improve efficiency in their assigned tasks, or they added accessories to their standard work attire. Such modifications gave them a sense of ownership of their jobs and enabled outstanding performance to be an act of self-expression. They also modified the social environment on the

job. They found ways to maximize time with people they liked. Outside the job, leisure time activities rose in importance giving them a way to find meaning outside their jobs.

These activities worked for misfits who used them, and their supervisors reported higher performance ratings for those who employed them. Even though they were mismatched, yet they were highly productive, valued, and apparently satisfied employees.

We employers should relax our insistence that new employees mirror the values of our businesses. We can manage diversity. Indeed, a range

of values among our people will enrich our repertoire of responses to the wild swings of consumer preference that our markets throw at us. Our mismatched people will find ways to adjust. They will benefit, and so will we, and it will not take much effort for us to notice, allow, and perhaps even encourage these adjustments when we see them. They are contributing to the success of our businesses. ■

Reference: businesspsych.org



NEVADA NOTES *Continued from page 6*

demanding immediate payment, NV Energy urges customers to hang up and call local law enforcement or NV Energy to report the instance.

Additionally, NV Energy reminds customers that its field employees and contractors wear identification badges while on the job and aren't permitted to receive payment in the field.

If you feel the scammers have contacted you, contact NV Energy's customer service department at **702-402-5555**. *LV SUN*

NEW WEBSITE POINTS OUT- PERILS OF OPIOID

The state medical board has launched a new website designed to help Nevadans understand the impacts of using opioid-based medications.

The **knowyourpainmeds.com** website created by the state Board of Medical Examiners will also serve as a portal for consumers to file a complaint if they feel their medical provider is not acting appropriately related to the prescribing of medications.

Opioid abuse is expected to be a significant issue for the Nevada Legislature this

session.

The objective in developing the new website is to increase awareness of opioid medications and the potential health impacts when these powerful medications are prescribed. *LVRJ*

RENO-SPARKS RETAIL MARKET STEADY HEADING INTO 2017

The retail market in the Reno-Sparks area experienced steadily decreasing vacancy rates, positive net absorption along with increasing lease rates in the fourth quarter of 2016.

Many retail centers in the Reno-Sparks market are continuing to receive facelifts and repairs to retain and attract tenants. Reno-Sparks is a desirable market because it is seen as a good value compared with some of the other markets. Additionally, the economic growth and new companies settling into northern Nevada are drawing attention to the region.

Reno is still a small market and certain retailers do not enter the market simply because of its population size.

Nevertheless, high consumer confidence, low

unemployment and job growth in the region are all positive aspects for the Reno-Sparks retail market in 2017. *NNBW*

STORES TURN TO ROBOTS, INTERACTIVE SHELVES

Tomorrow's retail stores want to take a page from their online rivals by embracing advanced technology — everything from helpful robots to interactive mirrors to shelves embedded with sensors.

The goal is to use these real-world store features to lure shoppers back from the internet, and maybe even nudge them to spend more in the process.

A new experimental grocery store in Seattle, opening early this year, will let shoppers buy goods without needing to stop at a checkout line. Sensors track items as shoppers put them into baskets or return them to the shelf. The shopper's account gets charged automatically.

Kroger and Lowe's are among the companies already experimenting with futuristic retail stores. Robots, for instance, could help guide shoppers to the right aisle, while augmented reality apps could help them see how

a particular shade of paint will look in the living room — or how they might look in a pair of jeans. Many of these technologies were unveiled at the CES gadget show in Las Vegas.

Plenty of retailers have learned through trial and error that technology can't get too far ahead of shoppers. It has to be easy to use and beneficial to shoppers in some way, whether it's to save time or money. If retailers get it right, they might succeed in boosting spending at retail stores at a time when consumers increasingly prefer to shop online.

Here are five technologies coming to a store near you.

● Smart shelves.

At a Kroger store in Cold Spring, Ohio, shelves currently show digitized price tags and information about the products. For a shopper who prefers gluten-free products, the price tags could light up in the aisle where all the gluten-free options are.

● Robots.

Retailers have long used robots in warehouses to help package and ship orders. Robots can also guide customers to specific products in English as well as Spanish. *RGJ*



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.*

- Bio-Pure Products Inc
- Boulder West Holdings LLC dba Siegel Suites Boulder 3
- Clean World Pools Enterprises LLC
- Elegance Auto Salon LLC
- Grand Canyon Construction Inc dba Grand Canyon Development Partners
- Holdsworth Inc
- Innovative Advisors Inc
- Jabrab Alemi DDS PC dba Pine Plaza Dental
- Jensen Nutrition Centers, #2 LLC dba GNC-Elko
- Neché dba Neche Restaurant
- Nicklin Community Management Services LLC
- RODO Company dba CNAC
- RODO LLC dba JD Byrider
- Ropes Inc dba Western Stage Props
- SGG Management LLC dba Shenanigans Inc
- Sierra Strength & Speed
- The Children's Museum of Northern Nevada Inc
- The Tavern LLC
- VKDG Development LLC dba Carson City Storage
- Winner Motorcycles LLC dba BMW Motorcycles of Las Vegas
- XCMG North America Corporation

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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MEMBERSHIP INFORMATION: Find out more about RAN's self insured group. Call Pro Group, **800-859-3177**,



NATIONAL NOTES *Continued from page 7*

reach their destinations. This way the drivers don't know the specific contents in their trailers.

This is especially important for cargo being transported across high-crime areas like California, Florida, Texas, New York, and New Jersey.

STORES Magazine

CDC: PHARMACISTS ARE FRONT LINE OF DEFENSE

In an ongoing effort to prevent prescription opioid abuse, the Centers for Disease Control and Prevention (CDC) released a brochure for pharmacists, "Pharmacists: On the Front Lines—Addressing Prescription Opioid Abuse and Overdose."

As one of the most accessible healthcare providers in neighborhoods across the nation, the CDC is urging pharmacists to fully utilize the vital role they play on the front lines of healthcare delivery to communicate with patients to help prevent prescription drug abuse.

The brochure provides helpful prompts to start conversations with patients about their medications and

covers ways to recognize patterns that could indicate possible opioid abuse. It also encourages a collaborative approach between pharmacists and prescribers to optimize pain management, while preventing opioid abuse, and emphasizes educating patients about the safe use of opioids, including proper use, side effects and refill requirements.

NACDS

RETAIL FRAUD ATTEMPTS UP SUBSTANTIALLY

Retail sales weren't the only thing that rose during the 2016 holiday season.

Fraud attempts increased by 31% during the past holiday season, according to data from ACI Worldwide, which, on the positive side, found the number of overall transactions increased by 16%.

The survey data, based on hundreds of millions of transactions from global merchants during the 2015 and 2016 holiday shopping season (starting on Thanksgiving and ending on Dec. 31) highlights key shopping — and fraud activity — trends.

During the 2016

holiday shopping season, the number of fraud attempts based on total population increased compared to the same time in 2015.

In 2016, one out of every 97 transactions was a fraudulent attempt. In 2015, one out of every 109 transactions was a fraudulent attempt.

CHAIN STORE AGE

2017 TAX CHANGES IMPACT SMALL BUSINESS

Each year, business owners can count on changes in tax law and other rules. For 2017, small businesses are getting a bigger deduction for equipment purchases, and those that aren't required to provide health insurance will have an option to help staffers pay for coverage. Many companies have new filing deadlines for their tax returns, and owners who use their cars for business will get a slightly smaller deduction.

A look at some of the changes owners will see in this new year:

Equipment purchases

Small businesses buying many types of

equipment get a bigger tax break in 2017. The Section 179 deduction will be \$510,000, up \$10,000 from 2016, an adjustment to account for the effects of inflation.

The deduction, intended for small businesses, lets them deduct up-front rather than depreciate the costs of equipment like computers, vehicles, manufacturing machines and furniture, as well as some types of real property

You can learn more about Section 179 deductions and depreciation in IRS Publication 946, How to Depreciate Property. You can find it on the IRS website, www.irs.gov.

Using your car for business

The IRS has set the standard mileage rate for business use for a car at 53.5 cents per mile for 2017. That's down half a cent from 2016.

You can learn more about deducting the business use of a car in IRS Publication 463, Travel, Entertainment, Gift, and Car Expenses. *AP*



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RETAILERS CALL FOR LABOR SECRETARY WHO WILL 'PUT AMERICAN ECONOMY AHEAD OF PARTISAN POLITICS'

THE NATIONAL RETAIL FEDERATION ISSUED THE

following statement from Senior Vice President for Government Relations David French on the nomination of Alexander Acosta to head the federal Department of Labor:

"The secretary of labor plays an important role in many issues affecting the nation's economy, so we hope to see this position filled as soon as possible with someone who will put the American

economy ahead of partisan politics."

"The previous Labor Department saw itself as a promoter of the labor agenda and union membership rather than the impartial arbiter of labor-management issues that it is supposed to be. Sweeping actions on federal overtime rules, joint employer relationships and other issues created immense uncertainty for employers and stifled economic growth. Whoever takes the helm of the Labor Department

needs to restore balance to the system and ensure that the concerns of employees and employers are given equal weight.

The days of taking sides—on either side—need to come to an end." ■

NRF is the world's largest retail trade association, representing discount and department stores, home goods and specialty stores, Main Street merchants, grocers, wholesalers, chain restaurants and Internet retailers from the United States and more than 45 countries.

UPCOMING EVENT

NRF PROTECT 2017

**NRF's 2017
 Loss Prevention
 Conference
 Washington, D.C.,
 June 26-28, 2017**

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