



RAN

Retail Association of Nevada

September 2017

LOOKING OUT FOR BUSINESS

410 South Minnesota Street • Carson City, NV 89703-4272

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NEVADA NEWS

THE RECALLS

By Bryan Wachter

AT THE BEGINNING OF AUGUST WE HEARD NEWS THAT TWO

separate groups of voters would be seeking to recall Senator Joyce Woodhouse (D-Clark County) and Senator Patricia Farley (I-Clark County). The full reasons these two groups are attempting to recall the Senators have not been made public as of the print deadline for this newsletter, and we'll leave speculation to others, but it's important to look at the context of these campaigns in the current paradigm that is Nevada politics.

Outside of the political arena, recalling something is a form of nostalgia, a desire to return, if briefly, to an earlier and often romanticized simpler time. Many elected officials are still trying to navigate the post-Obama and now Trump era, trying to understand where voters fall in a cornucopia of issues, and it's proved difficult for many—just look from Secretary Clinton to Danny Tarkanian.

We're all seemingly used to "lies, damn lies, and statistics" and we've become jaded with poll numbers that are more hit and miss than correct; but as they say, the

only poll that matters is on Election Day and that's where our current problem starts.

Let's look at the 2014 election as an example. Love it, hate it, or be ambivalent but Question 3 on the 2014 ballot (known as the commerce tax) has had consequences that have stretched further than many at the time would have thought possible.

The campaign on the commerce tax, was long, expensive and brutal—pitting traditional allies against each other, the fallout from which is just now beginning to thaw, but in the end voters turned down a gross receipts tax on businesses with a No vote cast by close to 80% of the voters. A few short months later, the 2015 Legislature approved a gross receipts tax on businesses, albeit different from the proposal on the ballot in details, but not in spirit.

Many voters were angry at what they perceived to be a legislature unwilling to listen to the will of the voters. It shouldn't be surprising.

When voters choose a representative they expect that official to remember and abide for the most part by the labels they attached themselves to during a campaign. In Senator Farley's

case, she ran as a Republican, was funded by Republicans, and was elected largely for her stances on issues that resonated with Republicans.

Senator Farley, for her own reasons, switched parties in the 2017 Legislative Session and became an Independent who caucused with the Senate Democratic Caucus.

It's not unreasonable that voters who felt slighted would want her to have to address those issues in a public recall effort. Win or lose, the recall election will

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PREGNANT WORKERS' FAIRNESS ACT NOTICE MUST BE POSTED

By Lea Tauchen

URING THE 2017 LEGISLATIVE SESSION,

Senator Nicole Cannizzaro (D-Clark) created the Nevada Pregnant Workers' Fairness Act to address protections and accommodations for pregnant applicants and employees.

Senate Bill 253 applies to employers with 15 or more employees and makes it unlawful for employers to refuse to provide reasonable accommodations, upon request, to female employees and applicants for employment for a condition of the employee or applicant relating to pregnancy, childbirth, or a related medical condition, unless the accommodation would impose an undue hardship on the business or employer.

This new law defines a "condition" of the employee or applicant for employment relating to pregnancy, childbirth, or a related medical condition as "a physical or mental condition intrinsic to pregnancy or childbirth that includes, without limitation, lactation or the need to express breast milk for a nursing child."

Furthermore, a "related medical condition" is described as "any medically recognized physical or mental condition related to pregnancy, childbirth, or recovery from pregnancy or childbirth."

This term includes, without limitation, mastitis or other lactation-related medical condition, gestational diabetes, pregnancy-induced hypertension, preeclampsia, post-partum depression, loss

or end of pregnancy and recovery from loss or end of pregnancy."

If a female employee requests an accommodation for a condition relating to pregnancy, childbirth, or a related medical condition, the employer and employee must engage in a timely, good faith, and interactive process to determine an effective, reasonable accommodation.

An employer may require an employee to provide an explanatory statement from that employee's physician concerning the specific accommodation recommend by the physician for that employee.

Senate Bill 253 provides a list of examples of reasonable accommodations such as modifying equipment or providing different seating. However, please note that a

reasonable accommodation does not mean that an employer is required to create a new position that they would not have otherwise created. They also do not have to discharge any employee, transfer any employee with more seniority, or promote any employee who is not qualified to perform the job.

Should a female employee make a request for a reasonable accommodation that an employer refused to provide or attempt to provide, the employer must demonstrate that providing such an accommodation would impose an undue hardship on the business or employer. Evidence that the employer provides or would be required to provide a similar accommodation to a

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RECALLS *Continued from page 1*

serve as an avenue for Senator Farley to explain her thought-process and then see if voters agree or disagree.

For Senator Woodhouse the storyline is the same even if her story's details don't include switching parties

immediately after an election and voters will have a chance to weigh her thought-process against that of the recall committee and will make up their own minds

Elected officials who have upheld their promises to voters or who have

stayed consistent with their campaign messaging shouldn't lose any sleep by being asked by voters to clarify their stances on issues that will come out during a recall election, or any election for that matter.

Maybe that's really

what's going on here. Voters want to return to a time where their expressed will is protected by their elected officials, not a hurdle to be overcome because the elected know better than their constituents ... it sounds a lot like nostalgia. ■



NEVADA PREGNANT WORKERS' FAIRNESS ACT



Pursuant to NRS 613.335 and sections 2 to 8, inclusive, of the Nevada Pregnant Workers' Fairness Act (effective October 1, 2017) employees have the right to be free from discriminatory or unlawful employment practices based on pregnancy, childbirth, or a related medical condition.

UNDER THE ACT, IT IS UNLAWFUL FOR EMPLOYERS TO:

- Deny a reasonable accommodation to female employees and applicants, upon request, for a condition related to pregnancy, childbirth, or a related medical condition, unless an accommodation would impose an undue hardship on the business of the employer.
- Take adverse employment actions against a female employee because the employee requests or uses a reasonable accommodation.
- Deny an employment opportunity to a qualified female employee or applicant based on a need for a reasonable accommodation.
- Require a female employee or applicant to accept an accommodation that the employee or applicant did not request or chooses not to accept or to take leave from employment if an accommodation is available.

UNDER THE ACT, AN EMPLOYER MAY:

Require a female employee to submit written medical certification from the employee's physician substantiating the need for an accommodation because of pregnancy, childbirth, or related medical conditions, and the specific accommodation recommended by the physician.



www.nvdetr.org

FOR FURTHER INFORMATION REGARDING THE ACT, CONTACT THE NEVADA EQUAL RIGHTS COMMISSION.

An equal opportunity employer/program. Auxiliary aids and services are available upon request for individuals with disabilities. Relay 711 or 800.326.6868

1820 East Sahara Avenue Suite 314 Las Vegas, NV 89104

Phone (702) 486-7161

1325 Corporate Blvd. Room 115 Reno, NV 89502

Phone (775) 823-6690

PREGNANT WORKERS' FAIRNESS ACT NOTICE *Continued from page 2*

similarly situated employee creates a rebuttable presumption that the accommodation does not impose an undue hardship on the employer.

Additionally, employers are required to provide a written or electronic notice to employees that a female employee has the right to a reasonable accommodation for a condition of the employee relating to pregnancy, childbirth, or a

- related medical condition.
- Employers must provide this notice to a new employee upon commencement of employment and again within 10 days after an employee notifies the employee's immediate supervisor that the employee is pregnant.

- The notice is also required to be posted in a conspicuous place that is accessible to all employees. The Nevada Department of Employment, Training and Rehabilitation

- has published its official notice of the Nevada Pregnant Workers' Fairness Act on their website. They have included a poster that can be downloaded, printed, and posted by all employers (preferably where their other legal employee notices are posted). This poster can be found at: http://nvdetr.org/PDFS/pregnancy_rights_2.pdf.

The Nevada Pregnant Workers' Fairness Act becomes

- effective on October 1, 2017.
- However, the notification requirements must be met immediately. Read the details of Senate Bill 253 at: https://www.leg.state.nv.us/Session/79th2017/Bills/SB/SB253_EN.pdf.

Or for additional information regarding the Nevada Pregnant Workers' Fairness Act, contact the Nevada Equal Rights Commission. ■



WE CARD AWARENESS MONTH FOCUSES ON FRONTLINE EMPLOYEES

EMPLOYEES NEED TOOLS TO PREVENT TOBACCO SALES TO MINORS

ARLINGTON, VA—
**TRAINING
CASHIERS OR
HANGING** a

“We Card” sign in the window isn’t the only thing retailers need to do to truly prevent tobacco or other age-restricted product sales to minors.

That’s why during We Card Awareness Month in September, the national non-profit will focus on frontline employees – the cashiers – where the ultimate responsibility falls on whether or not to properly “card” and deny minors’ attempts to purchase age-restricted products.

“Knowing what the law requires or posting the iconic yellow and red We Card signage throughout a store isn’t enough,” said Doug Anderson, president of The We Card Program.

“Just like any other business, employees need tools and job aids to execute their tasks and responsibilities,” said Anderson. Tools like We Card’s age-of-purchase calendar and programmed cash register age prompts help employees calculate a customer’s age to help avoid mistakes during peak hours or when there’s an

inattentive moment for the cashier.

“We Card is a tremendous resource for retailers who fully embrace their role in spotting and denying underage customers’ attempts to purchase tobacco and vaping products. It’s a top priority for convenience stores and why our support of the We Card Program as a founding board member in 1995 continues so strongly today,” said Lyle Beckwith, Senior Vice President of Government Relations for the National Association of Convenience Stores.

Throughout all of September’s We Card Awareness Month and right up until New Year’s Eve, We Card will be rapidly taking retailers’ orders for 2018 We Card materials. Retailers rely on We Card’s Age-of-Purchase Calendar – a daily reminder age calculation tool – and a variety of other point-of-sale tools, eLearning training courses and ID Check-Up mystery shopping services to help employees prevent tobacco sales to minors.

Helping retailers successfully prevent e-vapor sales to minors is also a principal focus for We Card.



In addition to state law requirements that require retailers to deny sales of those products to minors, in 2016 FDA started its regulation of e-cigarette and vaping products. In FFY 2017 the FDA has conducted nearly 100,000 store inspections using minors to check if retailers are asking for ID and denying minors’ attempts to purchase tobacco and e-vapor products.

Grocery and supermarket

stores are also tuning up for We Card Awareness Month. “Responsibly retailing age-restricted products like tobacco is an on-going effort, and for the nation’s independent supermarkets, We Card is an essential training and education resource,” said Peter Larkin, President and CEO of the National Grocers Association. NGA is a founding board member of We Card.

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SURRENDER OR ADAPT

By James Larsen, Ph.D.

WHEN YOU SEE A CUSTOMER COME INTO

your business staring at a smartphone, you might imagine he's checking social media to get the latest count of "likes" on a recent post. You would imagine this if you were optimistic and hopeful, or you might imagine that he's intending to make a purchase from an internet retailer but wanted to actually see, hold, and try out the product first — in your store!

You provide the showroom, but the internet retailer gets the sale. You would imagine this if you were pessimistic or maybe just a person who feels pushed out of the way by customers with smartphones, who don't seem to want anything to do with you.

Yes, indeed! Times are tough for brick-and-mortar

retailers. Cindy Rippe from Flagler College in St. Augustine, Florida feels your plight, and she is watching from the perspective of a scientist. She has conducted several studies on the subject, and her most recent effort examined the interaction between smartphone-equipped customers and salespeople. She wanted to know how the introduction of smartphones impacts in-store customer behavior and their interaction with sales staff.

Smartphone-equipped customers make assumptions about salespeople, and salespeople make assumptions about them.

Customers imagine that sales staff care nothing about them and expect clerks to focus on pushing the sale. Salespeople imagine that smartphone-equipped customers have no intention of

actually buying a product from them, so devoting effort to help them is a waste of time.

Rippe believes that salespeople could suspend their own assumptions about customers and simultaneously confound customers' assumptions about them. She believes adaptive selling techniques will do the job.

To test her ideas, she created two fictional accounts of an encounter in a store between a sales clerk and smartphone-equipped customers who were actively searching the internet while in the store.

One account described a clerk using adaptive selling techniques. The clerk asked probing questions exploring the customer's need for the product (how will you use this product?) and varied

his effect to complement the customer's needs.

The second account described a clerk avoiding the use of adaptive selling techniques. This clerk was friendly and helpful, but that's about all.

Rippe tested her scenarios on 560 smartphone consumers, and she included questions that allowed her to make measurements of some important qualities of her shoppers.

Two findings stand out from her work. First, increased searching on the internet while in the store led to customer feelings of increased control of the sales encounter. Enhanced feelings of control led to stronger intentions to actually purchase the product in the store.

Second, the use of adaptive selling techniques

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WE CARD *Continued from page 4*

FDA has issued official guidance for Tobacco Retailer Training Programs. We Card's elearning training not only matches this federal curriculum but exceeds it with retail-focused emphasis on customer service, role-playing and interactive gaming – earning the training an American Business Awards 2013 Bronze

Stevie® Award as a Best Training Site.

About We Card: The We Card Program, Inc. is a national non-profit organization that represents a unified effort among trade associations, retailers, wholesalers and manufacturers. It was created 22 years ago to support retailers of tobacco

and other age-restricted products. Individual retail establishments as well as large retail chains use We Card's educational and training services to comply with federal and state laws while working to prevent underage tobacco, e-vapor and other age-restricted product sales. National and

state retail trade associations, government officials, community groups and others also support We Card's ongoing efforts to educate and train retailers. ■

(NOTE: All of the logos, graphics, etc. can be found at www.wecard.org/ads. They are available in pdf or jpg format.)



Nevada Notes

TAXABLE SALES TOPPED \$4.8 BILLION

Taxable sales topped \$4.8 billion in May, up 9.2 percent from May 2016. Carson City notched a 16.5 percent increase to \$94.9 million. Nearly a third, \$27.9 million, came from one category — auto sales.

Building Material sales increased 13 percent. Another \$12.4 million in taxable sales came from Carson City's General Merchandise Stores, a 5.2 percent increase.

Churchill reported a 16.1 percent gain to \$29.4 million and Douglas a 10.2 million increase to \$58.6 million. Lyon County was up 17.3 percent to \$39.1 million.

Statewide, building material sales were up 15.8 percent as construction industry classifications continued to boom amid the recovery.

Nevada Appeal

EMPLOYEES TO START IN SEPTEMBER

The new Walmart on Blue Diamond Road will be hiring about 300 employees to prepare for its opening this fall.

Most of the new employees will start work in September to prepare for the store's opening. These new employees will join 14,037 Walmart associates currently in Nevada.

A statement from Walmart said the company will offer a job to any eligible U.S. veteran honorably discharged from active duty.

LVRJ

VEGAS FOOD EXPO MOVES AND GROWS FOR 2018

The Vegas Food Expo offers an opportunity for retailers to view and sample new products to sell. The 2017 Expo featured 135 exhibitors and more than 1500 attendees and speakers, including famous foodie Robin Leach.

Plans for the 2018 expo include:

- **New Dates:** Sunday, April 15 and Monday, April 16 2018
- **New Location:** the Paradise Center North at the Westgate Las Vegas Resort & Casino – the nearly 32,000 sq. ft. space has dedicated dock space and drive-in capabilities.
- **New Feature:** this year, the speakers will present prior to show open each day.

- **Bigger Collection:** 250 curated brands and products.

For more info: <https://vimeo.com/215224284>

Press Release

LAS VEGAS STRIP RETAIL APPEARS TO BUCK NATIONAL TREND

According to The New York Times, the number of store closings in the U.S. this year will be greater than in 2008, the height of the recession, even though consumer confidence is higher and unemployment is lower.

But on the Strip, retail centers are opening, not closing. Specifically, Wynn Resorts is building 75,000 square feet of high-end shopping across the street from the Fashion Show.

While one development is hardly a boom, the added space, along with the aforementioned deals, reveals a confidence about retail on the Strip not found elsewhere.

One reason for the difference may be that Las Vegas is naturally ahead of the curve in one of the industry's major trends — the shift to experiential retail.

The incredible ease of online shopping means simply having a collection of stores isn't enough to get people off the couch. So to attract visitors, retail developments must create an overall experience by adding more dining, entertainment and sometimes even residential offerings.

According to one expert, malls with these features are the only ones being built.

Las Vegas has been creating experiences — gambling, food and entertainment — since the opening of the Flamingo in 1946, if not before. And in more recent years, it's done the same for retail.

LV Sun

ENSURING SAFETY IN THE WORKPLACE

Safety Consultation and Training Section (SCATS) offers a verity of free training classes for Nevada employers and their employees on workplace safety, education and health training.

It is an employer's legal duty to provide a safe work environment for employees. One resource Nevada employers can take advantage of to ensure they are meeting safety standards is SCATS.

Safety Consultation and Training Section (SCATS) provides an array of free training and educational resources for businesses throughout the state of Nevada to help employers comply with Occupational Safety and Health Administration (OSHA) standards.

SCATS is part of Nevada's Division of

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National Notes

FOR BACK TO SCHOOL, RETAILERS ARE GOING GREEN

This back-to-school season, it's cool to be eco-conscious.

With teens, tweens and their college-aged peers showing a particular interest in products that go easy on the environment, retailers are carrying a growing number of eco-friendly products — from backpacks and blue jeans stitched from fibers made from recycled plastic bottles to shoes constructed from ocean waste.

It's a good play by retailers eager to grab a chunk of the \$83.6 billion the National Retail Federation's annual survey is predicting will be spent on back-to-school and back-to-college gear this year.

Target has made sustainable fibers a component of one of its most popular brands. The store's kid-focused Cat & Jack line uses Repreve polyester, created from post-industrial waste and plastic bottles, in all of its denim bags and some of its T-shirts, pants and tank tops.

USA Today

NRF WANTS BILL REJECTED

The National Retail Federation (NRF) asked a House committee to reject a bill that would block states from requiring that online

sellers collect sales tax, saying the measure is the reverse of what Congress should be doing.

"As online sales become a larger percentage of total retail sales, it is imperative that policymakers recognize that ... government should not favor remote sales over sales made in a bricks-and-mortar store," NRF Senior Vice President for Government Relations David French said.

"H.R. 2887 would exacerbate the current discrimination against local bricks-and-mortar retailers and lead to a further decline of Main Street retailers," French said. "H.R. 2887 goes in the opposite direction of fairness."

The No Regulation Without Representation Act, sponsored by Representative James Sensenbrenner, (WI-R) would bar states from requiring that out-of-state online sellers collect sales tax on sales made to their residents.

The measure is the opposite of a series of bills introduced in Congress over the past 15 years that would allow states to require online sellers to collect sales tax the same as local stores regardless of whether they have a physical presence.

NRF Press Release

CIGARETTE TAX INCREASES CAN LEAD TO MORE HOUSEHOLDS USING FOOD STAMPS

For the past 20 years, local and state governments across the U.S. have increased cigarette taxes to raise billions for their revenues and to dissuade people from smoking.

Researchers looked at consumer data from smoking and non-smoking households and found the average tax increase of 56 cents made a food stamp-eligible smoking household seven percent more likely to apply for assistance.

The average smoking household in the study went through about 22 packs per month. That's an \$18 increase in monthly smoking costs per \$1 increase in taxes.

This also could cause problems for the federal government. While local or state governments determine most cigarette taxes, food assistance programs exist at the federal level. So, even though local governments are making money, the federal government ends up footing the bill.

AOL News

SMALL BUSINESS OPTIMISM REGAINS MOMENTUM IN JULY

The National Federation of Independent Business (NFIB) monthly Index of

Small Business Optimism rose 1.6 percent in July to 105.2, a strong performance led by significant gains in hiring activity.

"Strong consumer demand is boosting small business optimism," said NFIB President and CEO Juanita Duggan. "Small business owners are feeling better about the economy because their customers are feeling better about the economy."

This is a good trend that we hope continues." Among the 10 components that make up the Index, seven improved, two declined, and one remained unchanged. The biggest gains were: job openings (+5); job creation plans (+4); and sales expectations (+5).

Business owners cite "lack of specific skills" as the main reason they can't find qualified workers, according to new NFIB research included in the July report. Other common reasons include: work history; social skills; wage expectations; and attitude.

Nineteen percent of small business owners listed lack of qualified workers as their number-one problem, second only to taxes.

NFIB Press Release



ISSUES THAT SURROUND DRUG IMPORTATION FROM OUTSIDE THE U.S.

By Liz MacMenamin

AS DRUG PRICES CONTINUE TO SOAR IN THE UNITED STATES, MANY INDIVIDUALS SEE IMPORTING DRUGS FROM ABROAD AS THE BEST SOLUTION TO OVERCOME THIS PROBLEM.

(Senators) Bernie Sanders and John McCain have both introduced separate legislation encouraging the importation of drugs from across the border. Though this may appear as a simple and innocent fix to the problem of high drug prices, the reality is starkly different. Importation threatens the safety of all Americans and the security of the United States' airtight pharmaceutical quality control system.

When patients order from a third party abroad, they expect to receive legitimate pills with active ingredients. In reality, many receive adulterated and unsafe counterfeits, placebos, or sugar pills with the smallest, ineffective doses. Some pharmacies in the states are also unaware they may be buying dangerous and ineffective drugs, though they have the best intentions: Bringing down the cost for their patients.

The United States cannot ensure from where imported drugs originate. Many drugs are imported from Canada; however, the majority of these drugs are manufactured in other countries. Once

these dangerous counterfeits reach the borders of Canada, there is no quality assurance, unlike the Federal Drug Administration's (FDA) system in the U.S.

The FDA has an extremely airtight quality control system for all drugs manufactured in the United States for the market. The FDA is already lacking necessary resources to ensure quality of drugs within the United States. This year, four previous FDA commissioners wrote a letter stating how it would be nearly impossible to retain an airtight quality control system on all imported drugs. They stated the FDA would no longer be able to secure all access points to the

country. Even if they could, the funding would not be granted for such a possibility.

Importing drugs will also increase the potential for already illegal drugs to be more easily accessible. For example, Fentanyl, which has taken over the streets of America. This drug is 50-100 times more deadly than heroin. A simple dusting of the drug can lead to overdose, putting our cops and first responders in higher danger.

This legislation must not be allowed to pass Congress. Americans' lives are dependent on the FDA's quality assurance and these bills fly in the face of that. ■

SURRENDER OR ADAPT *Continued from page 5*

by sales staff led to increases in customers' reliance on sales staff as experts in their fields, and this increase led to an improvement in customers' willingness to rely on the opinions and recommendations of sales staff.

Rippe's work leads her to two recommendations for brick-and-mortar retailers. First, she believes you should facilitate internet searching by customers in your store. Free Wi-Fi comes immediately

to mind. She also believes sales staff should be search-assistants for customers with suggestions for comparison Web sites, review sites, and alternative search terms.

Being an expert on the search process for specific products can only enhance the impression that sales staffs are experts and valuable resources for customers. She also believes that store owners should create a

presence on the internet through websites and apps of their own that staff can refer to and suggest for download. She does caution, however, that you take this step carefully and not commit large resources to it.

Second, she believes sales staff should develop their adaptive selling skills. Smartphone-equipped consumers in her study responded well to

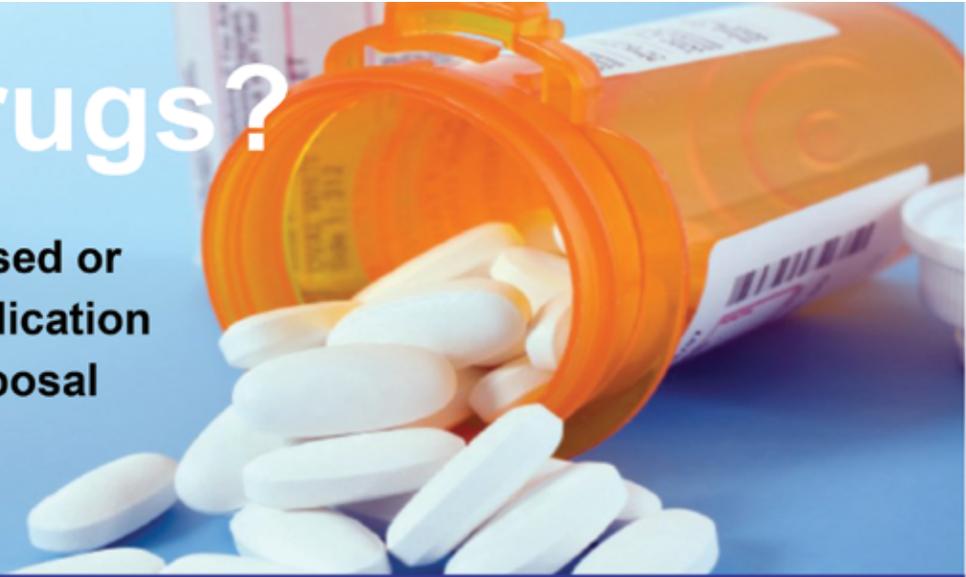
attentive salespeople using these selling techniques. Remember, an app can't ask probing questions. It can't offer encouragement, and it can't offer an opinion that a particular choice is right for this customer, and there is no app that will tell you if an item of clothing you want to buy makes you look great. ■

Reference: www.businesspsych.org



Got drugs?

Turn in unused or expired medication for safe disposal



Prescription Drug Round Up Saturday, October 21

10:00 AM - 2:00 PM

Drop Off Locations

- CVS - 55 Damonte Ranch Parkway, Reno
- SaveMart - 10500 N. McCarran Blvd., Reno
- Scolari's - 4788 Caughlin Parkway, Reno
- Smith's - 175 Lemmon Drive, Reno
- CVS - 680 N. McCarran Blvd., Sparks
- Walgreens - 3000 Vista Blvd., Sparks

Acceptable Items:

- unneeded prescription drugs (in original containers with patient name marked out)
- prescription liquids
- pet medications

OTHER OPTIONS FOR DISPOSAL

- Dispose in permanent drop boxes located in the lobbies of Reno Police Department, Sparks Police Department, and the Washoe County Sheriff's Office.
- Crush prescription drugs in a seal-tight plastic bag. Add kitty litter or wet coffee grounds. Seal the bag and dispose in the trash.

Sponsors





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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.*

Coli-Damonte Enterprises dba Comstock Large Animal Hospital

David N. Baxler dba TDS Communications

FTWD LLC dba Fear The Walking Dead

Gabrielli Appliance Repair Inc dba Mr. Appliance of Greater Reno

Jed Welsh Fishing Tackle

Knepper & Clark LLC

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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(800) 480-1846 or (702) 740-4380

Elko Office
557 W. Silver Street, #206, Elko, NV 89801
(775) 753-7771



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

10 ♦ or the RAN office at **775-882-1700** (toll free in Nevada 800-690-5959). Don't forget to check out our website, **www.RANNV.org**.



NEVADA NOTES *Continued from page 6*

Industrial Relations and has locations in Reno, Elko and Henderson. The organization offers classes on approximately 45 different topics that can help employers and their employees learn about OSHA regulations and how to get started implementing a safety program. All of the trainings are posted on SCATS' website.

There are many other resources that SCATS offers Nevada employers. Employers can also download training

resources directly from the website that can be modified to meet each company's needs or borrow training DVDs from their lending libraries located in all three locations.

With changing and complex OSHA regulations, it is important that employers are up-to-date to avoid workplace injuries as well as costly fines. For more information on SCATS, call **1-877-4SAFENV** or visit **<http://www.4safenv.state.nv.us>**. *NNBW*

IT'S ALMOST THAT TIME OF YEAR AGAIN FOR RETAILERS.

One e-commerce company is already gearing up for retail's busiest season with plans to hire more than a thousand workers at its Northern Nevada fulfillment centers.

Radial says it is taking applications at its online site as it seeks to fill 1,150 seasonal positions for handling merchandise and packages for the upcoming holiday shopping season.

Seasonal workers will be employed at fulfillment centers on Longley Lane in Reno and USA Parkway and will be responsible for picking, packing and shipping client orders.

Seasonal positions will be paid on an hourly rate and workers will be eligible for overtime and holiday pay, flexible work schedules, employee discounts and a referral bonus program.

Online retail is also posing a challenge for traditional retailers such as Macy's. *RGJ*

E-PRESCRIBING UPDATE

By Liz MacMenamin

MEMBERS OF THE RETAIL ASSOCIATION OF NEVADA

are in support of H.R. 3528, a bill introduced by U.S. Reps. Katherine Clark (D-MA) and Markwayne Mullin (R-OK). According to the National Association of Chain Drug Stores (NACDS) this legislation would require an electronic prescription for controlled substance medications for Medicare Part D, and is in response to the opiate crisis in the United States.

The CEO of NACDS, Steven Anderson, stated, "Prescribers can more easily track the controlled substance a patient has received. Additionally, electronic controlled substance prescriptions cannot be altered, cannot be copied, and are electronically trackable."

NACDS also pointed out that federal rules adopted by the Drug Enforcement Agency have addressed the security measures that help reduce the possibility of

fraudulent prescriptions.

NACDS developed model language for the states that would require mandatory electronic prescribing for all prescriptions, which would further protect the public's safety. The language takes into consideration the situations where electronic prescribing is not possible.

This proposal was introduced in other states but was not part of the Nevada legislative agenda for the 2017 session. The premise of this legislation

has been discussed nationally and within our state to address the opiate crisis that continues to take the lives or completely alter the lives of our citizens. RAN has been part of discussions of the importance of this change for controlled substance prescribing.

RAN will begin conversations this interim with elected officials on the importance of this change in our state and will keep members informed of the progress in Nevada. ■



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NEVADA NEWS

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AN OPEN LETTER TO RETAILERS: ACHIEVING TAX REFORM IN THE 21ST CENTURY

AS YOU KNOW, THE NATIONAL RETAIL FOUNDATION

(NRF) has been fully engaged in a campaign to stop consideration of the border adjustment tax as part of comprehensive tax reform. Republican leaders in the House,

Senate and administration have announced their intentions to continue to work on comprehensive tax reform without moving to a consumption tax system. Most importantly, in a joint statement the leaders

recognized the concerns with a border adjustment tax and have decided to set this policy aside to move forward on tax reform.

This is great news for the retail industry, and it could not have been done without immense support and engagement from NRF members. The voices of retailers large and small from across the country to "Stop the BAT" were heard loud and clear.

We firmly believe the time is now for swift action on a middle-class tax cut that will put more

money in the wallets of the American taxpayer.

Thank you for all your visits to Washington, your calls and emails to lawmakers, and the many other efforts to help eliminate this existential threat to the retail industry.

This effort was bolstered by the affected businesses and trade associations in the Americans for Affordable Products coalition, which flooded congressional offices with phone calls, emails, petitions and concerns voiced face-to-face at lawmakers' town

hall meetings across the country.

Our job is not done, however. We will continue to advocate for comprehensive tax reform that will help both retail and our customers, and we will focus our efforts on pursuing that goal. We could not have achieved this victory without your support — and we will continue to need your help in the months ahead to make tax reform a reality. ■

*David French, SVP,
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