

PRESCRIPTION DRUG ABUSE IN NEVADA

By Liz MacMenamin

S TATISTICS CONTINUE TO HIGHLIGHT THE ONGOING EPIDEMIC OF

prescription painkillers in the United States. According to the American Society of Addiction Medicine, "nearly 2 million people, aged 12 and over, were addicted or have abused prescription painkillers." According to the Center for Disease Control, 44 people die every day from an overdose of these drugs.

While these statistics are very frightening, there are many elected officials, healthcare providers, law enforcement personal and community organizations in Nevada that have actively been seeking comprehensive solutions to the epidemic that we are experiencing with substance abuse, particularly opioids and heroin.

Governor Brian Sandoval recently attended the 2016 National Governor's Association (NGA) meeting in Washington D.C. NGA released a statement with the American Medical Association stating that this will require a joint effort by the federal and state government along with the manufacturers, health care providers, and

pharmacies to address this epidemic.

The Health and Human Services Committee of the NGA has identified steps they will be exploring as part of the solution:

1. Federal Support will be required to assist states with emergency supplemental funding,

2. Improve provider education and training on pain management and safe opioid prescribing,

3. Expedite the CDC guideline for primary care providers prescribing of opioids,

4. Expand Access to treatment and recovery,

5. Enhance support for law enforcement.

Governor Sandoval sponsored SB459 in the 2015 session which is currently being implemented in Nevada. He has been very proactive on this issue and RAN is hoping to continue to work with his office going forward.

Attorney General Adam Laxalt held a meeting on March 29, 2016 with the Substance Abuse Working Group that was established in NRS 228.800 of the 2015 Legislative Session. This was

the first meeting of this group with new appointments made by General Laxalt. There were also presentations given by Sgt. Erick Wild, Narcotics of Major Violations, Las Vegas Metro; Sgt. Max Brokaw, Washoe County Sheriff's Office; and Mike Lewis, Diversion Program Manager, Los Angeles Division, Drug Enforcement Administration.

The law enforcement presentations included statistics on the abuse of prescription drugs and the increasing drug threat of heroin in the communities.

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PRESCRIPTION DRUG ABUSE *Continued from page 1*

Statistics also pointed out that in Clark County deaths from heroin overdoses increased 25% from 2014 and only a slight increase in the pharmaceutical related deaths. The DEA discussed the Eleventh National Prescription Drug Take Back Day, April 30, 2016, and the success that they have seen with past events. These meetings will be held quarterly and RAN will attend and monitor these meeting in the future.

The Industry Coalition on RX Abuse met for the

first time this year on April 1, 2016. Originally formed at the suggestion of legislators, it organized and began meeting in 2014 to discuss ways how, as members of the healthcare community, they might help address the issue of prescription abuse. The Coalition includes elected officials and members from the pharmacy community; medical community; dental community; nursing community; medical boards; manufacturers; law enforcement; mental

health groups and organizations dedicated to community awareness on substance abuse.

Hosted by RAN and the Nevada Medical Association, the April meeting was dedicated to questions from the group regarding regulations implementing the new laws passed in the 2015 session. Some of them were: Is the Prescription Monitoring Program working? Are there areas that can be improved with the PMP? How can

dispensers and providers assist with accuracy in reporting to the PMP? Are there education opportunities available to the prescribers to help them comply with the new laws?

The Industry Coalition on RX Abuse will meet again on May 6, 2016. If you are interested in attending this meeting please contact Liz MacMenamin at the RAN office in Carson City to be added to the group emails. ■

2016 INTERIM ACTIVITIES

By Lea Tauchen

WHILE THE NEXT LEGISLATIVE SESSION

does not begin until February of 2017, RAN will be busy throughout 2016 monitoring interim committees, state agencies, and local municipalities whose activities may impact the business community in Nevada. Legislative committees and commissions will generate status reports and bill draft requests for the 2017 Legislative Session.

State agencies will create regulations corresponding to legislation that passed during the 2015 Legislative Session, as well as explore

bill ideas for next year. And local municipalities will discuss a variety of issues that may develop into amending or adding local ordinances.

The Legislative Committee on Energy will meet throughout the interim to evaluate energy policy in the state. Committee members will review matters addressing the production, consumption, and use of energy, as well as infrastructure, transmission, construction, and generation of energy, including renewable sources. This committee is of interest to the retail industry due to their examination of the effect of energy

policy on ratepayers, economic development, and the environment. Additionally, Governor Sandoval recently signed an Executive Order to reconvene the New Energy Industry Task Force. This group will be responsible for providing recommendations on the best energy policies for Nevada's future and will address policies on clean energy sources, renewable energy technologies, a cost-effective energy grid, and distributed generation and storage with a focus on rooftop solar and net metering.

The Advisory Commission on the Administration of Justice will meet

throughout the interim to study various elements of the criminal justice system in the state. This commission is of interest to the retail industry due to their examination of the potential reclassification of Category B felonies, which are the statutes that contain Organized Retail Crime, burglary, and other property crimes against businesses.

The Governor's Council on Food Security is responsible for developing and implementing a food system that encourages economic development to incorporate improved access to food resource programs and increased

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SENATOR DEBBIE SMITH: A VOICE OF REASON

By Bryan Wachter

**MUCH HAS
BEEN
WRITTEN
ABOUT**

the untimely passing of Nevada State Senator Debbie Smith. Since her passing on February 21st 2016, from cancer, the Nevada political world has missed one of our loudest voices of reason.

As hard as it might be to believe, given the current state of national politics, the branches of government are not overflowing with loud cantankerous shrills from either the right or the left. The Legislative branch of

Nevada, the heart of the state's citizen government, is not made up from a majority collection of anti-tax or anti-union or anti-business or anti-worker fundamentalists.

The squeaky politician might get the additional coverage, but the legislator who wants policy seems to get the shaft. Thankfully, the legislature is filled with mostly citizens who want to do the right thing. I've been told stories, taking place before my time, that the Legislature was mostly always filled with these citizens who became great statesmen. Maybe that's

the longing for nostalgia they're hoping for but it's not hard to imagine in ten, twenty, thirty-years that we'll look back, and from an abundance, pick a time to which we hoped to return.

Senator Smith was one of those citizens and most assuredly she was a statesman. We almost never broke with party lines but she never betrayed her own moral code. To most politicians finding middle ground isn't something they even want, and fewer can actually locate it, should they want to travel in that

direction. Senator Smith was always a member of this limited club. Liked by both sides of the aisle, Debbie always carried great confidence and spoke with unquestionable conviction.

Nevada lost a Senator and our citizens lost one of our own and our political process lost one of our last remaining visages of thoughtful leadership and incomparable policy expertise. The silence now created will be filled by something; the hardest question to answer is, what are we going to listen to in its place? ■

2016 INTERIM ACTIVITIES *Continued from page 2*

capacity to produce, process, distribute, and purchase goods in an affordable and sustainable manner.

The Attorney General's Technological Crime Advisory Board explores the detection, investigation, and prosecution of technological crimes. This group has previously initiated legislation on issues such as PCI compliance, the protection of personally identifiable information, and the removal/

destruction of hard drives in fax machines. They are currently examining topics related to patent reform, data security, money laundering on gift cards, and drone safety.

The Northern Nevada Organized Retail Crime Alliance and the Southern Nevada Organized Retail Crime Association gather regularly to share intelligence and identify local trends to present to the Reno/Sparks Police Departments, the Las Vegas Metropolitan

Police Department Retail Apprehension Program, and the Nevada Threat Analysis Center.

RAN also participates in the meetings, workshops, and hearings that are held by state agencies such as the Board of Agriculture, Dairy Commission, Division of Consumer Equitability, Labor Commissioner, Board of Health, and many more. Furthermore, for local government issues, RAN attends meetings in both northern and southern Nevada, including the City of Reno, the City

of Sparks, the Washoe County Commission, the City of Las Vegas, the City of Henderson, and the Clark County Commission. RAN provides industry perspective on issues related to privileged licenses, inspection fees, design standards, sales restrictions, abatements, and more.

If you have questions or would like more information about these committees or topics, please contact Lea Tauchen at lea@rannv.org or **775-882-1700**. ■



Marijuana Summit:

What Healthcare Professionals, Law Enforcement Officers, Employers, and Members of the Court Need to Know

May 11, 2016
Harrah's Reno
Douglas Ormsby Room

7:30 a.m.
Registration & Breakfast

8 a.m. - 2 p.m.
Program

Lunch Included

Marijuana Summit:

What You Need to Know

Learn about the effects of marijuana, the impact of marijuana in the workplace, law enforcement issues, and potential legal issues.

Presenters:

Dr. Roneet Lev

*Director of Operations, Scripps Mercy Hospital
Emergency Department*

Jim Gerhardt

Vice President, Colorado Drug Investigators Association

Pat Hickey

*Member of the Nevada State Board of Education,
Co-Chair of Nevadans for Responsible Drug Policy*

Jo McGuire

President & CEO, Five Minutes of Courage

Chris Halsor

Attorney, Understanding Legal Marijuana, LLC

Kevin Sabet, Ph.D.

President & CEO, Smart Approaches to Marijuana

CME, CLE, CE and POST credits available.

To register:

Space is limited. To reserve a seat, email

jennifer@jtnn.org or call 775-324-7557 to receive a registration number.



Join Together Northern Nevada





WASHOE COUNTY HEALTH FEES INCREASED

By Lea Tauchen

DURING A FUNDAMENTAL REVIEW OF THE WASHOE

County Health District in 2013, the District Board of Health received a recommendation to update their fee schedules and billing processes.

In July 2015, they developed a new methodology for calculating fees for Environmental Health Services and Air Quality Management.

In December 2015, the District Board of Health approved the implementation of this change, which will become effective on July 1, 2016. This new structure includes direct and indirect cost recovery for performing each inspection. Essentially, they begin with a base expense that is the certified average amount of staff time it takes to

perform the activities associated with the fee. Then they add the direct expenses, which include costs such as vehicle maintenance, operating supplies, office supplies, technology, credit card fees, etc. And then they add indirect costs, which include charges from Health Administration, Divisional leadership, front office staff, etc. For some fees, this new calculation will result in fee increases of 100 to 200 percent or more.

All affected permit holders and businesses in Washoe County were invited to attend several public workshops to provide feedback last fall. RAN attended one of these meetings. County staff introduced the new methodology and distributed the actual calculations of each fee. RAN provided comments, along with

several other industry associations and business owners, explaining that the County needed to consider the impact to the business community. Due to the significantly large increases of these fees, businesses owners would need time to adjust their budgets. Concern was also expressed that these increases were following: a recession; the new state commerce tax; increased payroll taxes; the new regional technology fee; and growing liquor license fees — all hits to businesses bottom lines.

RAN also requested a phase-in component so that the fees would not increase all at once and an ongoing evaluation of the fee schedule so that adjustments could be made. County staff countered that they had not increased fees in more than seven years and that their strategic goal in

recovering these costs was to strengthen district-wide infrastructure to improve public health.

The new fee increases will be phased-in over the next two fiscal years. Fifty percent of the fee increase will apply on July 1, 2016 and 100% will apply on July 1, 2017. Annual adjustments based on the Western Consumer Price Index will also begin on July 1, 2017. Additional fee adjustments will be allowed based on feedback from public workshops and future re-evaluation of the process.

To review all of the new fees, you may visit [http://www.washoecounty.us/health](http://www.washoecounty.us/healthwww.washoecounty.us/health) and click on the “Fees” tab on the left side menu. If you have questions, please contact Lea Tauchen at lea@rannv.org or 775-882-1700. ■

MINIMUM WAGE PETITION WITHDRAWN

By Amanda Schweisthal

THE PROGRESSIVE LEADERSHIP ALLIANCE OF NEVADA (PLAN)

has withdrawn their minimum wage increase initiative petition from

consideration on the 2016 ballot.

The initiative would have abolished the two-tiered rate system and gradually raised the minimum wage to \$13 per

hour by 2024.

It was withdrawn by backers who were worried “the issue would get lost on a crowded 2016 ballot amid noise of a raucous presidential election.”

Nevada’s minimum wage rates will remain the same.

See the Labor Commissioner’s Bulletin on page 11. ■



Nevada Notes

U.S. RETAIL SALES SLIP

U.S. retail sales slipped in February, pulled down by sharply lower gasoline prices, and Americans spent much less in January than previously estimated. The figures suggest that consumers remain cautious about spending despite steady hiring.

The retail report provides the first indication each month of Americans' spending, which drives 70 percent of the economy. Yet retail sales account for only about one-third of all spending, with services such as haircuts and Internet access making up the other two-thirds.

Shoppers did spend more in some areas: Sales at home supply, clothing, and sporting goods stores all rose. And people are still eating out. Sales at restaurants and bars jumped 1 percent.

LVRJ

RETAIL SUMMARY: FOURTH QUARTER 2015

Southern Nevada

The Las Vegas Valley anchored retail vacancy rate rose slightly from 10.2 in Q3, 2015, to 10.3 percent in Q4, 2015. At the end of Q4, vacancy rates ranged from 7.5 percent in power centers to 11.2 percent in neighborhood centers. With the retail market just above the 10

percent-stabilized rate and taxable retail sales at all-time highs, the Valley's anchored market remains fairly healthy. However, its recovery has been uneven, with some submarkets doing better than others.

The major factors holding retail vacancy above 10 percent are the rise of distribution centers, the lack of good quality vacant space and the generally flat wages of workers.

Las Vegas' retail market is being significantly reshaped by E-commerce and catalog sales. This reshaping is making warehouse/distribution centers the "retail centers" of the future.

Northern Nevada

As 2015 came to a close, the Reno/Sparks retail market continued to improve from the previous quarters. Lease rates have improved from 2014 and we are seeing interest from national tenants again; along with local tenants expanding their businesses.

The interest of retailers in the area will continue to grow. With housing sales up and good retail locations still available, 2016 should show signs of improvement in the Reno/Sparks market

Southern Nevada analysis and statistics compiled by RCG

Economics, Northern Nevada analysis provided by Dickson Commercial Group.

NV Business Magazine

NEVADA EQUAL RIGHTS COMMISSION FINES

The Nevada Equal Rights Commission (NERC) levied a \$1,000 fine against Frontline Auto Remarketing, LLC, during a public hearing Wednesday for repeatedly failing to cooperate in an employment discrimination complaint filed in 2014.

During the administrative hearing, Deputy Attorney General Rose Marie Reynolds examined NERC compliance investigators about each attempt to contact Frontline. The investigators testified that over a two-year period, Frontline ignored five letters and a subpoena that was served in person, to participate in proceedings investigating the allegations of discrimination.

However, no representative of Frontline attended the hearing held at the Department of Employment, Training and Rehabilitation administrative building on St. Louis Avenue.

This is the first public hearing held in

approximately 14 years, said NERC Administrator Kara Jenkins. The Commission will begin to more actively pursue businesses that fail to cooperate with investigations.

Under NRS 233.210, the Commission is authorized to impose a fine of up to \$500 for each violation of the law, Hooks said. Since there are two claims of discrimination, \$500 was levied for each offense.

The Commission takes allegations of discrimination very seriously. The law requires businesses to fully participate and cooperate in resolving matters related to employment discrimination.

NERC Press Release

CASHING IN ON RETAIL

Las Vegas attracts hundreds of conferences, conventions and trade shows every year, but few come twice a year, and even fewer attract nearly 50,000 people each time like the Affordable Shopping Destination (ASD) Market Week. ASD Market Week's winter show took place at the Las Vegas Convention Center Feb. 28 to March 3.

There are several factors that have led to ASD Market Week's ascension as the premier

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National Notes

STUDY: MORE PEOPLE ON EARTH ARE NOW OBESE THAN UNDERWEIGHT

Body mass index levels are rising worldwide to the point where obese people now outnumber underweight individuals, according to a study published in the Lancet.

Study researchers claim there is no silver lining: although the underweight population dropped, it's a slow decline compared to the rapid increase in obesity and its related health problems. At current rates, researchers estimate 18% of men and 21% of women worldwide will be obese by 2025.

STATNEWS.COM (NACDS)

CONSUMERS BUILD CONFIDENCE BY SAVING TAX REFUNDS

Planning for the future is top of mind for Americans this year, with more consumers than ever putting their tax refunds into savings. According to the National Retail Federation's annual Tax Returns Survey conducted by Prosper Insights and Analytics, 49.2 percent of those expecting a refund plan to save the money rather than spending it right away, the highest percentage in the survey's history. Nearly two-thirds (65.5 percent) of those surveyed expect a refund.

NRF President and CEO Matthew Shay said "Americans this year see refund season as a time to improve their financial health by using their refunds to get ahead on savings goals and plan for bigger purchases in the future. Money saved is money waiting to be spent."

Consumers know just what they want to do with their refunds this year: In addition to savings, 34.9 percent plan to pay down debt and 22.4 percent will use the refunds for everyday expenses. While 11.4 percent plan to book a vacation, 9.2 percent plan to spend on major purchases like a television or car. Splurges are still in the cards for some, with 8.3 percent planning to indulge on a purchase like a salon or spa service or an elaborate night out.

According to the survey, more young adults than ever—57.3 percent of 18-to-24 year-olds— plan to save their refunds, and 27.4 percent will use it for groceries, gas and other everyday purchases.

But plenty of young consumers will have some fun with their refunds: 12.6 percent will spend it on vacations and 13.4 percent will splurge. More than half (52.3 percent) of those ages 25-34 plan to tuck their refunds into savings

and 45 percent will use it to pay down debt.

NRF Press Release

PLASTIC BAG REFERENDUM TALLIES \$5 MILLION IN CONTRIBUTIONS

Will Golden State shoppers ditch plastic bags?

Plastic bag companies and their allies have pitched in more than \$5 million to qualify two November ballot measures they hope will kill a statewide ban on their product and prevent grocery stores from benefiting from the sale of bags.

In 2014, lawmakers banned single-use bags at grocery stores, pharmacies, smaller markets and convenience stores in the state. The law was slated to take full effect on July 1, 2016.

The plastic bag industry pushed back and petitioned to overturn the law through a voter referendum on the November 2016 ballot. The initiative qualified for the ballot in February. The referendum suspends the law from going into effect until after voters weigh in.

Sacramento Bee

NEW BREED OF RETAILERS OFFSETS STORE CLOSINGS

Massive changes are

coming to America's malls as retailers transform to fight back against the wild popularity of online shopping.

Big-box and traditional department stores are closing stores or refocusing them to take advantage of changes in retailing. And increased competition is giving rise to savvy specialty chains, which specialize in rapid turnover of stylish yet inexpensive goods, powered by constantly updated fast-fashion formulas that keep customers interested when they can always go online for just about any purchase.

The simultaneous store closures and openings is the cyclical nature of retail. But the industry is coping with a phenomenon forcing change like never before. Online and mobile shopping is surging, and buying habits — especially among younger shoppers — have changed to favor experiences over physical stuff.

Some retail consultants say more than 1,000 stores in the U.S. is too many for any chain. These companies have one thing in common: They matured and saturated the market in a less competitive time for retail, before online shopping shifted the sales dynamic; now, they are

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THE FAILURE TRAP

By James Larsen

PRETTEND FOR A
MOMENT THAT
YOU ARE THE
CEO OF THE

company that operates the Metro-North commuter rail train in the Bronx in New York. Early one morning in 2014, you are awakened by a phone call informing you of a terrible accident. One of your trains entered a station without slowing, jumped its track, and slammed into an escalator climbing it nearly up to street level before coming to a stop. Sixty people were injured and four people were killed. By the middle of the morning, police investigators determined that the train operator had dozed off and caused the accident.

You are the CEO, and you are devastated, but as the days go by, you realize that the best contribution you can make is to get to work and be a manager. It is your job to make sure your company learns from this experience and that similar accidents are prevented in the future.

Here's a possible response that may seem right: fire the train operator and write a new rule into the employee handbook outlawing employees sleeping on the job. This response feels right, and it should satisfy public

outcry about the accident, but new research by Vinit Desai from the University of Colorado at Denver suggests this response may not be right at all.

The subjects raised by this example include organizational learning from failure and performance improvement - topics of interest to anyone with management responsibility. Desai's research investigated

would result in more accidents resulting from employees dozing off, not fewer.

When bad things happen, it is natural that people search for a cause. It is also natural that personal needs guide this search, needs such as not being personally to blame and personal values not being challenged. The failure trap waits for retailers as this thinking

"The challenge for retailers is to resist the seduction of the simple, uncomplicated, mistaken desire to scapegoat a failure and dismiss it."

perceptions of leaders about the location of failure and their subsequent actions in responding to it - to improve performance and reduce future failures. He studied how hospitals in California responded to deaths resulting from failed CABG surgeries (coronary artery bypass graft).

In the hospitals, if leaders perceived the failure as isolated and responded on that level, failure events actually increased. Specifically, if individual surgeons were blamed for the deaths and fired, deaths actually increased. For the subway example, firing the inattentive employee

unfolds, and isolating the cause of failure is a sure sign that learning from failure will yield a disappointing outcome. For example, an angry outburst by a clerk towards a customer could yield a wealth of insight about pressure building on all customer-contact employees because of abusive supervision, or punitive management policies, or intra-group competition. Or, the failure could produce nothing except a bitter former employee and a fearful and cautious group of clerks.

The challenge for retailers is to resist the seduction of the simple,

uncomplicated, mistaken desire to scapegoat a failure and dismiss it. Desai found that not only are future failures assured, opportunities to improve performance aren't even noticed. In his research, when hospital administrators investigated deaths assuming multiple breakdowns across a variety of patient care contacts, they also noticed and adopted an improvement in surgical technique for CABG surgeries (using mammary veins), which led to dramatically improved outcomes and eliminated fatalities completely at one hospital. But executives at hospitals who viewed failure as isolated events didn't even notice this innovation.

Failures in a retail setting aren't spectacular. They involve breakdowns in customer service and storing unsalable inventory in warehouses, yet they offer the same opportunities to learn and improve, and they offer the same trap to isolate the location of failure, respond on that level, learn nothing, and miss opportunities to improve and to prevent future failure. We can do better. ■

Reference: *Businesspsych.org*

Got drugs?

**Turn in unused or
expired medication
for safe disposal**

*In conjunction with the DEA's
National Take Back Day*



Prescription Drug Round Up **Saturday, April 30** 10:00 AM - 2:00 PM

Drop Off Locations

Raleys - 18144 Wedge Parkway, Reno
SaveMart - 4995 Kietzke Lane, Reno
Walgreens - 10370 N. McCarran Blvd., Reno
Walmart - 250 Vista Knoll Parkway, Reno
CVS - 680 N. McCarran Blvd., Sparks
CVS - 5151 Sparks Blvd., Sparks
Raleys - 930 Tahoe Blvd., Incline Village

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





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.*

53X LLC

A1 Desertscape LLC

Battle Born Garden Supply LLC

Cannabis Consulting Group LLC

Innovative Behavioral Solutions Inc

Integrated Medical Group Inc

Join Together Northern Nevada

TD Jefferson, Geologist LLC dba Tim Jefferson, Home Repair and Maintenance

WG 2007 LLC dba Asian Seafood Market

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.

NEVADA NOTES *Continued from page 6*

show for merchandisers.

Entry to ASD Market Week is free for anyone with proof they work in the retail industry, making it a more open and inviting environment than many trade shows which can often give a closed-off feeling to some attendees.

ASD Market Week is also popular with its loyal attendees because the

show focuses on high-profit margin products across the entire retail spectrum, including: house wares, gift shops, toys, pet products, apparel, jewelry and accessories.

Nine different shows make up ASD Market Week. One show that added value to ASD Market Week was the Independent

Retailer Conference. The conference is symbolic of the new buying and educational opportunities that have been added to ASD Market Week in the last decade.

This winter's Independent Retailer Conference featured a keynote presentation from a Yelp executive about the power of reviews, a topic

of upmost importance in the competitive retail market.

ASD Market Week's parent company, Emerald Expositions, is the largest convention customer of the city of Las Vegas, a title it is proud to carry for 2016 and beyond.

Las Vegas Business Press



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OFFICE OF THE LABOR COMMISSIONER
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STATE OF NEVADA MINIMUM WAGE 2016 ANNUAL BULLETIN POSTED APRIL 1, 2016

PURSUANT TO ARTICLE 15, SECTION 16(A) OF THE CONSTITUTION OF THE STATE OF NEVADA, THE GOVERNOR HEREBY ANNOUNCES THAT THE FOLLOWING MINIMUM WAGE RATES SHALL APPLY TO ALL EMPLOYEES IN THE STATE OF NEVADA UNLESS OTHERWISE EXEMPTED. THESE RATES ARE EFFECTIVE AS OF JULY 1, 2016.

FOR EMPLOYEES TO WHOM QUALIFYING HEALTH BENEFITS HAVE BEEN MADE AVAILABLE BY THE EMPLOYER:

NO LESS THAN \$7.25 PER HOUR

FOR ALL OTHER EMPLOYEES:

NO LESS THAN \$8.25 PER HOUR

Copies may also be obtained from the Labor Commissioner's Offices at

1818 East College Parkway, Suite 102
Carson City, Nevada 89706
(775) 684-1890

or

555 East Washington, Suite 4100
Las Vegas, Nevada 89101
(702) 486-2650

NATIONAL NOTES *Continued from page 7*

trying to reverse course and keep shoppers, and investors, happy with leaner business models that put digital capabilities and superior customer service at the forefront. But don't count out traditional chains. Even as they shed stores, chains

like Macy's and Walmart are opening new ones. In some cases, they are following the same path as the popular discounters and up-and-coming value-based brands. Macy's, for instance, is venturing into the off-price space with stores called Macy's

Backstage. It opened six last year. In others, they are following trends they have discovered within their own businesses. Walmart may be closing all of its smaller Express stores but has found continuing popularity

for its largest stores and Neighborhood Markets, which are smaller stores focused on fresh grocery items and pharmacy services. It will open between 50 and 60 supercenters and 85 to 95 Neighborhood Markets this fiscal year. *USA Today*



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NEVADA NEWS

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RETAILERS SAY NEW UNION ORGANIZING RULES WILL HAVE A 'CHILLING' EFFECT ON FREE SPEECH

THE NATIONAL RETAIL FEDERATION ISSUED THE

following statement in response to a release from the Department of Labor (DOL) of final rules significantly narrowing the advice exemption for employers under the Labor-Management Reporting and Disclosure Act.

"Once again, the Obama administration is bowing to labor unions and eliminating a well-established, clear test in favor of an ambiguous

and open-ended standard that will lead to confusion for America's employers," NRF Senior Vice President for Government Relations David French said.

"For more than 50 years, the Department of Labor has maintained a clear definition of the advice exemption so that employers could seek and receive legal counsel and protect employer free speech. Now, DOL is rewriting the law without any involvement from Congress and without any proof a change is needed.

"DOL's new rules

would trigger reporting requirements for any communications that could even indirectly persuade workers regarding collective bargaining. NRF is concerned that the new standard will discourage employers from seeking advice of counsel in a broad swath of areas that have nothing to do with traditional persuader activities.

"The end result will be a chilling effect on simple legal advice regarding employee or collective bargaining issues. Small

retailers will be the first to suffer, and Big Labor will profit from this muzzling of free speech." ■

UPCOMING EVENT

**2016 NACDS
Annual Meeting in
Palm Beach,
Florida**

**April 16-19,
The Breakers,
Palm Beach Florida
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