

THIS SESSION SO FAR...

By Mary Lau

THOSE MEMBERS OF RAN THAT FOLLOW THE LEGISLATURE CLOSELY WILL KNOW

that the end of February marked the actual look, subject to change, of the bill draft request details. To date, legislators have requested 1,126 bills to be considered during this the 79th Session of the Nevada Legislature. Floor sessions in the beginning of March will mostly be dedicated to getting these bills to the appropriate committees. This edition of *Nevada News* highlights the committees, the chairs and contact information. We still have the March 20th deadline for legislators' bill introductions, followed by committee and other remaining bill introductions, which deadline March 27th.

With the exception of leadership, most all bills will have flowed through the spigot by then and the real legislative dance will be in full swing.

It's interesting to watch the bills being heard according to the dedicated topics in the Democratic Leader's "Nevada Blueprint." The stated goal is to protect and expand the middle class in Nevada. The goal is worthy but the how to get there will require skill, knowledge, input from fellow legislators, lobbyists and constituents and the careful balance of

wants versus needs. The later oftentimes supersedes the practical, and the goals become blurred. It takes a very strong legislator to put aside their wants, (ego?) for the true need and public policy.

If all things stay the same this session will not be another major tax battle; however, there is some concern that the new administration in Washington, D.C., may not be as lax regarding the enforcement of marijuana laws. This is a very slippery issue right now, as part of the Governor's budget includes tax generated by recreational marijuana sales. At present the majority of the tax bills include abatements, transfer of credits, credits for certain employment practices, etc. There is a room tax bill for school construction and some other language, which will probably be discussed as clean up, but that's about it.

The real scary thing in the closet is the myriad of employment/employee issues. Members are highly concerned about the various competing minimum wage bills, including a constitutional amendment proposal that could be devastating; but you also have PTO issues (personal time off) which include paid sick leave, family medical leave and care giving leave, employee accommodations (nursing

mothers), non-competes, and background checks. RAN has continued to express the concern that one size cannot fit all and these issues need to be considered as a whole to truly grasp how costly it can be to employers, and how drastically it could actually affect employees. Like everything in life, it takes calm consideration and balance to achieve the highest and best possible outcome.

RAN actively engages in most all-general business issues, including grocery and general merchandise, transportation, elections, pharmacy and health care. Please take a glance at the team articles included in this edition and if you have any questions or concerns the RAN team is there to assist you. ■

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THREE COMPETING MINIMUM WAGE MEASURES

By Lea Tauchen

DEMOCRATIC LEGISLATORS HAVE INTRODUCED

two minimum wage bills that would raise the rate statutorily (\$12 and \$15) and one minimum wage resolution that would amend the rate in the Nevada Constitution (\$12). If either bill or both bills are to pass out of the Legislature, it is likely that Governor Sandoval will veto them. If that occurs or if neither bill passes out of the Legislature, then Democratic Leadership can use the resolution as their backup plan.

The Democrats will have enough votes to pass this resolution out of the Legislature and, unlike the other bills, it will not have to go to the Governor for approval. It will return to the Legislature in 2019 for another round of legislative votes. If it passes through the Legislature at that time, it will move directly to the 2020 statewide ballot for a vote of the

people. And if history repeats itself, a minimum wage increase will pass overwhelmingly.

Here is a brief comparison of the three minimum wage measures:

Assembly Bill 175, sponsored by Assemblyman William McCurdy II, proposes to increase the minimum wage for an employee in private employment by \$1.25 each year until the minimum wage is \$15 if the employer does not offer health insurance or \$14 if the employer offers health insurance. Read the bill language at: <http://www.leg.state.nv.us/Session/79th2017/Bills/AB/AB175.pdf>

Senate Bill 106, sponsored by the Senate Committee on Commerce, Labor and Energy, proposes to increase the minimum wage for an employee in private employment by \$0.75 each year until

the minimum wage is \$12 if the employer does not offer health insurance or \$11 if the employer offers health insurance. Read the bill language at: <http://www.leg.state.nv.us/Session/79th2017/Bills/SB/SB106.pdf>

Senate Joint Resolution 6, sponsored by the Senate Committee on Commerce, Labor and Energy, proposes to amend the Nevada Constitution to increase the minimum wage to \$9 per hour. Then, beginning on January 1, 2022, the minimum wage would be increased by \$0.75 each year until the minimum wage is \$12.

This will eliminate the bifurcated minimum wage, currently based on whether an employer offers qualified health insurance benefits or not. This will also remove the potential for annual increases tied to a CPI formula and eradicate the exemption for

collective bargaining agreements. However, this would allow for class action lawsuits to be brought against employers with awards of treble damages. And SJR6 adds a provision authorizing the Legislature to increase the minimum wage, to a rate higher than what is calculated in this resolution, by statute going forward. Read the bill language at: <http://www.leg.state.nv.us/Session/79th2017/Bills/SJR/SJR6.pdf>

RAN will provide an update on these measures as the legislative session progresses.

For questions or comments on minimum wage, 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. ■



FIVE BILLS TO WATCH

By Lea Tauchen

Paid Sick Leave

(sponsored by Senate Majority Leader Aaron Ford): Senate Bill 196 proposes to require an employer to provide paid sick leave to employees at a rate of not less than one hour per 30 hours worked and may be used by an employee on their 90th day of employment. The employer may limit the usage of sick leave to 24 hours per year and may limit the accrual of paid sick leave to 48 hours per year. This bill has been referred to the Senate Committee on Commerce, Labor and Energy, but has not yet been scheduled for a hearing. Read the bill language at: <http://www.leg.state.nv.us/Session/79th2017/Bills/SB/SB196.pdf>

Nursing Mother Break Time

(sponsored by Assemblywoman Ellen Spiegel): Assembly Bill 113 proposes to require an employer to provide an employee who is the mother of a child under one year of age with a reasonable break time, with or without compensation, to express breast milk. The employer must also provide such employees with a clean,

private place, other than a bathroom, to take such breaks. Employers with less than 50 employees are exempt from the requirements. This language matches the current federal break time for nursing mothers provision of the Fair Labor Standards Act. The Assembly Committee on Health and Human Services heard AB113 on February 27. RAN testified in support. Read the bill language at: <http://www.leg.state.nv.us/Session/79th2017/Bills/AB/AB113.pdf>

Permanent Resident Card as Proof of Identity

(sponsored by Assemblyman Edgar Flores): Assembly Bill 162 proposes to prohibit a business that accepts a driver's license or identification card issued by the DMV for the purpose of identifying a person from refusing to also accept a permanent resident card for the same purpose. The Assembly Committee on Commerce and Labor heard AB162 on March 6th and passed out of committee on March 10th. RAN has not taken a formal position on this bill. Read the bill language at:

<http://www.leg.state.nv.us/Session/79th2017/Bills/AB/AB162.pdf>

Employment Discrimination

(sponsored by Assemblywoman Sandra Jauregui): Assembly Bill 178 proposes to (1) increase the length of time for filing a discriminatory employment practice complaint from 300 days after the date of the discrimination to 2 years after the date of the alleged discrimination; (2) increase the length of time that an employer must maintain records of "compensation and other terms, conditions, and privileges of employment" from 2 years to 5 years; (3) creates an unlawful employment practice for an employer to discriminate against an applicant or employee that person has "inquired about, discussed or disclosed his or her wage or he wages of another employee;" (4) if the Commission determines that an unlawful practice has occurred, the employer may be ordered to pay fees and punitive damages. The Assembly Committee

on Government Affairs heard AB178 on March 9. RAN testified in opposition. Read the bill language at: <http://www.leg.state.nv.us/Session/79th2017/Bills/AB/AB178.pdf>

Treble Damages Awarded for Wage Theft

(sponsored by Assemblywoman Sandra Jauregui): Assembly Bill 211 proposes to authorize a court to award treble damages in an action for an employee to recover unpaid wages. The Assembly Committee on Commerce and Labor heard AB211 on February 27. RAN testified in opposition. Read the bill language at: <http://www.leg.state.nv.us/Session/79th2017/Bills/AB/AB211.pdf>

RAN will provide an update on these measures as the legislative session progresses.

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. ■



LEGISLATIVE UPDATE

By Liz MacMenamin

THE 2017 LEGISLATIVE SESSION HAS ALREADY BEEN

underway for five weeks at the time of this article and at this time legislation progress has been rather slow. RAN has been at the table and has worked with legislators on quite a few pieces of legislation that would have an impact on the members.

Below are just a few of the bills that RAN is following. There are still bill draft requests that were submitted but there is still no language to determine the impact on business. RAN has also been working with legislators on some proactive language regarding the practice of pharmacy.

HEALTHCARE/ PHARMACY LEGISLATION

SB 171 is Senator Gansert's bill on disposal of unused drugs. The Senator amended the bill mandating pharmacy take back these drugs and will now require that a pharmacy "provide information, if requested on the safe disposal of drugs or post a sign within the pharmacy providing this information." RAN worked with Senator

Gansert on this language and is on record in support of this bill.

SB 233 would place into Nevada law the requirements set out in the Affordable Health Care Act regarding the provisions of preventative health care services without any copay, such as contraceptives, mammograms, devices and services, etc. This bill contains an unfunded mandate and in conversations with the Department of Health and Human Services the cost to the state could contain a very large price tag. This bill also contains the language that would require a pharmacy to dispense a 12-month supply of contraceptives to patient at their request. The sponsor of this bill is working with all involved to discuss areas of concern with this bill and work with the industries on these concerns.

SB 131 has been introduced by Senator Denis. This bill requires a retail community pharmacy that dispenses a drug to: (1) notify the person to whom the drug is dispensed of the availability of a prescription reader; and

(2) upon request, provide a prescription reader to the person free of charge. RAN has entered into conversation with the senator about the numerous problems with this legislation, mandating a retailer purchase and then provide free of charge to the public any product. The real issue is that on chain drug pharmacy made a business decision to provide this service and this is already available. RAN believes that the market takes care of these problems on their own and this does not have to be legislated.

AB 249 will require all health plans to cover contraception at no additional cost to the enrollees. It will also require pharmacy to dispense a 12-month supply of contraceptives or a therapeutic equivalent at the patient's request. RAN will work with the sponsor of this bill to discuss possibilities of doing an initial 3 month fill on the contraceptive and then allow the pharmacist to dispense a 12 month supply. This will address concerns of waste if a patient should decide that a new medication is not necessarily right for them and would have to

dispose of a much larger quantity if that happens to be the case. This would just cut down on the issue of waste.

BOARDS AND COMMISSIONS

AB 33 will abolish the State Dairy Commission and transfer the powers of this commission to the State Department of Agriculture. It will also abolish the Mining Oversight and Accountability Commission, the Garlic and Onion Growers' Advisory Board, the Alfalfa Seed Advisory Board and the Advisory Council for Organic Agricultural Products. It was determined that these boards and commissions, in an effort to streamline the process, should be abolished with the Dairy Commission being transferred to Department of Agriculture. These boards and commissions will have an opportunity to discuss and define with legislators why they should remain in existence.

If you have any questions regarding these bills or other legislation please contact Liz MacMenamin at lizm@rannv.org or at **775-720-2528**.



HOME DEPOT AND LOWE'S HIRE 125,000 SEASONAL EMPLOYEES NATIONWIDE

By Amanda Moss

SPRING IS IN THE AIR, WHICH MEANS IT'S TIME TO TAKE ADVANTAGE OF

the warm weather and bring out the building materials and garden supplies. To gear up for



the spring rush, Home Depot and Lowes have hired 125,000 employees nationwide to help customers with their home improvement needs.

The Home Depot has simplified its application process, speeding it up

by as much as 80 percent in preparation to fill more than 80,000 permanent part-time and seasonal positions for its stores and distribution facilities.

"We want everyone to have an easy and convenient experience with The Home Depot, whether they're shopping with us or applying for a position," said Tim Crow, EVP -- Human Resources.

Three hundred of Home Depot's new positions will be in Reno, Sparks and Carson City. Typically half of Home Depot's seasonal hires lead to permanent positions at the company. In the Las Vegas Valley, about 600 employees will be hired this spring, its busiest selling season.

Home Depot employs

more than 400,000 associates in over 2,000 stores across the United States, Puerto Rico, and Mexico.

Lowes is also hiring seasonal workers in Nevada and across the nation including cashiers, lawn and garden associates, stockers and assemblers of outdoor products.

Additionally, Lowes is hiring loaders to assist the increasing number of customers who order products online and pick them up at their local store.

"Our goal is to meet customers wherever they are – whether in stores, online or at home – with the support, inspiration and solutions they need to

tackle their home projects," said Jennifer Weber, the company's chief human resources officer.

In 2016, nearly half of the company's seasonal employees accepted part-time and full-positions,



which come with incentive programs such as a 401(k), a discounted stock purchase plan, and tuition reimbursement.

Lowes serves more than 17 million customers a week in the United States, Canada, and Mexico at their 2,355 home improvement and hardware stores. ■

HEALTH CARE AND NEVADA

THERE'S A GROWING CONCERN AS TO HOW

the new federal health plan (Health Care Plan of 2017) will affect Nevada.

In response, Governor Sandoval released a cautionary

statement: "The Governor has asked his Department of Health and Human Services to assess the statewide fiscal impacts of the House proposal. The Governor's priority is to protect those who now have access

to healthcare and ensure they are able to maintain coverage. He will continue to engage in conversations with Nevada's federal delegation and gubernatorial colleagues on these priorities." His major concern

is centered on Nevada's expanded Medicaid program and the federal cost supplement. A cut to the federal funds could have dire effects on the state budget now being examined by the Legislature. ■



LEGISLATIVE COMMITTEE ASSIGNMENTS

FOLLOWING IS A DETAILED MAKE-UP OF THE VARIOUS committees in both houses. The phone number for the offices of the committees is provided along with their email addresses. Democrats are in the majority, Republicans are in the minority. Please note the format for the email addresses as this is also the standard format for all legislators and kept simple by Legislative Council Bureau staff for ease of communications. i.e. Kelvin.Atkinson@sen.state.nv.us

Committee assignments for the upcoming session are as follows:

SENATE COMMITTEES:

Senate Commerce and Labor:

- Kelvin Atkinson - Chair
(775) 684-1461
SenCLE@sen.state.nv.us
- Pat Spearman - Vice Chair
- Majority Members:
Yvanna D. Cancela,
Nicole J. Cannizzaro
- Minority Members:
James A. Settlemeyer,
Joseph P. Hardy,
Heidi S. Gansert

Senate Education:

- Moises Denis – Chair
(775) 684-1466
SenEDU@sen.state.nv.us

- Joyce Woodhouse - Vice Chair
 - Majority Members:
Pat Spearman,
Tick Segerblom
 - Minority Members:
Scott Hammond,
Don Gustavson,
Becky Harris
- Senate Finance:**
- Joyce Woodhouse – Chair
(775) 684-1423
SenFIN@sen.state.nv.us
 - David R. Parks - Vice Chair
 - Majority Members:
Moises Denis, Aaron D. Ford
 - Minority Members:
Ben Kieckhefer,
Pete Goicoechea, Becky Harris
 - By necessity there are several sub-committees, Audit, (Parks, Ford, Kieckhefer). General Government (Ford, Parks, Harris) , Human Services (Denis, Woodhouse, Kieckhefer) , K-12, Higher Ed and CPS (Woodhouse, Denis, Kieckhefer), Public Safety, Natural Resources and Transportation (Parks, Ford, Goicoechea). Sub-Committee Chairs are listed first.

Senate Government Affairs:

- David R. Parks – Chair
(775) 684-1474
SenGA@sen.state.nv.us
- Mark A. Manendo - Vice Chair
- Majority Member:
Julia Ratti
- Minority Members:
Pete Goicoechea,
Joseph P. Hardy

Senate Health and Human Services:

- Pat Spearman - Chair
(775) 684-1441
SenHHS@sen.state.nv.us
- Julia Ratti - Vice Chair
- Majority Member:
Joyce Woodhouse
- Minority Members:
Joseph P. Hardy,
Scott Hammond

Senate Judiciary:

- Tick Segerblom – Chair
(775) 684-1438
SenJUD@sen.state.nv.us
- Nicole J. Cannizzaro - Vice Chair
- Majority Members:
Aaron D. Ford, Moises Denis
- Minority Members:
Michael Roberson, Becky Harris,
Don Gustavson

Senate Legislative Operations and Elections:

- Nicole J. Cannizzaro – Chair
(775) 684-1465
SenLOE@sen.state.nv.us
- Tick Segerblom - Vice Chair
- Majority Member:
Kelvin Atkinson
- Minority Members:
James A. Settlemeyer,
Heidi S. Gansert

Senate Natural Resources:

- Yvanna D. Cancela – Chair
(775) 684-1453
SenNR@sen.state.nv.us
- Mark A. Manendo - Vice Chair
- Majority Member:
Julia Ratti
- Minority Members:
James A. Settlemeyer,
Pete Goicoechea

Senate Revenue and Economic Development:

- Julia Ratti – Chair
(775) 684-1456
SenRED@sen.state.nv.us
- Aaron D. Ford - Vice Chair
- Majority Member:
David R. Parks
- Independent Member:
Patricia Farley
- Minority Members:
Michael Roberson,
Ben Kieckhefer, Heidi S. Gansert

Senate Parliamentary Rules and Procedures:

- Kelvin Atkinson - Chair
(775) 684-1408
(new committee - no email address at this time)
- Julia Ratti - Vice Chair
- Minority Member:
James A. Settlemeyer

Senate Transportation:

- Mark A. Manendo – Chair
(775) 684-1468
SenTRN@sen.state.nv.us
- Kelvin Atkinson - Vice Chair
- Independent Member:
Patricia Farley
- Minority Members:
Scott Hammond,
Don Gustavson

ASSEMBLY COMMITTEES:

Assembly Commerce and Labor:

- Irene Bustamante Adams – Chair
(775) 684-8579
AsmCL@asm.state.nv.us
- Maggie Carlton - Vice Chair
- Majority Members:



LEGISLATIVE COMMITTEE ASSIGNMENTS

Nelson Araujo,
Chris Brooks,
Skip Daly,
Jason Frierson,
Sandra Jauregui,
Dina Neal, James Ohrenscha
• Minority Members:
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Ira Hansen,
Al Kramer,
Jim Marchant,
Jill Tolles

Assembly Corrections, Parole and Probation:

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(775) 684-6735

AsmCPP@asm.state.nv.us

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Brittney Miller,
Tyrone Thompson,
Justin Watkins
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Keith Pickard, Jill Tolles,
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AsmED@asm.state.nv.us

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AsmHHS@asm.state.nv.us

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John Hambrick,
James Oscarson, Robin L. Titus

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AsmJUD@asm.state.nv.us

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(775) 684-6736

AsmLOE@asm.state.nv.us

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Daniele Monroe-Moreno,
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Richard McArthur,
James Oscarson

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AsmNRAM@asm.state.nv.us

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Robin L. Titus, Jim Wheeler

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(775) 684-6739

AsmTAX@asm.state.nv.us

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Jason Frierson, Ellen B. Spiegel
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Jim Marchant, Keith Pickard

Assembly Transportation:

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AsmTRANS@asm.state.nv.us

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Michael C. Sprinkle,
Justin Watkins
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Richard McArthur,
Jim Wheeler,
Melissa Woodbury

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(775) 684-8591

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Teresa Benitez-Thompson,
Irene Bustamante Adams,
Olivia Diaz, Ellen B. Spiegel,
Michael C. Sprinkle,
Heidi Swank
• Minority Members:
Paul Anderson,
Chris Edwards,
John Hambrick,
James Oscarson,
Robin L. Titus



PROTECTING YOUR BUSINESS FROM THE SCOURGE OF WORKPLACE DRUG ABUSE

By S. Paul Edwards, Esq., General Counsel, Nevada State Board of Pharmacy

NEVADA REMAINS IN THE FIRM CLUTCHES

of a drug abuse epidemic. Drug abuse has been a hot topic among certain circles for some time, particularly within government and the health care industry. No organization or segment of the population, however, is immune from this scourge. Employers in every industry must be aware of the epidemic. Employers should take steps to protect their businesses, their employees and themselves, regardless of whether the substances of concern are prescription drugs, illicit or street drugs, or even alcohol and marijuana.

Drug abuse in the workplace is unfortunately common. Of all drug users, 68.9% are employed and active in the workplace. The negative impacts and perils to employers and employees from drug abuse are numerous. At a minimum, workplace productivity suffers. Misuse of drugs and alcohol often leads to tardiness, absenteeism, poor decision making, loss of efficiency, lower moral, theft, employee discipline, and staff turnover. The physical dangers include

• drug overdose, increased accident rates, damage to company property, physical injuries and even death. Compared to non-abusers, “substance abusers are ten times more likely to miss work.” They are “3.6 times more likely to be involved in on-the-job accidents” and “five times more likely to injure themselves or someone else in the process.”

• Similarly, employees who use drugs inappropriately are “five times more likely to file a workers’ compensation claim, thirty-three percent less productive and responsible for health care costs that are three times as high”, according to data published by the Society for Human Resource management. Those are just a few of the myriad of sobering statistics available to demonstrate the negative impacts drug abuse, in all of its forms, has on employers in Nevada.

• So what should an employer do? Basically, employers need to be aware and they need to be proactive. Employers should re-evaluate and implement their drug-free workplace policies. Those policies should be written in clear language that employees can understand and follow.

• They should be posted where employees will see them regularly. Employers should engage their employees in education programs regarding drug abuse awareness and treatment options. Drug testing may be an appropriate element of the policy. Supervisors should be encouraged to participate in drug abuse awareness and drug-related incident response training. Further, employers should work with healthcare and insurance providers so that employees have access to wellness and assistance programs that cover substance abuse prevention, treatment and return to work issues.

• Fortunately, there are many resources available to guide employers and business owners in their efforts to protect their businesses and employees from drug abuse. A quick online search will yield numerous resources to assist employers in designing and implement-ing a drug-free workplace policy. Many of those resources are available at little or no cost.

• By using those resources to proactively identify and address workplace drug abuse early, employers will position themselves to

• protect their businesses from the potentially costly hazards the drug abuse epidemic presents. ■

¹ Center for Behavioral Health Statistics and Quality. (2014). National Survey on Drug Use and Health: 2013 Dress Rehearsal Final Report. Substance Abuse and Mental Health Services Administration, Rockville, MD

² Wilcox, Stephen, “Drugs and Alcohol in the Workplace.” National Council on Alcoholism and Drug Dependence, April 26, 2015.

³ Id.

⁴ STATE OF NEVADA ALCOHOL AND DRUG PROGRAM (February 2017): page 5, Division of Human Resource Management. Web. 10 Mar. 2017 (citing Fiester, Margaret, “Employing and Managing Persons with Addictions”, SHRM Online, June 17, 2011).

⁵ Id.

⁶ Id.

⁷ “Prescription drug abuse: What employers can do”, National Safety Council Online, 2014.

UPCOMING EVENT

NATIONAL ASSN. OF CHAIN DRUG STORES (NACDS)

**ANNUAL MEETING
April 22–25, 2017
The Phoenician
Scottsdale, AZ
annual.nacdsorg**

Register Now.

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 29

10:00 AM - 2:00 PM

Drop Off Locations

- Raleys - 18144 Wedge Parkway, Reno
- SaveMart - 4995 Kietzke Lane, Reno
- Smith's - 175 Lemmon Drive, Reno
- Walgreens - 10370 N. McCarran Blvd., 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





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.*

Capstone Management Group LLC

Carson Valley Oil Inc

Center for Behavioral Health Services

DJs RV Center LLC

Hopper Enterprises Group Inc dba Las Vegas Baby Equipment Rentals

Kynd-Strainz, LLC

Monarch Direct LLC

Montreux Golf Club Holding Company LLC

O&A Smoothie LLC

RR Vegas 55, LLC dba Rock & Reilly's

RWA Serious Beauty Inc

Sansone Companies LLC

Truckee Meadows Mental Health Inc

Wantedwink LLC dba Atomic Lash

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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SHOUTING AT YOUR SPOUSE

By James Larsen, Ph.D.

D ID YOU SHOUT AT YOUR SPOUSE WHEN YOU

got home from work last night? Well, maybe he or she had it coming. It was his/her turn to pick up the baby at daycare, but no baby, and he/she forgot to stop at the grocery to buy diapers. Grrr. Sometimes, when energy resources run a little short, the evil impulse to yell at your spouse is hard to resist. Someone warn them!

There are two elements of this example to keep in mind. First, being exhausted as you enter a new setting and encounter a fresh demand, and second, the impulse to kick or insult . . . some minor harm. These elements are repeated numerous times each day in your business with your people and your customers. They result in rude remarks and other acts of incivility, and they add up to a heavy load of misery for everyone.

Incivility at work was the subject of a study carried out by Christopher Rosen from the University of Arkansas. Rosen noticed that incivility at work (rudeness, insults, put-downs, shunning, ignoring, and so on) often occurs in a chain reaction. One person arrives at work tired and before long

snaps at a coworker. The injured person doesn't react immediately, but before long, he is rude to another person, and the chain reaction has begun. Incivility breeds further incivility until finally, you get home and yell at your spouse.

Rosen wanted to understand the process, so he studied 70 middle-aged employed people over a period of 3 days. In

“When goals are clear and feedback straight-forward, demands on people’s emotional resources are lessened, and they have more self-control to resist the impulse to carry forward an experience of incivility. (They resist the impulse to be rude to another person.)”

total, his subjects stopped what they were doing and answered his questions 482 times. Rosen learned quite a bit about incivility. Here’s the best of it.

First, he found that the goal environment was important. When goals are clear and feedback straight-forward, demands on people’s emotional resources are lessened, and they have more self-control to resist the impulse to carry forward an experience of incivility. (They resist the impulse to be rude to another person.) When

the goal environment is ambiguous, people are unsure how to excel, and they seek an advantage by political means. They form subgroups, cliques, and alliances. They curry favor with managers and supervisors and sow discord by gossiping and withholding critical assistance or information. When a person experiences incivility in this setting, it

is worrisome. It demands attention to understand its meaning, to assess if there is a threat, and to formulate a response. This load of worry can wear a person down. Rosen found that it also triggers the beginning of an incivility chain reaction. Worried employees have less self-control to resist the evil impulse. Someone warn the spouses!

Second, he found that people’s thinking was important. People vary in their thoughts about themselves as they carry out their jobs. Some

people think concretely. They focus on how to do things. Other people think abstractly. They focus on why to do things. Abstract thinkers also reflect on themselves as actors in the setting. They consider what yelling at a spouse says about who they are. Rosen found that abstract thinkers had more emotional resources to resist the evil impulse to carry forward incivility. Concrete thinkers did not have this strength at the crucial moment of temptation and were more likely to do the evil deed.

What to do? Rosen believes retailers can influence both the goal environment and employees thinking. He suggests we discourage political behaviors by providing clear feedback about behaviors we desire. He suggests we set long-term goals and emphasize values in describing work activities, reminding people why their work is important. Doing so will bolster employees’ energy resources and stop incivility from being carried forward. ■

Reference:
businesspsych.org



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RETAILERS SUPPORT HOUSE PLAN TO REPEAL OBAMACARE

BILLS DO NOT INCLUDE TAX ON EMPLOYER-PROVIDED HEALTH BENEFITS

WASHINGTON — THE NATIONAL RETAIL FEDERATION

(NRF) said it supports legislation unveiled by House Republicans to repeal and replace former President Obama's Affordable Care Act.

"Retailers want reforms that push us toward a more competition-driven private health care market, and the ObamaCare repeal-and-replace bills take us in that direction" NRF Senior Vice President for Government Relations David French said.

"We believe this reform can be achieved without disturbing the tax treatment of employer-

provided benefits, which are the foundation of coverage for more than 175 million Americans," French said.

"Employees are highly sensitive to any change in benefits and younger, healthier workers could choose to drop their coverage altogether rather than pay more taxes. We are pleased that House leadership heard our concerns and that their bills do not disturb this structure. We will work with Congress to repeal all threats to employer-based coverage, including the so-called Cadillac tax on health benefits."

Retailers oppose proposals to cap the current exclusion from taxable income of

employer-provided health benefits, and NRF has been working to educate lawmakers on the consequences of taxing health benefits.

While House Republican leadership proposed capping the exclusion last June, the provision was not included in the legislation released on March 6, 2017. NRF nonetheless remains wary that the concept will emerge in other legislation later this year.

NRF supports efforts to repeal ObamaCare's employer mandate and to provide the individual and small group markets with interim stability.

"Health benefits are highly sought after, even for small

start-up businesses, and greater stability will help create a better functioning market," French said.

Retailers are also pleased with the reform bills' focus on market-driven changes to benefit offerings. Greater variation in what is offered and freeing up where it can be purchased would help lower costs through greater competition. Enhancements to health savings accounts, greater state flexibility in rating factors and the availability of catastrophic coverage are all important reforms NRF supports. ■