

RAN RECOMMENDS SUPPORT FOR QUESTION 3

By Mary Lau, CEO/President, RAN

THE RETAIL ASSOCIATION OF NEVADA (RAN) HAS BEEN FOLLOWING

Ballot Question 3 on behalf of our members and has published informational articles, having received both pro and con information from various sources.

Recently, there were two articles published, one by the Las Vegas Review-Journal and one by the Las Vegas Sun, one being pro and one being con.

This issue, while confusing, is not new to the citizens of Nevada. For one thing, Ballot Question 3 was on the ballot during the 2016 election cycle and passed with a seventy-two (72%) percent margin.

NV Energy did not take a position on this initiative then since they knew the 2017 Legislative Session would follow the vote and that this would be on the ballot again in 2018 for a final vote. This is often a ploy for “high stakes” initiatives that amend the Nevada Constitution.

Delaying until the second vote let NV Energy save funds until the second vote to oppose the pending initiative. Even though during the first vote, their CEO announced they would not spend a dime opposing

Question 3, NV Energy has now announced a \$30 plus million-dollar investment to defeat Question 3 and hired one of the foremost (and expensive) ballot measure firms known—Winner Mandabach located in Southern California.

Putting aside all of the hype and advertising dollars spent, it is important to know the Nevada Legislature fully vetted the potential for opening up the energy market. Under the guidance of Senator Randolph Townsend, the Legislature held hearings over several sessions to completely study the issue, including draft language that would permit the “deregulation” of the energy market.

At first the legislature wanted to expand these rights to all Nevadans, but as a compromise, only large users were permitted to leave NV Energy, after paying an impact fee (still contentious). Hence the exits of large mines, casinos and technology companies. Currently, RAN's larger members can apply to buy electricity from another source (after paying exit fees). However, small members of RAN have no choice. If Question 3 passes, they will.

History gave us both the successful transition

to a retail energy market, and strengthened FERC (Federal Energy Regulatory Commission) in the wake of ENRON. This has created a safe effective retail market for consumers and makes choice even more feasible.

So, setting aside history and back to Question 3. Question 3 does not clog the Nevada Constitution with language on how to implement an open market; that is still left to the Nevada Legislature. What it does, according to the statement of effect:

This petition prohibits a legalized monopoly for electric

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utility generation and gives Nevada electric utility customers the right to choose their service provider from an open retail market based upon price, reliability, and other important factors.

This includes the right for these persons, businesses, associations, and other entities, whether on their own or in conjunction with others, to produce their own electricity from renewable energy sources or other sources, and to sell that electricity on the open market.

This petition directs the Legislature to enact laws providing for the establishment of an open, competitive electricity market by not later than July 1, 2023. It also directs the Legislature to set standards for safety, reliability, use of renewable resources, and protections for customers, but does not set or secure any certain price or rate structure.

Or, to put it more simply, Question 3:

- Ends the utility's monopoly on electricity generation - this only impacts those who produce power. The lines, wires, and meters (the backbone of the system) will remain the same. This is important to ensure grid stability and reliability.

- Enshrines in the constitution 3 rights for every Nevadan regardless of

rate class:

- I. Right to self-generation

- II. Right to enter into a competitive market

- III. Right to join with others to purchase or procure your own power from the wholesale market.

- Sets a deadline of July 1, 2023 to put in place the rules and regulations governing the competitive market.

So, to be succinct, RAN supports Question 3 on many points, but the most basic are:

LOWER COSTS:

NV Energy is guaranteed by the Public Utilities Commission (PUCN) a 9.4% rate of return on their generation investments in Nevada. From 2015-2017 NV Energy over-earned past that rate to the total of \$232 million. There is no way to get that money back without an order from the Public Utilities Commission (PUC).

If you compare energy markets that have moved from a monopoly structure to a competitive market structure, those markets have reduced their rates by 14%. If you look at markets that have remained monopoly-controlled, their rates have increased nearly 5%

Gigawatt Nevada — Switch announced Gigawatt early in 2018. Only direct

access customers can enjoy its benefits under the current paradigm. Under passage of Question 3, commercial and residential customers will also be able to access Gigawatt NV as well as other local renewable energy projects that are currently being invested in our state.

The cost savings for residents will result in bills that are nearly 50% less than they are currently. This is a real-time example of the benefits of energy choice.

JOBS:

According to economic analysis done by John Restrepo with RCG economics, in conjunction with UNLV, if Question 3 passes, Nevada will see the creation of 34,000 additional jobs in the clean energy sector. Those jobs consist of both direct and indirect jobs that can range from utility scale development, distributed energy generation (rooftop solar), and the ancillary jobs that development would create under through construction as administration.

INNOVATION - AGGREGATION OPPORTUNITIES AFTER PASSAGE OF QUESTION 3:

The biggest innovation under Question 3 is the guaranteed right of Nevadans to join together

(like a large cooperative) to purchase power.

For retailers, this means the association could act as an anchor and buy power for their members from the wholesale market regardless of their rate class. It can go even further as the retailers could purchase power for their employees as an employee benefits and help bring the cost of powering their homes down as well.

STRANDED ASSETS:

Any alleged stranded costs are already being paid under current rates; You just don't see them because they are bundled on your NV Energy bill. Those alleged costs could be lowered through competitive markets. ■

*Editor's Note:
The November issue of Nevada News will be combined with the December issue in order to bring you the final election results and analysis of their potential effects upon membership. Nevada News will be back to its regular schedule in January, 2019.*



DIVISION OF CONSUMER EQUITABILITY INCREASE OF FEES

By Liz MacMenamin

RAN RECENTLY TESTIFIED BEFORE THE BOARD OF

Agriculture regarding the Division of Consumer Equitability's intent to increase fees.

The Consumer Equitability Division offers consumer and marketplace protection through the Petroleum Technology and the Weights and Measures programs.

Proposed changes would adjust the fee schedule and increase rates for the registration, inspection and testing

of all weighing and measuring devices used for a commercial purpose in Nevada.

While RAN understands that there may be some needed increase in revenue to this division, the amounts suggested by the division appear to be exceedingly high.

RAN is on record in opposition to the fees, especially at the increased amounts proposed. Some of the fee increases are in excess of 200%.

The language is contained in LCB File No. R172-18, and can be found

on the Legislative Council Bureau website, www.leg.state.nv.us, and all members should review the language and fee increases.

Consumer Equitability administers the following programs:

- Weights and Measures
- Petroleum Technology
- Public Weigh master Program
- Registered Service Agency Program
- Metrology

Consumer Complaints regarding fuel or devices:

This Division of Consumer Equitability is statutorily a "complaint driven" entity and RAN is currently awaiting information regarding a comprehensive look at the complaints the division has received.

RAN will provide this information to members once it is received.

RAN will also be testifying in opposition to this during the upcoming workshop. ■

HOLIDAY HIRING—WAGE AND HOUR

By Jason Sifers, Attorney, McDonald Carano

IT IS NEARLY THAT TIME OF YEAR WHEN RETAILERS BEGIN SUPPLEMENTING

their workforce to prepare for the coming holiday season. This is an ideal time for employers to brush up on some common mistakes employers make regarding wage and hour laws. Keep in mind that employers are subject to a variety of wage and hour laws and this article does not address all applicable laws or all situations in which they may apply. If

you have questions about a specific situation, contact your employment counsel or qualified human resources professional.

MINIMUM WAGE

Employers must pay all employees in Nevada a minimum wage. The minimum wage is two-tiered: employers who provide a qualifying healthcare plan are subject to a minimum wage \$1.00 per hour lower than those who do not. The minimum wage is set annually by the

labor commissioner, with changes going into effect on July 1 each year. The current minimum wage is \$8.25 for employers who do not provide qualifying healthcare plans. Employers in Nevada are not allowed to take a tip credit to offset the minimum wage.

OVERTIME

Employers must pay overtime at one and a half times the employee's normal rate for any hours worked over 40 in a single



Jason Sifers

workweek. Employers are additionally required to pay employees who make

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GET READY

By Andy Peterson

PREVIOUS ARTICLES IN "NEVADA NEWS" HAVE

pointed out that hundreds of Bill Draft Requests (BDRs) have been filed in anticipation of the 2019 legislative session. Now there are over five hundred BDRs submitted. The BDR summaries simply indicate a general topic of a proposed law or change to current law.

The topics range from healthcare to guns. A few BDRs address energy, recall elections, and reforms in business and education. Before it's all over there will be additional BDRs from local governments, school districts, and even a few from the Legislative Counsel Bureau, albeit the Counsel's BDRs must do with procedural items

not those with legislative intent.

In addition to the current plethora of BDRs, the upcoming session is concerning due to the state's budget. Nevada must have a balanced budget, which means expenses must equal income. As a result, both BDRs and budgets are of concern to the retail community.

Right now, however, the challenge for the Retail Association of Nevada (RAN) remains "intent."

Simply put, what do all those BDRs really mean? Is a BDR labeled "Business Reform" a welcomed bill or a threatening bill which might harm the business climate which retailers, manufacturers, restaurateurs, and others count on to be successful?

By law, BDR's remain

confidential until introduced on the Floor of their respective Houses. The challenge of intent is also subtle; it is hard to extract the BDR author's intent - at least at this level.

Teasing out intent takes skill and determination. Looking to one's political party helps but so does examining or trying to understand the perspective of the author.

Good lawmakers and lobbyists understand both sides of every issue and the intent(s) of those proposing a particular bill, and those opposing that same bill.

Lastly, good lobbyists, like the ones at the Retail Association of Nevada, rely upon relationships to help navigate the minefield of intent.

Having workable, solid, and good relationships

with members of both political parties helps facilitate discussions which generally result in bills which are helpful rather than hurtful.

RAN staff prepares to lobby on behalf of its members by focusing on legislative needs that might affect restaurants, manufacturers, labor, and product stewardship and so forth. That focus—like the eye of the tiger—concentrates upon issues such as minimum wage, right to work, 24-hour overtime rules, product take back rules, anti-theft, or mandatory health insurance are a few areas.

There are more, of course, but dialing down and following up on the proposed BDRs in the next few months will prove enlightening.

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ELECTRONIC PRESCRIBING

By Liz MacMenamin

IN PREPARATION FOR THE 2019 LEGISLATIVE SESSION, THE RETAIL ASSOCIATION OF

Nevada (RAN) and the National Association of Chain Drug Stores (NACDS) have entered into discussions with legislators and stakeholders regarding the

impact and effect of mandatory electronic prescribing for patients in our state.

If Nevada legislators choose to consider a possible change, RAN would recommend and support language that takes into consideration the needs of a provider and would allow

for waivers and exemptions. i.e. some patients prefer a paper prescription..

RAN would support language that takes into consideration the needs of providers and would allow waivers and exemptions when necessary.

Eleven states have already mandated the use of e-prescribing for opioids and other controlled substances and some of these states have required this for all prescriptions. Similar legislation is also pending in four other states.

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SHOP.ORG IN LAS VEGAS AT THE VENETIAN

SHOP.ORG GATHERS THE BEST AND BRIGHTEST IN STRATEGIC PLANNING,

Ecommerce, Marketing, Merchandising, IT, User Experience, Operations and Data Analytics, helping them discover ways to effectively drive revenue and ROI growth for their organizations.

Shop.org's first keynote address included Guy Rez, NPR personality that hosts and interviews regarding entrepreneurs and the where, what and how of success.

During this interview he

talked with the founding CEO's of Kidsbox.com as well as Away, the makers of the luggage sensation.

Attendees, include major retailers, as well as main street smaller retailers, com's, start-ups and innovators to name a few.

TOPICS INCLUDED:

AI powered commerce, Blockchain, mobile innovation, unexpected partnerships and the new retail models. The show included a fascinating innovation center and the show room floor was amazing.

RAN'S President/CEO

Mary Lau was invited to attend and enthusiastically recommended this conference for any retailer looking to improve their business models and take advantage of the innovative technologies available.

According to the Las Vegas Review-Journal IWWIWIWI was definition of today's shoppers — "I want what I want when I want it." ■



Photo credit: Mary Lau

STATE BALLOT QUESTIONS

THERE ARE SIX STATE BALLOT QUESTIONS ON THIS YEAR'S

ballot. Depending upon the county in which you live, there may also be some local questions. Following is a brief summary of the question and the financial notes.

"Yes" means there will be an expense or loss of tax revenue, "No" means it won't affect your taxes and "Cannot be determined" means because there will be a new program, no one can judge whether it will lower

costs or raise them. Information was gathered from the Clark County Elections website: http://www.clarkcountynv.gov/election/Pages/2018_QuestsGen.aspx

STATE QUESTION NO. 1 Amendment to the Nevada Constitution

Shall the Nevada Constitution be amend-

ed to: (1) remove existing provisions that require the Legislature to provide certain statutory rights for crime victims; and (2) adopt in their place certain expressly stated

constitutional rights that crime victims may assert throughout the criminal or juvenile justice process? **FINANCIAL IMPACT - CANNOT BE DETERMINED**

STATE QUESTION NO. 2 Amendment to the Sales and Use Tax Act of 1955

Shall the Sales and Use Tax Act of 1955 be amended to provide an exemption from the taxes imposed by this Act on the gross receipts from the sale and the storage, use or other consumption of feminine hygiene products? **FINANCIAL IMPACT - YES**

STATE QUESTION NO. 3 Amendment the Nevada Constitution

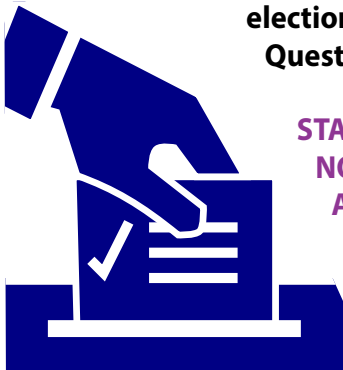
Shall Article 1 of the

Nevada Constitution be amended to require the Legislature to provide by law for the establishment of an open, competitive retail electric energy market that prohibits the granting of monopolies and exclusive franchises for the generation of electricity?

FINANCIAL IMPACT - CANNOT BE DETERMINED

STATE QUESTION NO. 4 Amendment the Nevada Constitution

Shall Article 10 of the Nevada Constitution be amended to require the Legislature to provide by law for the exemption of durable medical equipment, oxygen





Nevada Notes

SMALL BIZ FRIENDLY STATES

There are nearly 28 million small businesses in the U.S. The odds of failure for a startup are high, and the rates of success vary greatly — some of it based on where you decide to start.

Thumbtack has ranked all 50 states according to how they treat entrepreneurs, based on nine categories and a survey of 7,500 small business owners.

Nevada was ranked 37th and scored surprisingly low (a C), in part because regulations, licensing and government websites all got average or below-average grades.

Here are the top 5, all with an A+ grade:

South Dakota; Tennessee; Alaska; Michigan; Utah
There's a lot of data; you can check out the detailed and interactive listing on Thumbtack. (**thumbtack.com**) *THE FACT PACK*

ELECTRONIC PATIENT INFO FUNDING APPROVED

The Board of Examiners approved \$1.2 million to HealthIE Nevada to expand the electronic data system that will allow secure transmission of patient information among providers.

The contract is to provide Health Information Exchange information to aggregate patient information into a secure repository. The federal government covers two-thirds of the cost with the state paying the rest.

Nevada Appeal

RESTAURANT SERVER CAN BE CAREER IN LV

"If it doesn't work out, I can always wait tables."

Chances are you or someone you know has uttered those words. Long before Uber became America's side hustle of choice, restaurant server was the favorite fallback for several generations of Americans.

The workforce has changed over the past few decades, however. And now many who labor taking orders in restaurants don't look at it as a dead-end job. In Las Vegas, it's evolved into a serious career.

Few places offer the opportunities found in the Las Vegas Valley. As with any career, salaries and benefits vary. Hourly wage, check averages, whether a job is union or not, and what percentage of tips are shared with support staff factor heavily into determining take home pay.

Many servers speak of their pay in terms of what they take home per

shift rather than annual figures. But most people interviewed for this story calculate a career server in the valley can easily earn between \$50,000 and \$75,000 per year. More casual "order takers," as one career server calls those less serious about their craft, have no problem making \$40,000 or more.

The salary and perks have not gone unnoticed, and top positions now require a degree with hospitality preferred.

Servers, like chefs, can move from one acclaimed restaurant to another in Las Vegas to learn new skills, often staying within the same corporate or union structure, and retaining seniority. *LVRJ*

STATE-RUN IRA FOR PRIVATE WORKERS IN NEVADA ENDORSED

More than 50 percent of employers in Nevada don't have a pension plan for their workers so a legislative committee has endorsed a proposal to create a state operation to help these private employees save for their retirement.

The Nevada Task Force on Financial Security voted to back a plan where workers could voluntarily contribute monthly to a state-operated IRA. It found most Americans aren't saving enough to pay for

their retirement years.

Called the Nevada Employees Saving Trust, it's also touted to help small business, which can't afford to offer these pension benefits.

Workers now rely on Social Security or retirement savings which fall short of covering big expenses such as medical bills, said the committee, which split on the idea. Republican Sen. Pete Goicoechea of Eureka and Assemblyman Al Kramer of Carson City dissented, saying the private sector could handle this without a state-run system.

AARP in Nevada has estimated 557,000 persons work for a business that doesn't offer a pension plan.

The task force reported this could save the state \$24 million over 15 years if the worker would be able to have an additional savings plan. This would come in less demand for Medicaid, food stamps and housing subsidies.

A business would automatically deduct the amount from the paycheck of a worker and send it to a state committee that would select a fiscal agent to invest the money.

Kramer objected saying it would require a 5 percent fee for the worker which is higher than charged by a private firm.

Nevada Appeal



National Notes

HOLIDAY HIRING

Consumer confidence soared to its highest level in 18 years in August as Americans expressed a more optimistic outlook on the economy. That suggests that retail sales could rebound in the coming months.

Retailers expect a solid winter holiday shopping season and are announcing plans to ramp up their hiring of seasonal staff.

Target said that it plans to hire 120,000 temporary workers, 20 percent more than last year. The amount is 20 percent more than what Target hired last year.

Best Buy, the electronics and technology retailer has confirmed they will be doing seasonal hiring for the holiday season. A spokesperson for the company confirmed that they will be seeking workers for customer service, merchandising, and inventory.

Macy's Inc said it would hire 80,000 temporary workers for the holiday season, in line with last year's initial hiring, and deploy more hands to cater to the avalanche of online orders expected in the shopping period. The department store chain said 23,500 seasonal workers would be employed at its online fulfillment centers across the United States, 5,500 more than last year.

AP, Reuters, ABC

HALLOWEEN SPENDING TO REACH \$9 BILLION

Once again, Americans are looking forward to splurging on

their favorite candy, costumes and decorations during the Halloween season. According to the National Retail Federation's annual survey, total spending for Halloween is expected to reach \$9 billion.

According to the survey, consumers plan to spend \$3.2 billion on costumes (purchased by 68 percent of Halloween shoppers), \$2.7 billion on decorations (74 percent), \$2.6 billion on candy (95 percent) and \$400 million on greeting cards (35 percent).

Pet costumes continue to gain popularity, with nearly 20 percent of celebrants planning to dress their pets in costumes this year.

45 percent of shoppers will visit discount stores and 35 percent will go to a specialty Halloween store or costume store while 25 percent will visit department stores, 24 percent will buy online and 24 percent in grocery/supermarket stores for costumes and supplies. *NRF*

DISCOVERING SENIORS

In recent years, executives have begun to see another milestone emerge in their customers' lives: the moment when sons begin shaving their aging fathers.

Those who are bedridden don't have easy access to running water to rinse blades or wash off shaving cream. Traditional blades are quick to nick delicate skin.

After three years of observation, design and testing,

Gillette is preparing to release the first razor built for caregivers to shave others. The Gillette Treo has an extra-wide handle and comes with a tube of clear gel that eliminates the need for running water or shaving cream.

The brand is looking for opportunities to reach the country's fastest-growing demographic: Americans 65 and older.

The number of senior citizens in the United States is expected to nearly double by 2050, creating a fast-growing niche for retailers and manufacturers.

Best Buy, which is investing heavily in technology for aging adults, is spending \$800 million on GreatCall, the tech company behind the senior-friendly Jitterbug phone, which comes with extra-large buttons and screens, and alerts first responders when there's an emergency.

Other companies are creating hairbrushes and combs with extendible handles, toothbrushes with three-sided heads, and sensor-packed shoes that can detect falls, all aimed at elderly consumers and those who care for them.

Spending by Americans age 50 and up is expected to rise 58 percent to \$4.74 trillion in the next 20 years, according to AARP. At the same time, the number of adults taking care of elderly parents is expected to rise steadily in coming years.

Rethinking stores
Retailers around the

country are taking steps to make their stores friendlier to older shoppers. CVS has begun adding magnifying glasses to its shelves, while Target has increased the font size on pharmacy labels.

Washington Post

4 REASONS WHY SHOPPERS ARE IN THE MOOD TO SPEND

The store isn't dead for Home Depot, Best Buy or Target. Many traditional chains have posted strong sales, both online and at stores, as people are in a mood to spend. What's driving it?

1. A Strong Economy:

Shoppers are spending more freely in an economy that has recently grown at the fastest pace in nearly four years. Average hourly wages rose 2.7 percent in July from a year earlier.

Target saw sales at established stores post the strongest growth in 13 years. Customer numbers in stores and online had their best showing since at least 2008.

Walmart similarly posted the largest increase for same-store sales in more than a decade. Best Buy had its biggest second-quarter same-store sales boost in 15 years. These three retailers, along with Home Depot, Lowe's, and others raised their outlooks.

2. Faster Options at the Store: Stores are catering better to time-conscious

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HOLIDAY HIRING *Continued from page 3*

less than one and a half times the minimum wage overtime for any hours worked over eight in a day. Currently, this means employees who make less than \$12.38 an hour (or \$10.88 per hour, for employees of employers who provide a qualified healthcare plan) must be paid overtime for any hours worked over eight in a day.

FINAL CHECKS

With the influx of temporary employees during the holiday season, employers need to be aware of requirements to timely pay employees after separation. If an employee resigns, the employer must pay all wages owed on the regular payday or within seven days of the employee's resignation, whichever is sooner.

When the employer terminates an employee, wages are due immediately. If an employer fails to pay all wages when due to an employee who resigns, or within three days of becoming due for an employee who was terminated, that employee continues earning wages for 30 days or until paid, whichever is sooner.

MISCLASSIFIED EMPLOYEES

Another common

source of employer wage and hour liability comes from misclassifying employees. Any employer who has overtime-exempt employees, interns, or independent contractors needs to ensure any individuals classified as such are properly classified.

Overtime Exempt Employees

Under the Fair Labor Standards Act ("FLSA") employees must be paid overtime if the employee works more than 40 hours in a week unless the employee falls under an exemption.

The most common exemptions are those for administrative, executive, and professional employees. To fall under one of these exemptions, the employee must exceed a minimum salary (currently \$455 a week) as well as satisfy duties tests that vary depending on the specific exemption.

This is a fact-intensive inquiry, and many employees end up improperly classified. Accordingly, it is important to ensure employees classified as overtime exempt are not entitled to overtime.

Interns

The courts have established specific tests for determining when

an employer may use an unpaid intern. In the Ninth Circuit, which includes Nevada, courts will apply a seven-factor test known as the "Primary Beneficiary Test." The Primary Beneficiary Test focuses on the understanding of the parties, whether the internship is providing real educational value to the intern, and whether the intern's work supports or displaces the work of paid employees.

Interns should be learning and networking, not primarily performing menial tasks such as making copies and bringing coffee. Employers who plan to hire interns should set up the program before the interns start and ensure it is using unpaid interns properly.

Independent Contractors

In recent years, many employers have replaced employees in certain roles with independent contractors. Independent contractors are not protected by most wage and hour laws, workers compensation laws, and other legal protections afforded employees.

The independent contractor designation is not a magic bullet, however. Determining whether an individual is an employee or independent

contractor involves analyzing the nature of the relationship, rather than the title. Whether an independent contractor is properly classified depends on factors like how much control the employer is exercising and the nature of the work the purported contractor performs. Employers should therefore be cautious when designating individuals as independent contractors.

PENALTIES

Wage and hour violations can be expensive and time-consuming. A number of wage and hour statutes authorize courts to award attorneys' fees to prevailing plaintiffs.

This means mistakes of even a few hundred dollars can end up costing an employer tens of thousands of dollars.

It is therefore critical to work with employment counsel and qualified human resources professionals before wage and hour issues arise. ■

Editor's Note: Jason Sifers is an attorney at McDonald Carano where he focuses on commercial and complex litigation cases. He works with Josh Hicks, a McDonald Carano partner and RAN's General Counsel.

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, October 20th

10:00 AM - 2:00 PM

Drop Off Locations

Reno: CVS - 5019 S. McCarran Blvd.
Raley's - 18144 Wedge Parkway
SaveMart - 10500 N. McCarran Blvd.
Smith's - 750 South Meadows Parkway
Smith's - 175 Lemmon Drive
UNR - Corner of 9th St. and Center

Sparks: Smith's - 1255 Baring Blvd.

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 the Reno Police Department, Sparks Police Department, Washoe County Sheriff's Office, and UNR Police Services.
- 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



take advantage of their store

has special sections dedicated

target has been aggressive



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.

- CBTR Optical Labs LLC dba See Better Labs
- Christian Hospice LLC
- Greenheart LLC dba Greenheart LLC/Flightlinez Bootleg Canyon
- John's Carson City RV, Inc dba Carson City RV
- Kallfelz Team Association Management dba HOA Management
- Nevada Geo-Tech Inc
- Nevada Organics LLC dba Full Circle Compost
- Oasis Online
- Wild Fig Catering LLC
- Wild West Mattress Company LLC
- Window Agency

CREDIT CARD PAYMENTS

The Retail Association of Nevada is happy to announce that you can now pay your annual membership dues by credit card on our website: www.rannv.org.

Please contact Piper Brown if you have any questions, **775-882-1700**.



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



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

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.



STATE BALLOT QUESTIONS *Continued from page 5*

delivery equipment, and mobility enhancing equipment prescribed for use by a licensed health care provider from any tax upon the sale, storage, use, or consumption of tangible personal property?

FINANCIAL IMPACT – CANNOT BE DETERMINED

STATE QUESTION NO. 5 Amendment to Title 24 of the Nevada Revised Statutes

Shall Chapter 293 of the Nevada Revised Statutes be

amended to automatically register an eligible person to vote or update the person's existing voter registration information if the person applies to the Department of Motor Vehicles for the issuance or renewal of or change of address for any type of driver's license or identification card, unless the person affirmatively declines in writing to apply to register to vote or have his or her voter registration information update?

FINANCIAL IMPACT – YES

STATE QUESTION NO. 6 Amendment the Nevada Constitution

Shall Article 4 of the Nevada Constitution be amended to require, beginning in calendar year 2022, that all providers of electric utility services who sell electricity to retail customers for consumption in Nevada generate or acquire incrementally larger percentages of electricity from renewable energy resources so that by calendar year 2030 not less than

50 percent of the total amount of electricity sold by each provider to its retail customers in Nevada comes from renewable energy resources?

FINANCIAL IMPACT – CANNOT BE DETERMINED

Voters are urged to read the arguments and the explanations of the financial impacts. ■

GET READY *Continued from page 4*

Political affairs, lobbying, and public policy aren't for everyone. Mary Lau, RAN's President & CEO, has indicated

this business is challenging but necessary. And the reward comes in knowing that she and staff have protected the

businesses that are members of RAN. She is right. Without those willing to engage in the process on behalf of businesses

it wouldn't be long until our business climate would be in a state of decline. And, that would not be good for anybody. ■

ELECTRONIC PRESCRIBING *Continued from page 4*

and some of these states have required this for all prescriptions. Similar legislation is also pending in four other states.

The states that enacted this legislation realized a large increase in the number of prescribers as the effective dates of the law approached. One particular state, Minnesota,

chose not to enact specific penalties for non-compliance and consequently they have not seen this same rate of increase of providers e-prescribing.

In August 2018, NACDS issued a press release applauding the state of Massachusetts for passing mandatory e-prescribing for

all controlled substances in an effort to address the opioid epidemic and to restrict fraud, abuse and waste.

A poll conducted in Massachusetts by Morning Consult found that 77 percent of the voters supported requiring all prescriptions be handled electronically as part of the

solutions to the opioid abuse epidemic.

NACDS and RAN members support solutions regarding the opioid epidemic with ongoing pharmacy initiatives to prevent this abuse, including compliance programs; drug disposal; patient and provider education programs; and more. ■

NATIONAL NOTES *Continued from page 7*

shoppers with delivery and pickup services that take advantage of their store networks.

3. Revamping Websites:

Stores are trying to make it easier to discover products

online. Walmart overhauled its website with a special emphasis on fashion and home goods, and has special sections dedicated to Lord & Taylor as part of their partnership

4. Powerful Exclusive Brands: Shoppers are responding to the brands stores have developed to differentiate themselves – and which have better profit margins. Target has been aggressive

here, particularly in clothing and home goods. Macy's hopes to have its private label and exclusive brands account for 40 percent of the merchandise it offers in the next few years.



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RETAILERS WELCOME PROPOSED JOINT EMPLOYER RULE

WASHINGTON: THE NATIONAL RETAIL FEDERATION

(NRF) today issued the following statement from Senior Vice President of Government Affairs David French in response to the National Labor Relations Board's proposed joint employer rule. The rule would provide legal clarity surrounding business-to-business relationships and reverse the controversial Obama-era joint employer standard.

"The broad and vague joint employer standard put in place during the

previous administration made it harder to do business and discouraged entrepreneurship. When one business can be held liable for the actions of another independent company, the result is limitless liability and weaker job creation.

"It should be crystal clear what it means to be an employer, and that's what this proposed rule will achieve. We are pleased the NLRB is working to clear up the confusion surrounding basic, business-to-business relationships and provide retailers large and small

the certainty they need." ■

ABOUT NRF

The National Retail Federation is the world's largest retail trade association. Based in Washington, D.C., NRF represents discount and department stores, home goods and specialty stores, Main Street merchants, grocers, wholesalers, chain restaurants and internet retailers from the United States and more than 45 countries. Retail is the nation's largest private-sector employer, supporting one in four U.S. jobs — 42 million working Americans.

Contributing \$2.6 trillion to annual GDP, retail is a daily barometer for the nation's economy.

UPCOMING

**NRF 2019
 RETAIL'S BIG SHOW**
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**IMPACT HAPPENS
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 Let's collide,
 collaborate and create
 the new model
 of retail. Together.