Session Wins, Challenges, and Outcomes

By Mary Lau

Legislative sessions are dynamic and have a life of their own. Every session is different having its own set of challenges, obstacles, and winners. For those who engage – legislators, business owners and operators, and lobbyists alike — it is consuming, exhausting, and exhilarating all at the same time.

RAN members were again strongly represented in the 2019 session. The entire team, comprised of Mary Lau, Bryan Wachter, Liz MacMenamin, Andy Peterson, and Piper Brown were all engaged and oversaw various bills, all of which dramatically affect Nevada Retailers.

Although we successfully promoted many bills, it was primarily a defensive session. This was due to the 2018 blue electoral wave which ushered in significant democrat majorities in the assembly and senate. Democrats also controlled the governor’s office. This meant RAN had to pivot and primarily work with a different set of objectives and expectations. These differences primarily centered around the small government proclivities of the republican controlled 2015 session, the 2017 session when government was divided amongst democrats and republicans, and the newly found social justice footing the democrats brought to Carson City in the 2019 session.

Depending upon one’s viewpoint, one either cheered or groaned. In our view it was what it was – our main job to make sure retailers found themselves getting the best legislation possible.

The results included mandated paid time off for all employees, collection of sales taxes on internet sales, electronic prescribing of controlled substances, significant minimum wage increases, organized retail crime reforms, and increased tax collections. Fortunately for RAN legislative leadership allowed access and a listening ear. What can be said is that many legislative deals were tempered as a result of our efforts. Without RAN's cajoling and tenacity retailers would have surely experienced more severe outcomes making it even more difficult to do business in Nevada.

As a result of the session it will be more challenging to do business in Nevada. Yet the sky is not falling and retailers will live for another day. We know the retail powerhouse of Nevada’s economy will adjust, adapt, and anticipate more changes in the 2021 session.

Until then we’ve compiled a set of significant 2019 bills for which we have been intimately involved. We anticipate the governor will sign the bills in the next ten days. There are more bills, of course, but these represent the most pressing.

The team was honored to represent you and we will happily discuss how any one of these bills became law and how they might affect your business.

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ASSEMBLY BILLS MOST CONCERNING TO RETAIL AT THE 2019 LEGISLATIVE SESSION

By RAN Team

AB90 – PAID SICK LEAVE
Allows an employee to use his or her sick leave to assist immediate family members with an illness, injury, medical appointment, or other authorized medical needs.
Bottom Line: We recognize the need for employers to be flexible in certain circumstances in order for employees to be fully present when they are at work.
RAN Supported the bill but it failed due to provisions in SB312.
https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6069/Overview

AB113 – PRIVATE GUN SALES TAX
Makes certain that the act of transferring a gun for the purposes of conducting a background check is not calculated in the retailer’s inventory for purposes of taxation.
Bottom Line: RAN’s concern included the taxable portion and the tax liability to retailers.
Democrats regard this bill as win over the gun lobby. RAN supported this bill. However, the bill died in committee.
https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6128/Overview

AB132 – PRE-EMPLOYMENT SCREENING FOR MARIJUANA
Prohibits, with certain exceptions, denying employment to a prospective employee due to a positive drug test for marijuana.
Bottom Line: Employment laws are evolving due to legalized marijuana and we recognize the evolving nature of this issue. Employers are still allowed to have and enforce their drug free workplace after hiring.
RAN Supported after amendments and the bill passed.
Effective Date – January 1, 2020
https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6191/Overview

AB181 – EMPLOYEE REPORTING IN SICK
Prohibits employers from requiring employees to be physically present at their workplace in order to “call in” sick for the day. Allows employers to maintain other aspects of absence/attendance employment policies.
Bottom Line: This is a common sense bill. If an employee is sick, he or she should stay home in order to recover and to avoid spreading the illness to other employees.
RAN Supported the bill and it passed.
Effective Date – Upon Passage & Approval
https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6284/Overview

AB236 – CRIMINAL JUSTICE REFORM
A massive bill addressing most aspects of criminal justice sentencing including increased felony theft thresholds, dismissal and sealing for some fraud-related felonies, treatment for drug and alcohol related crimes, mental illness, and so forth. The bill’s intent, ultimately, is lowering the state’s incarceration rates and avoiding spending massive amounts of money on incarceration.
Bottom Line: While criminal justice reform is needed, culpability and consequences are still important to the business community.
RAN initially opposed the bill but supported the final amended version of the bill. It passed.
Effective Date – July 1, 2020
https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6419/Overview

AB271 – CALL CENTERS
Requires call centers to give notice when attempting to move to another country. As well, it requires any economic development monies that the company may have received would have to be paid back prior to moving. As a result, private employers are more

Continued on page 4
Senate Bills Most Concerning to Retail at the 2019 Legislative Session

By RAN Team

SB135 – STATE EMPLOYEE COLLECTIVE BARGAINING

Allows for collective bargaining for state employees.

**Bottom Line:**
Collective bargaining will likely raise costs for Nevada taxpayers, as it has in other states, and would create budget pressures in future biennium budget cycles.

*RAN Took no position on this bill. The bill passed.*

Effective Date – Upon Passage & Approval

https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6159/Overview

SB166 – EMPLOYMENT DISCRIMINATION/PAY EQUITY

Brings state law into compliance with federal law by defining the time an employee can file a discrimination claim. The bill also allows for penalties if an employer discriminates against an employee.

**Bottom Line:** As filed this bill was extremely punitive towards employers but after compromise with the bill sponsor it is now a reasonable bill banning discrimination in the workplace.

*RAN Originally opposed the bill but supported it after amendment. The bill passed.*

Effective Date – January 1, 2020

https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6256/Overview

SB176 – WORKERS COMPENSATION

Makes changes to the Nevada Industrial Insurance Act by requiring inclusion of certain health care providers and allowing injured employee to choose health care provider.

**Bottom Line:** The bill included approximately $2.3M to implement.

*RAN This bill never had a hearing and failed due to deadline requirements.*

https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6277/Overview

SB177 – NERC RIGHT TO SUE

 Requires the Nevada Equal Rights Commission to notify employees who have filed a complaint of their right to file a civil lawsuit. The bill also establishes revises timelines for such lawsuits.

**Bottom Line:** This bill reflected a campaign promise of legislative leadership. As amended, it is more straightforward for employers than originally proposed.

*RAN Supported the bill as amended. The bill passed.*

Effective Date – October 1, 2019

https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6295/Overview

SB178 – CREATES COUNCIL ON FOOD SECURITY AND FOOD FOR PEOPLE, NOT LANDFILLS PROGRAM.

Statutorily establishes a new council and program regarding food waste.

**Bottom Line:** The council will work with the Governor and Health and Human Services on food security issues and oversee the Food for People, Not Landfills program. The program will be evaluating ways to reduce food waste and divert the waste to increase food security.

*RAN Supported this bill. The bill passed unanimously in both houses.*

Effective Date – July 1, 2019

https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6298/Overview

SB187 – CHANGES REQUIREMENTS AND RESTRICTIONS FOR PRESCRIBING CONTROLLED SUBSTANCE.

**Bottom Line:** The bill would have allowed changes to Governor Sandoval’s opioid legislation from 2017 session (AB474). The practitioner is currently required to do a review of patient medical records before prescribing and opiate. This would have removed that requirement for a dentist, a physician, an optometrist and a pain
controlled by government regulations.

**Bottom Line:** This bill prescribes labor arrangements regardless of technological advancement or collective bargaining, and illustrates an intrusion of union self-interest.

*RAN Originally opposed but after amendments we were neutral. The bill passed.**

**Effective Date – January 1, 2020**

https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6494/Overview

**AB337 – RAILROADS**

Requires two person crews in all major railroads regardless of technological advancement.

**Bottom Line:** This bill is another step in addressing the opioid epidemic. RAN worked with all stakeholders and the Speaker to craft language that would achieve best practice goals for Nevada.

*RAN Opposed this bill but it passed.**

**Effective Date – January 1, 2021**

https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6569/Overview

**AB355 – GROCERY STORE SALES**

Originally required those selling grocery stores to give 90 days’ notice and continue to employ its employees 90 days post sale. Ostensibly, this would ensure continued union representation of organized employees. This would set a precedent for other employers thereby resetting labor law in Nevada. The bill was amended to 60 days for both sale notice and employment.

**Bottom Line:** The bill in original form was terrible public policy for labor law in Nevada.

*RAN Opposed this bill, and it died in the Senate.**

https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6659/Overview

**AB370 – PROVIDES COLA INCREASES FOR DEATH BENEFICIARIES OF WORK COMP RECIPIENTS**

This properly workers’ compensation providers to provide COLA increases to survivors of death benefits going back into perpetuity.

**Bottom Line:** The bill originally spread liability unfairly but with legislative intent it provides for a fair distribution of this liability.

*RAN Opposed but the record of legislative intent assured providers that the regulatory process would be fair. This bill passed.**

**Effective Date – July 1, 2019**

https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6858/Overview

**AB456 – MINIMUM WAGE BILL**

Raises the minimum wage for all private employees in Nevada. Starting in 2020 the minimum wage will increase yearly by $.75 cents per hour until 2024 when it reaches $12 per or more per hour. If an employer provides health care the wage raises the wages until it reaches $11 or more per hour.

**Bottom Line:** The bill is good for retail and eliminates the state from choosing winners and losers amongst retailers no matter if they are physically present in the state or not.

*RAN Promoted and supported this bill. It passed.**

**Effective Date – July 1, 2019**

https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6858/Overview

“South Dakota verses Wayfair” US Supreme Court decision thereby allowing the state to collect “use,” or sales taxes on internet sales. It also outlines the requirements of internet Marketplaces and their role in tax department collections. The bill levels the playing field between brick and mortar stores and online stores.
Bill is indiscriminate and targets all employers large and small. It offers no relief for training wages, youth wages, or credit for tipped employees. It may also make it more challenging for some Nevada businesses to compete. On top of other employer mandates passed this session it will surely be more difficult for some businesses to remain viable.

**RAN Opposed this bill. Nonetheless the bill passed.**

**Effective Date – July 1, 2019**

https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6870/Overview

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**AB447 – RETAIL TAX ON SALE OF DIGITAL PRODUCTS**

Imposes a sales tax reflective of the tax charged in each county for digitally delivered products. These include downloads of music, electronic books, videos, software and so forth.

**Bottom Line:** RAN supports the concept of this bill but it needs more study and further research in the legislative interim in order for it to be good public policy.

**RAN Opposed the bill. The bill died in Committee.**

https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6870/Overview

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**AB477 – INTEREST CONTRACTS**

A consumer protection bill which prescribes conditions regarding loans and enforceability and non-enforceability.

**Bottom Line:** This bill reflects the continued erosion of legal rights for businesses.

**RAN Opposed this bill but it passed.**

**Effective Date – October 1, 2019**

https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6918/Overview

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**AB538 – MODIFIED BUSINESS TAX (MBT)**

Maintains the current rate charged on employers rather than dropping it to predetermined rates defined in the commerce tax legislation.

**Bottom Line:** When passed the commerce tax called for reductions in the MBT if the commerce tax preformed at certain rates. Governor Sisolak included the rate to be maintained, at the current rate, in his budget in order to maintain certain spending levels.

**RAN Opposed this bill due to the constitutional requirement that any bill which raises revenue to require three quarters of legislators to vote affirmatively. The bill failed but its provisions were included in SB551.**

https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/7064/Overview

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**FIRST DO NO HARM**

By Bryan Watcher

*With the 2019 Legislative Session Behind Us,*

it’s now time for Nevada businesses to begin preparing for the new and changed laws to take effect.

But regardless of what the media is saying, Nevada businesses came out of this legislative session with minimal harm from what was expected. That’s not to say there isn’t change, including an increasing minimum wage and numerous policy changes, but it gives us a clear indication of what is to come as long as there is a Democratic Governor and majority in both houses.

Arguably, the greatest impact to Nevada businesses will be the increasing minimum wage. We knew going into this session that a minimum wage increase was going to happen, but we were unsure of the rate, which settled at $12 per hour. RAN did not support this legislation because, fundamentally, the increase combined with other employer mandates passed will make it more difficult for some businesses to compete or remain viable.

In addition to that, it lacks the flexibility for employers to provide training wages, youth wages, or credit for tipped employees.

In addition to the minimum wage increase, the proposed changes to Nevada’s business policies were numerous; we supported some and opposed many. In the end, the results included mandated paid time off for all employees,

*Continued on page 7*
management physician. Language also revised restrictions on renewals of a prescription for opiates. **RAN – Remained neutral with concerns on this bill. The bill passed from senate into assembly but failed to receive votes in Assembly Commerce and Labor.**

https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6315/Overview

**SB263 – REGULATION AND TAXATION OF VAPOR PRODUCTS**

Requires certain vapor products be taxed, regulated, and charged a licensing fee, and makes selling to minors subject to penalties for both employers and employees. **Bottom Line:**

**RAN Was neutral on the bill as amended. The bill passed.**

Effective Date – January 1, 2020

https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6491/Overview

**SB283 – PRESCRIPTION DRUG COVERAGE UNDER STATE PLANS**

The legislation removes restrictions on the list of preferred drugs used for Medicaid and revises criteria for selection of these drugs by the Prescription and Therapeutic Committee. **Bottom Line:**

**RAN Opposed the original bill and the amended bill. The bill died in committee.**

https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6545/Overview

**SB310 – BOTTLE RECYCLING**

Establishes a bottle deposit and recycling program in Nevada. **Bottom Line:**

**RAN Opposed this bill but it failed to gain an assembly vote.**

https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6655/Overview

**SB361 – PHARMACIST PRESCRIBED CONTRACEPTIVE**

Allows for the prescribing of contraceptives by a pharmacist. **Bottom Line:**

**RAN Supported this bill but failed to gain an assembly vote.**

https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6655/Overview

Continued on next page
SB377 – PROVIDES COLA FOR WORKER’ COMPENSATION TOTAL DISABILITY RECIPIENTS

This language increases compensation of “permanent total disability” claims that occurred before January 1, 2004.

**Bottom Line:** This would increase compensation for certain claimants that were not included in a COLA increase for claimants injured after January 1, 2004. **RAN Originally, RAN supported the bill but after amendments we moved to neutral. The bill passed.**

**Effective Date – July 1, 2019**
https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6684/Overview

SB431 – ORGANIZED RETAIL THEFT

**Bottom Line:** This bill is helpful in combatting increasingly brazen organized retail crime. **RAN Fully supported this bill and it passed.**

**Effective Date – October 1, 2019**
https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6812/Overview

SB493 – EMPLOYEE MISCLASSIFICATION

**Bottom Line:** As amended the bill studies, in the legislative interim, employee misclassification. **RAN Originally opposed the bill but moved to neutral after amendments. The bill passed.**

**Effective Date – July 1, 2019**
https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6952/Overview

SB551 – MBT TAX PLUS

**Bottom Line:** Simply put this bill was introduced with partisan intent. **RAN Opposed this bill. The bill passed.**

**Effective Date – Upon Passage & Approval**
https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/7071/Overview

**First Do No Harm**

collection of sales taxes on internet sales, electronic prescribing of controlled substances, significant minimum wage increases, organized retail crime reforms, and increased tax collections. We were able to stop many of the worst bills, including an egregious breakdown of Nevada’s right to work laws by requiring grocery stores to give 90 days’ notice of sale and continue to employ workers 90 days post sale.

I would be remis to not to include the MBT extension, passed without a two-thirds majority vote.

Contrary to numerous previous opinions, LCB reversed direction and issued a new opinion that extending a tax that was due to sunset would not require the support of two-thirds of both houses, and Democratic leaders were determined to set this new precedent during the session. RAN adamantly disagrees with the new LCB opinion and opposed this legislation. While it is unclear if and when a legal challenge will take place, RAN is greatly concerned about how this precedent will be applied during future legislative sessions.

Nevada businesses may have come out of the 2019 Legislative Session with minimal harm done, but we’re not out of danger yet. Nevada Democrats may have found a workaround to raise funds today, but don’t doubt, they have their eyes on supermajorities in both houses to make tax increases a reality in the future. Now we regroup and prepare for a legal challenge and the next election on the horizon.
THE NEVADA STATE BOARD OF PHARMACY MET IN RENO on June 6th and 7th for disciplinary and regulatory matters. The two regulatory issues discussed at the board during workshop was the forwarding of information between pharmacies and the changes to technician ratios as a vital assistant within the various settings.

FORWARDING OF PRESCRIPTION INFORMATION

The current regulations prohibit a pharmacy from forwarding a new prescription that has not be filled. Currently the patient who submits a prescription to Pharmacy X and then determines that they want to take their prescription to Pharmacy Y, they would have to return to their physician for a new prescription. This regulation will change that standard and allow the pharmacy to forward the prescription information to the patient’s requested pharmacy. This regulation passed unanimously and will now be heard in a public hearing at the next board meeting.

PHARMACUETICAL TECHNICIANS

RAN has been a part of the pharmaceutical technician conversation since the actual inception of the pharmaceutical technician as an accepted assistant within the pharmacy. Unlike other states, Nevada requires an arbitrary number to be assigned regulatorily as to how many technicians may assist in the pharmacy under the supervision of a pharmacist. There are many different arguments that have been heard regarding this arbitrary number.

There are pharmacists who understand that these educated technicians can be a valuable tool with the ever-changing role of a pharmacist and a pharmacy within the healthcare system. Many are willing to step up as the highly educated healthcare professional they are and provide much needed services to their patients.

The state of Nevada has consistently been at the bottom of the list regarding patient-healthcare practitioner ratio and a pharmacist’s role has been completely overlooked. But that is changing in our state and for this to succeed, the pharmacist will need to be able to spend more time with the patient.

The same argument is being heard by a new group of young pharmacists that were not around when this law was passed. They are “fearful of losing jobs”, “unsure they can supervise these techs” and basically the “sky is falling”. These are trained professionals and there is a belief that once they see that their fears are unfounded, they will be able to embrace the changing face of pharmacy. There are many different practice settings and there is a belief that retail business models and we are always trying to promote the importance of the pharmacist and to also advocate for their acceptance as a vital part of the health care team within the health care community in Nevada.

No action was taken on this regulation and it will be heard again during workshop at the next board meeting. The next board meeting will be held in Las Vegas on July 17th and 18th.
A TRIBUTE TO ANDE ENGLEMAN

ANDREA (ANDE) ENGLEMAN PASSED AWAY AT HER HOME ON JUNE 12TH, AGED 79 FROM CANCER.

Engleman had a long association with the Retail Association of Nevada serving as our newsletter editor and news provider to RAN staff on a daily basis.

Her primary responsibilities included editing the staff’s newsletter materials and making sure all articles provided to members was timely, accurate, and up to AP standards of journalism.

As well, we had a front row seat to Engelman’s news clipping service as she provided pertinent news articles to RAN staff on a daily basis, most of the news was on our computer screens prior to 4 a.m.

Engleman was born in Los Angeles May 3, 1940 to S. Keith and Alice Linden. She was raised in both California and Washington DC. She graduated from high school in 1958 from Bethesda-Chevy Chase High School and earned a bachelor’s degree in business administration from the University of Maryland.

Engelman found her way to the Carson City area in the 1980’s and involved herself in politics and journalism. She served in the administration of Governor Bryan and in the office of Secretary of State Dean Heller. She also served as the Executive Director of Nevada Press Association.

Engleman considered Carson City home.

RAN staff will remember her for her exacting standards, her passion for details, and her advocacy of what she thought was the right thing in public policy.

Engleman was the influence and guiding force which kept our newsletter factual and on time. Our newsletter will never be the same without her.

Engleman is survived by three daughters, Pam Enger, Laura Lohmeyer, and Karen Munson. She is also survived by a sister, brother, and four grandchildren.

LEGISLATIVE SESSION WAS A CHALLENGE

By Andy Peterson

“NO ONE PRETENDS THAT DEMOCRACY is perfect or all-wise…” observed Winston Churchill in 1947, and he was right. His words could be easily be adapted to describe the recently concluded Nevada legislative session.

The session was neither perfect or all wise even though it was entirely controlled by one political party. Sure, there were some big wins for democrats as they fulfilled numerous campaign promises. These included boosting the minimum wage, giving state employees the right to collectively bargain, and requiring private employers to provide paid time off to employees.

To be sure, these wins will have far reaching consequences.

However, what is often not said about the democratic process, and legislative sessions in particular, is the real value of what is not passed. Precious little of what is not passed gets covered in

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Important Information for SIG Members

NRS requires all existing members of a self-insured group to be notified of all new members.
NRNSIG new members are listed below.

BB of Southern Nevada LLC dba Budget Blinds of Southern Nevada
Chica’s Bar LLC
Cocolini LLC dba Cocolini Harman
Criterion Environmental Inc dba Premier Environmental Consulting
D&S dba Kit Kat Ranch
El Dorado Tivoli 55 LLC dba El Dorado Tivoli
Five Star Logistics LLC
Flores Landscape LLC
Gerald Eaton dba Cutright Property & Landscaped Maintenance
Green Day Lawn Care LLC
Itchyfeet USA Inc dba Grandma’s Fudge Factory
Marthas Cleaning Corp
Pure Ground Ingredients Inc
Rhino’s Maid Services LLC
Roller Network LLC
See Canyon LLC
Solar Panel Cleaning Professional LLC
Tri State Surveying LTD
Turner CNC Inc
V and J smoothies LLC dba Smoothie King

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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the press, nor would most people find it interesting even if these types of stories received front page coverage. The unsaid value, then, is poorly proposed legislation is often times modified or suppressed.

Examples are numerous but for clarifications sake take SB310, a piece of well-intended but poorly written legislation, which would have implemented a Nevada Bottle Refund Program.

As first proposed all single use bottles would have required a five-cent deposit paid by consumers who could reclaim their deposits at recycling centers. Fiscal notes provided by state agencies estimated this would have cost the state $14.1 million in the next biennium.

The next, or amended, version of the bill would have cost consumers ten cents per bottle and retailers would have been responsible to collect both the deposits and used bottles.

The final version of the bill amended the program into a pilot program local government could implement and included fiscal notes of approximately $2.1 million dollars. Ultimately Senator Joyce Woodhouse (Democrat, District 5) wisely let the bill languish in the senate finance committee without a hearing.

This example is illustrous due to its "non-news" nature of an unimplemented bill which had a great deal of unintended consequences had it actually become law.

Not all bills with negative consequences were so easily extinguished. Two of the aforementioned bills – minimum wage and paid time off – became law.

However, it should be noted the minimum wage law might have been worse had not Governor Sisolak indicated his desire to eventually cap the wage at $12 per hour instead of $15 per hour that some wanted. The paid time off bill was originally a paid sick time bill with reporting requirements aimed at employers with more than five employees. Again, the bill was modified to apply to employers with more than fifty employees as a paid time off bill without reporting requirements.

Some, of course, will view these bills as unacceptable but given current political realities some of the bite was removed before the bills advanced into signed law.

Churchill was right. "No-one pretends that democracy is perfect or all-wise..." The same can be said for legislative sessions.
WASHINGTON, JUNE 6, 2019 — THEFT, FRAUD AND losses from other retail “shrink” totaled $50.6 billion in 2018, up from $46.8 billion the year before as industry security executives said there is a growing overlap between loss prevention and cybersecurity efforts, according to the annual National Retail Security Survey released today by the National Retail Federation and the University of Florida. According to the report, shrink averaged 1.38 percent of sales during 2018, up slightly from 1.33 percent in 2017, but has held steady around 1.4 percent over the past few years. With the percentage largely unchanged, the increase in the dollar amount is due primarily to growth in retail sales.

The largest losses per incident came from robberies at an average $2,885.15 (down from $2,898.15 in 2017), followed by employee theft at $1,264.10 (up from $1,203.16), and shoplifting/organized retail crime at $546.67 (up from $543.28).

Of those surveyed, 89 percent said there is increasing overlap between retail loss prevention teams and cybersecurity teams, but only 30 percent of LP executives said they were regularly involved in threat analysis.

In after the fact on cyber issues, with 60 percent saying they are called in for incident response with only 26 percent involved in threat analysis.

For over a century, NRF has been a voice for every retailer and every retail job, educating, inspiring and communicating the powerful impact retail has on local communities and global economies.