

BOUNDARIES, PRINCIPLES, AND DOING THE RIGHT THING

By Mary Lau

IN THE DANCE OF LIFE THERE ARE ALWAYS BOUNDARIES. SOME VERY OBVIOUS, SOME

naturally seen and others learned. Boundaries are the reason the Retail Association of Nevada testified at the legislature against the trickery of overrunning the confines of Nevada's constitution. Senate Bill 542 (Finance Committee sponsorship) extended the DMV technology fee set to sunset and Senate Bill 551 (Nicole Cannizzaro sponsorship) extended the margin tax/commerce tax. Both of these extensions increased the revenue to the State thus creating a tax/fee increase.

Our position was never personal, as a matter of fact we counseled legislators and leadership that this was a step and a violation that didn't need to be made. Nicole Cannizzaro had her own reasons for not making SB 551 a committee bill but in being the sole sponsor she may have protected her caucus members at her own peril. Nicole is a good and fair legislator and she sponsored a bill for RAN to straighten out a problem with organized retail crime. This action ended

up outside the boundaries of RAN's legislative matrix.

Our deliberations that led up to RAN joining the lawsuit were not really complex as we support our members, we support good policy in this State, and we live-by and support the laws and Nevada Constitution. It's pretty obvious that when you start chipping away at the Constitution you are taking major steps toward chaos in lawmaking.

Article 4, Sec 18, Sub 2 is a quick look at what the voters approved in two separate elections and the legislature ratified:

"...Except as otherwise provided in subsection 3, an affirmative vote of no fewer than two-thirds of the members elected to each House is necessary to pass a bill or joint resolution which creates, generates, or increases any public revenue in any form, including but not limited to taxes, fees, assessments and rates, or changes in the computation bases for taxes, fees, assessments and rate."

That language is, in our opinion, pretty clear. Bryan Wachter, our Sr. Vice President of Government Affairs, testified in committee to this

fact many times during the 2019 Legislative Session.

This isn't the first attempt to split the hairs of wording concerning this article. In 2003 the overreach was attempted and got a very weak agreement by the Nevada Supreme Court in their ruling that taxes could be raised by a simple majority vote if the lawmakers failed to adequately fund education as required by the Constitution, but that opinion was reversed in 2006 when the court ruled, "The Nevada Constitution should be read as a whole, so as to give effect to and harmonize each provision."

The art of legal interpretation always includes

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THE POWER OF RETAIL

By Andy Peterson

RETAIL SUCCESS IS THE MANIFESTATION OF THE FREE

enterprise system. Success includes innovative products at competitive prices. Witness the evolution of personal computing; in the early eighties an Apple iMac cost approximately \$1,500 dollars. Today you can buy an iPhone 11 for approximately \$1,200. The new phone has an excellent camera, GPS, and more computing power than NASA had when first sending mankind to the moon. Without retail demand there would likely be no Apple iMac and



Andy Peterson

certainly there would be no iPhone 11. In Nevada the retail industry plays an oversized role in the economy compared to states such as Nebraska (agriculture), California (tech), and Texas (oil). According to an industry report

commissioned by RAN in 2018, the retail sector in Nevada employed one hundred forty-five thousand people in the state. These included jobs in supermarkets, general merchandise, clothing stores, and so forth in 8,600 different establishments. Only hospitality, education, professional services, and healthcare surpassed retail's heft when it comes to employment. Overall retail provides nearly \$5 billion in Nevada wages and it is the largest contributor of commerce taxes paid into the state treasury. In Nevada the retail sector is an enormous economic

driver. Yet, challenges exist. Retailers have to know what the customer wants and what he or she is willing to pay at any given time. Stocking non-salable items assures customers quickly walk away from your store or webpage. Ask more than they want to pay for an item or service and they'll quickly find it elsewhere. Retailers are familiar with these kinds of challenges. What they have a harder time controlling are policies which might be passed at the state capital. These come in the form of taxes and regulations. Last session
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BOUNDARIES, PRINCIPLES... *Continued from page 1*

the art of combining wording, precedent, case law and sometimes artful puffing. The decision to set aside their 2003 ruling with the subsequent 2006 was more the outcome of outrage by the public and loss of seats on the court rather than reconsideration of errors. All humans make mistakes, but when errors are pushing boundaries, they often get more attention.

The wording of this undoing was critical as it stressed how law should be interpreted. When

legislators request bill drafts it is the job of the Legislative Council Bureau to draft the legislation in a way that is legal, does not conflict with other legal provisions and accomplishes the goals of the legislators' desires in the proper format. It is not to find work-arounds to accomplish a goal especially if that goal defies public policy. The stronger, more appropriate, goal should be to advise and assist the lawmakers in accordance with proper legal interpretation. Term limits has changed some of that as we

don't have the institutional knowledge that legislators once did and now lobbyists and LCB have become the experts – allegedly. Back to the 2003 ruling, then Majority Leader Raggio, in spite of the convenience of the ruling declared that the two-thirds requirement would be honored. This is a silly place to be right now. Suing the Governor and Legislature didn't need to happen had they honored the Constitution and accepted the proper boundaries. In light of the Governor's



Mary Lau, RAN CEO

statement that we have the money if the case is lost it really makes one wonder, why did anyone buy the argument that one-half plus one could nullify two-thirds? ■



NEVADA IS AHEAD OF OTHER STATES ADDRESSING SNAP CHANGES

By Liz MacMenamin

RESIDENT TRUMP RECENTLY CHANGED

the policy for SNAP (Supplemental Nutrition Assistance Program) to limit states from waiving work requirements for those between the ages of 18 to 49 who are childless and not disabled from receiving these benefits.

The new policy change will require this group to work at least 20 hours a

week for more than three months over a 36-month period to be able to qualify for the program. In the past states could issue waivers for high unemployment areas.

Nevada was recently highlighted in a **NBCnews.com** story regarding what has been done in Nevada to address this policy change. Congratulations Nevada, you are a leader on being an example for other states.



Liz MacMenamin

Washoe County, state leaders and anti-hunger advocates were already

in the trenches prior to the announced policy changes. This was due to the strong economy which has produced a rise in employment levels. Technology related businesses moving into the area, in particular, have produced the highest growth.

This change meant the county no longer qualified for the waivers and therefore we anticipated as

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THE POWER OF RETAIL *Continued from page 2*

these included compliance regulations – mandates which made doing business more expensive. Next session these are likely to come in the form of tax increases.

Bryan Wachter, RAN's Senior Vice President of Government Affairs, and responsible for tax policy at RAN, suggests the state will likely start to see the effects of legislation passed in 2019. These effects could hold some surprises in the form of increased state costs. Collective bargaining, while good for employees, for instance, can quickly

drive up the cost of labor. Increased commitments to education can also add to state costs. Combined, the legislative effects may well drive the need for more state revenue which could ultimately impact the state's retailers.

The lack of state income taxes, and the relatively high levels of sales tax and fee structures in the state, virtually assures additional revenue will likely come from the modified business tax, and/or the commerce tax. Consider that legislators in 2019 have already shown they are willing to

eliminate a scheduled rate reduction of the modified business tax in order to balance the state budget. They will have these same kinds of challenges in 2021.

Retailers can point to the fact they bear the greatest commerce tax burden as a point of pride or complaint. If taxes are raised again - in addition to increased compliance costs of minimum wage and other newly mandated employee benefits – retailers will face an uphill battle. Should new tax costs challenge EBITDA (earnings

before taxes, interest, taxes, depreciation, and amortization) retailers may need to make choices which may not necessarily help employment. There is a limit to what any business can afford.

What remains to be seen in the run-up to 2021 is whether the legislature embraces the powerhouse the retail sector is in our state, or decides to take the risk and pass along its costs to one of the state's largest employment sectors. ■



NOVEMBER RETAIL SALES KICK OFF HOLIDAY SEASON WITH 2.1 PERCENT GROWTH OVER LAST YEAR AND MORE SPENDING TO COME

NRF

RETAIL SALES IN NOVEMBER INCREASED 0.1 PERCENT

seasonally adjusted over October and were up 2.1 percent unadjusted year-over-year, marking the first half of the holiday season with billions of dollars in shopping left to be done, the National Retail Federation said today. The numbers exclude automobile dealers, gasoline stations and restaurants.

“November showed modest growth on the surface, but you have to remember that the late timing of Thanksgiving delayed the beginning of the busiest portion of the holiday season and pushed Cyber Monday’s billions of dollars of retail sales into December,” NRF Chief Economist Jack Kleinhenz said. “These numbers are more about the calendar than consumer confidence. Consumer spending has been solid, and there’s still a lot of spending to be done.

With strong employment and higher wages, we’re on track for a

strong holiday season.”

Kleinhenz noted that the year-over-year comparison was challenging because November 2018 was up an unusually strong 4.7 percent over the year before. But December 2018 was down 0.2 percent from the year before, making it likely that next month could show a strong comparison.

In addition, many consumers began their shopping early this year, with some starting before November. NRF surveys showed that 39 percent planned to begin by Halloween, and that consumers on average had completed 52 percent of their shopping as of the Thanksgiving Day weekend.

NRF’s forecast predicts that holiday retail sales during November and December will increase between 3.8 percent and 4.2 percent for a total of between \$727.9 billion and \$730.7 billion.

November’s results build on October’s increase of 0.2 percent month-over-month and a strong 4.1

percent year-over-year.

As of November, the three-month moving average was up 3.3 percent over the same period a year ago, compared with 4.2 percent in October.

NRF’s numbers are based on data from the U.S. Census Bureau, which said today that overall November sales – including auto dealers, gas stations and restaurants – were up 0.2 percent seasonally adjusted from October and up 3.3 percent unadjusted year-over-year.

Specifics from key retail sectors during November include:

- Online and other non-store sales were up 7.2 percent year-over-year and up 0.8 percent month-over-month seasonally adjusted.

- Sporting goods stores were up 4.3 percent year-over-year but down 0.5 percent month-over-month seasonally adjusted.

- Grocery and beverage stores were up 4 percent year-over-year and up 0.3 percent month-over-month seasonally adjusted.

- Furniture and home furnishings stores were up 1.4 percent year-over-year and up 0.1 percent month-over-month seasonally adjusted.

- General merchandise stores were unchanged year-over-year but up 0.1 percent month-over-month seasonally adjusted.

- Building materials and garden supply stores were down 1.2 percent year-over-year but unchanged month-over-month seasonally adjusted.

- Electronics and appliance stores were down 1.7 percent year-over-year but up 0.7 percent month-over-month seasonally adjusted.

- Health and personal care stores were also down 1.7 percent year-over-year and were down 1.1 percent month-over-month seasonally adjusted.

- Clothing and clothing accessory stores were down 2.9 percent year-over-year and down 0.6 percent month-over-month seasonally adjusted. ■



IT'S OFFICIAL: MINIMUM AGE TO BUY TOBACCO IS NOW 21

Chain Store Age

IT IS NOW ILLEGAL TO SELL TOBACCO PRODUCTS —

including E-cigarettes and vaping cartridges — to anyone under the age of 21. The U.S. Food and Drug Administration officially raised the legal age to purchase all tobacco products from 18 to 21.

The measure, which has bi-partisan support, was

included in a spending package that President Trump signed into law on Dec. 20.

While initially there was some confusion as to exactly when the age change would take effect, the FDA has posted a message on its website that declared the change is now in effect.

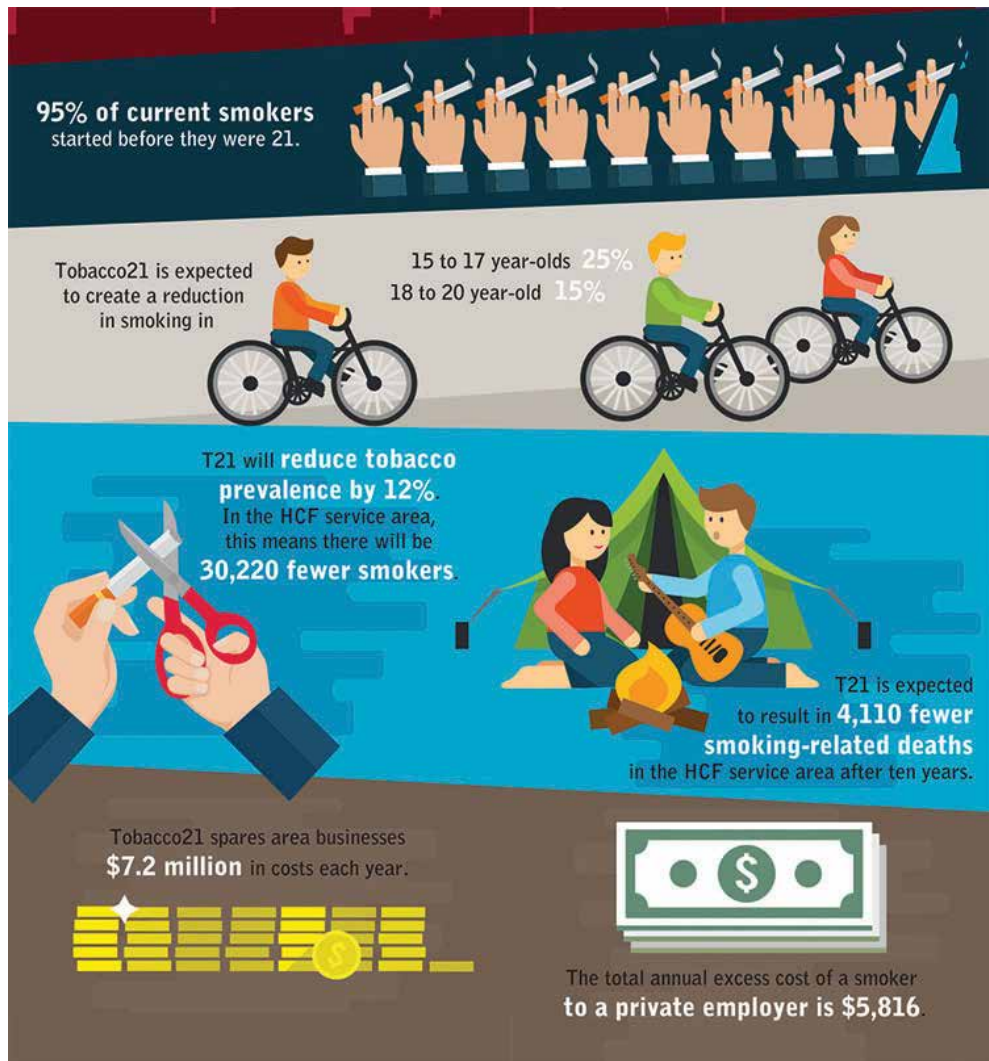
“It is now illegal for a retailer to sell any tobacco

product – including cigarettes, cigars and e-cigarettes – to anyone under 21,” the FDA said on its website.

“FDA will provide additional details on this issue as they become available.”

Prior to the new law, 19 states had already raised the minimum age to buy tobacco products to 21: Arkansas, California,

Connecticut, Delaware, Hawaii, Illinois, Maine, Maryland, Massachusetts, New Jersey, New York, Ohio, Oregon, Pennsylvania, Texas, Utah, Vermont, Virginia and Washington. Washington, D.C., and more than 500 municipalities and counties also previously raised the age to 21. ■





Nevada Notes

CLARK COUNTY TEACHERS UNION FILES PETITION TO RAISE GAMING TAXES FOR SCHOOL FUNDING

The Clark County Education Association (CCEA) filed an initiative to raise taxes on the valley area (Las Vegas) gaming industry. Currently, non-restricted licenses pay 6.75 percent on any gross gaming revenue over \$134,000 dollars per month. The petition requests to raise the tax percentage to 9.75 percent for any revenue over \$250,000 per month. The three percent increase would not apply to restricted licenses, for example, establishments with fifteen or fewer slot machines would not be impacted.

CCEA Executive Director John Vellardita indicates that if enough signatures are collected it will go before the legislature in 2021. If they approve it becomes law. If they do not it gets kicked to the voters in 2022. Additionally, the union says it will propose an additional tax increase in the near future.

EVERYTHING YOU NEED TO KNOW ABOUT NV GOVERNMENT

In an unexpected move, the Senate

Democratic Caucus has endorsed Roberta Lange's candidacy for SD 7, the same seat that Assembly members Ellen Spiegel and Richard Carrillo want. Both launched their campaigns this fall. Lange is a former teacher and has a long history of political involvement in Nevada, including serving as president of several Democratic party-political clubs and as the deputy campaign manager for one of former U.S. Senator Harry Reid's campaigns. While both Spiegel and Carrillo have the option to try to retain their Assembly seats, each has indicated to our lobbying team that they will continue their run for the Senate seat.

Changes are coming to the Governor's Office of Economic Development (GOED), with Governor Sisolak declaring that the state needs to focus on quality, higher wage jobs, versus quantity. The statements were made earlier this week when the Governor approved a temporary halt to all new or pending economic incentives until a new full-time director was hired. That position was filled by former Barrick Gold President Michael Brown. According to Brown, the agency is going to take steps to redevelop the tax

incentive structure used by the state to come up with a plan that doesn't just bring in low wage jobs, but jobs that have potential career advancement opportunities. The new plan will come before the GOED Board in March for approval. GOED was created during the recession in 2011 under the leadership of Governor Brian Sandoval.

Governor Sisolak has announced his appointees to the Patient Protection Commission (PPC), a body that will be assigned with conducting a review of health care in the state to improve access and affordability. The appointees range from academics, health care providers and payers, hospital CEOs, health care advocates, and a pharmaceutical lobbyist. He has also appointed former lobbyist Sara Chohagian as the board's executive director. The commission will begin meeting early in the New Year.

Voter registration in the state continued to rise during the month of November, adding almost 9,000 voters, an increase of 0.58%. Of that amount, 4,204 were Democrats, 1,990 were Republicans, 2,079 were Nonpartisan, and the rest were "other."

Governor Sisolak has announced the appointment of Hayley Williamson as the Chairwoman of the Public Utilities Commission of Nevada (PUCN) beginning January 1, 2020. Williamson was appointed to the PUCN in April 2019.



LEGAL NEVADA NOTES

• **Settelmeyer v. State**

Issue: Whether the Nevada Constitution requires a super-majority vote for bills that cancel scheduled tax and fee decreases.

Update: Because the case has members of the State Senate on each side, the district court judge disqualified an effort by the non-partisan Legislative Counsel Bureau to represent only the defense. However, the judge also allowed the Legislative Counsel Bureau to intervene in the case on behalf of the Legislature as a whole.

The unique legal lineup now has nine Republican Senators as plaintiffs represented by private counsel, one Democratic Senator as a defendant with private counsel, and the Legislature as an

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National Notes

BUY ONLINE, PICK UP IN STORE

Buy online, pick up in store is called BOPIS. And, its racking up sales for retailers including Walmart. Best Buy and Target are also using BOPIS to their advantage. Unlike Amazon, who can ship things quickly,

BOPIS allows customers to pick things up immediately thereby beating Amazon at their own game. BOPIS, in many cases, also allows the customer to avoid membership and shipping fees. *The Motley Fool*

KROGER, WALGREENS FORM GROUP PURCHASING ORGANIZATION

Kroger and Walgreens have formed a group purchasing organization. This will increase purchasing efficiencies, reduce costs, and drive innovation. Kroger will focus upon groceries while Walgreens will focus upon health and wellness.

Orders will be combined. As well, both companies will explore manufacturing products in-house. As an example, Kroger recently launched Kroger Express and placed them in thirteen Walgreens stores in northern Kentucky. The mini-outlets offer up to 2,300 products

ranging from produce to private label items. Both retailers have significant scale. Walgreens has more than 9,200 stores and Kroger has close to 3,000 stores. *Grocery Dive*

WALMART COULD REMOVE DRIVER FROM GROCERY DELIVERY

Walmart is experimenting with autonomous grocery delivery in Houston. The pilot program will allow customers to opt in to receive online orders via an autonomous vehicle. Walmart has been experimenting in different locations with different autonomous technologies.

In Surprise, Arizona and Miami, Florida the company experimented with different companies in an effort to test technologies.

Walmart is not the only company testing out autonomous technologies. Both Kroger's and pizza chain Domino's have also begun to test online delivery via autonomous vehicle.

Chain Store Age

ACOSTA REPORTS HIGHLIGHTS EFFECT OF TARIFFS ON GROCERY SHOPPERS AND RETAILERS

According to a new report from Acosta, tariffs

have affected grocery prices. The average American household is already spending \$600 more per year, and the cost could rise to \$1,000 per year if additional tariffs are imposed. Tariffs are also difficult for manufacturers and retailers by creating friction between who will bear the cost of price increases.

The report also shows; ● Seven in 10 shoppers believe tariffs have increased prices on everyday grocery products.

● The impact on manufacturers is highly dependent on the product line, sourcing and manufacturing location. CPG companies with U.S. based manufacturing are gaining an advantage.

● Providing adequate notice to retailers for price increases can be a struggle due to being at the mercy of government decisions, which often occur with limited or no notice.

● The level of willingness to accept price increases varies by retailer. Many expect manufacturers to bear the cost.

● Most retailers compare potential price increases to their commodity costs on their private label items.

Chain Store Age

PHARMACY GROUPS LIKE BIPARTISAN DRUG PRICING PACKAGE

A national pharmacy coalition applauded the latest Prescription Drug Pricing Reduction Act, released by the Senate Finance Committee.

The coalition says it addresses the backdoor clawback fees charged by large pharmacy benefit managers.

The coalition represents the National Community Pharmacists Association; National Association of Chain Drug Stores, the American Society of Consultant Pharmacists; the National Association of Specialty Pharmacists, the Food Marketing Institute; the National Grocers Association, the American Pharmacists Association and the National Alliance of State Pharmacy Associations.

The updated draft legislation (S. 2543) will require all pharmacy price concessions and DIR fees to be included in the negotiated price at the point of sale for Medicare Part D starting Jan. 1, 2022. It would prohibit plans and PBMs from retroactive recoupment. Additionally, the bill would move up the implementation of standardized pharmacy

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NEWLY RELEASED GREENHOUSE GAS EMISSIONS REPORT

By Mackenzie Warren



MANY STUDIES ARE MANDATED

by the Nevada Legislature each session. Very few are packed with as bold of policies as the ones outlined in the Nevada Division of Environmental Protection's newly-released report on statewide greenhouse gas emissions.

Senate Bill 254 was the impetus behind the report, tasking the Department of Conservation and Natural Resources to craft an ambitious carbon reduction plan. The potential decarbonization playbook is demanding.

And now that the report is out – Nevada businesses and residents should gear up for a changing world over the next several decades. Or at least consider carpooling before driving to work solo becomes more expensive than ever. (Harsher penalties geared at discouraging personal vehicles is just one of the myriad of suggestions

explored in the report.) Notably, without action by the Legislature or Gov. Steve Sisolak, the report lacks any teeth. But Sisolak has hardly been bashful about his plans to be bold when it comes to Nevada's carbon reduction policies. Look no further than Sisolak's decision to commit Nevada to the U.S. Climate Alliance, aimed at advancing the goals of the Paris Agreement to reduce greenhouse gas emissions by at least 26 to 28 percent below 2005 levels by 2025.

SB 254 sets forth economy wide greenhouse gas reduction goals of 28 percent below 2005 levels by 2025 – 45 percent below 2005 levels by 2030 – and zero or near-zero emissions by 2050. The latest report highlights that Nevada is on track to reduce economy-wide GHG emissions by 24-percent below 2005 levels in 2025 and just 26-percent below 2005 levels in 2030. This shortfall means that in order for the State to meet

its objectives, policy action is coming.

Yet, the political path to reach these lofty goals will be winding. Proponents can expect fierce opposition from numerous industries. At least under the current policy proposals, perhaps no industry will experience the most watershed change than the transportation industry.

The report predicts that through 2030, transportation emissions will make up the largest chunk of emissions. It also targets industry greenhouse gas emissions as the most rapidly increasing emissions source. The report recommends that managing emissions from these two sectors – transportation and industry – should take priority.

The recommendations range from increasing fuel taxes to reduce single-occupant vehicle use or personal vehicle usage to exploring the adoption of



Mackenzie Warren

a statewide transportation "demand management program." Such a program would require Nevada's larger employers to actively participate in cutting down the number of vehicle travel and road trips created by their businesses. If implemented, the ripple effect would be felt by retailers and really any business with sizable fleets, those that require frequent shipping or demand numerous vehicle trips.

On the more aggressive end of the political spectrum, the report also explores

Continued on next page



SNAP CHANGES *Continued from page 3*

many as 4000 people who would no longer qualify for benefits.

To address this change, the agencies and advocates in Nevada embarked on educating the recipients by putting out notifications to make them aware of the changes. This helped to keep some recipients from losing their benefits.

“Through the food banks, through mass mailings, social media and contact with the Retail Association of Nevada, we were able to notify every Nevadan that was impacted in Washoe

County,” according to Robert Thompson, the deputy administrator for the division who oversees SNAP. “We are following that exact same frame now for the rest of Nevada.”

Nevada now has a working group that includes two food banks, the Food Bank of Northern Nevada and Three Square Food Bank, state agencies and private entities that assist in helping to address hunger in our state. RAN is involved in these meetings and will be representing the grocery industry. As a result, the grocers have been able to assist area

food banks by supplying millions of pounds of food that would otherwise be disposed of but is still edible.

RAN would like to recognize Steve Fisher, Administrator with Nevada Division of Welfare and Supportive Services, and Laura Urban, Food Security and Wellness Manager with Nevada Department of Health and Human Services for the work they have done within their respective agencies to address not only this issue but other “hunger” issues in in



Nevada. We recognize the work that the local food banks have done in Nevada to supply the citizens in Nevada with another alternative to address the hunger issues in our state. ■

GREENHOUSE GAS EMISSIONS REPORT *Continued from page 8*

the adoption of a California-style vehicle emission standard, which encompasses low and zero emission vehicle standards. Such a shift could drive up the cost of a new car and in turn, keep the older and less efficient vehicles on Nevada’s roads for longer.

Policy changes to parking make up several recommendations, including pricing strategies that lower parking costs for those that carpool or vanpool to make ride sharing more attractive and economical. The

report pushes the exploration of other modes of high occupancy vehicle travel and, also suggests greater incentives for the inclusion of electric vehicle charging infrastructures.

The report proposes moving away from natural gas as a viable path toward decarbonization, which eventually would directly impact gas-powered stoves and heating units that are commonplace in commercial and residential properties. Additionally, the report recommends commercial

and residential properties implement a timeline for the adoption of energy efficient appliances and encourages industry exploration of energy efficient ways to light and heat facilities or to run equipment.

The work toward reaching a goal of zero carbon emissions by 2050 will undoubtedly intensify at the 2021 Nevada Legislature. And while this report is a substantive precursor of what is to come, the ultimate mechanisms and

policy debate as to how the State gets us there, remains. Combatting climate change will take creativity and sacrifice. One thing is certain – the road to decarbonization will demand a robust debate from stakeholders and State agencies. Buckle up. It will be a long and bumpy ride to 2050. ■

Mackenzie Warren is an attorney and Vice President of McDonald Carano’s Las Vegas Government Affairs & Advocacy Group. Mackenzie has litigation and entitlement experience with the bulk of her practice focused on developing practical legislative and administrative strategies for clients.

If you have a newsworthy item please forward it to andy@rannv.org. RAN reserves the right to edit for space.



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NEVADA NOTES *Continued from page 6*

intervenor siding with the defendants and represented by legislative lawyers.

A hearing on the substantive issues in the case is scheduled in the district court on April 1, 2020. An appeal from any district court decision seems inevitable.

• **Jackson v. Fair Maps PAC**

Issue: Whether the description of effect is accurate on an initiative petition to amend the Nevada

Constitution and move the jurisdiction to create electoral maps for Congress and the State Legislature from the Legislature to a seven-member panel.

Update: The district court held a hearing on December 23, 2019 and determined that the initiative petition could move forward with some edits to the petition’s description of effect. Specifically, the Judge indicated that the description

should omit certain adjectives such as “independent” and “fair and competitive,” and also indicated that the description should note that the redistricting commission will require some expenditure of public funds. The parties to the case were instructed to provide revised descriptions to the Judge for his consideration within 10 days.

In the near future, the Judge is expected to issue an approved description of

effect, at which point the ballot petition can proceed to the signature gathering phase. If the requisite signatures are collected by June 16, 2020, the petition will appear on the statewide ballot in 2020 and if approved by a majority of voters will appear again on the statewide ballot in 2022

If passed a second time in 2022, it will become part of the Nevada Constitution.

NATIONAL NOTES *Continued from page 6*

quality measures to 2022. *Drug Store News*

WALMART PUSHES TO ELIMINATE GREEN HOUSE GASES FROM SUPPLY CHAIN

Walmart’s “Project Gigaton” is aimed at reducing greenhouse gas emissions from their supply chain by 2030. Launched in 2017, the project is aimed at larger sustainability goals which has been a focus of the company since 2005. As the climate crisis becomes more immediate – fueled by images of floods and wildfires – companies are waking up to the role they play in climate change and are announcing ways to reduce their carbon footprint. In 2005, then CEO Lee Scott, announced changes in the company’s mindset including focusing

on ways to become more environmentally friendly. Under the current CEO, Doug McMillon, the goals of reducing its footprint have continued. At CNBC’s “Evolve” conference in November, McMillon said the retailer focuses on “close to the core” ways in which it can enact change — selling more sustainable products, for example, and focusing on more efficient packaging methods to reduce waste.

One of the company’s most recent — and ambitious — initiatives is Project Gigaton. Launched in 2017, its goal is to reduce one gigaton of greenhouse gas emissions from the company’s supply chains by 2030. To put that number in context, it’s equivalent to taking 211 million passenger cars off the road for an entire year, according to estimates

from the Environmental Protection Agency.

This initiative is one part of Walmart’s overall emissions-reduction program, which was approved by the Science Based Targets Initiative. Backed by organizations like the United Nations Global Compact and World Resources Institute. The Science Based Target Initiative ensures that a company’s targets are in line with standards set by the Paris Agreement. Walmart was the first retailer to have its target approved.

CNBC

NEW FEDERAL JUDGE

After a controversial process, judicial nominee Lawrence VanDyke was confirmed to a position on the Ninth Circuit Court of Appeals by the U.S. Senate

by a 53-40 vote, ending the debate on a nomination opposed by both of Nevada’s Senators.

VanDyke served as a Nevada solicitor general under former AG Adam Laxalt and has been a controversial figure after the American Bar Association rated him as “not qualified.”

U.S. Senators Cortez-Masto and Rosen openly opposed VanDyke on the Senate floor, urging their colleagues to vote against the confirmation.

Senators Cortez-Masto and Rosen have created a task force to interview candidates for an open position on the federal district court bench in Nevada, and expect to recommend candidates for appointment to the Senators relatively soon.

McDonald Carano

NEVADA NEWS

Nevada News is published by the Retail Association of Nevada, a nonpartisan, nonprofit corporation founded in 1969 representing the Retail Community, the Chain Drug Council and the Grocery Industry Council.

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GROCERY WORKFORCE OF THE FUTURE

Progressive Grocer

G LIMPSE AT THE NUMBER ONE FOOD RETAILER

and you'll see robots mopping floors and stocking shelves and you'll see the future of grocery workforce.

In addition, you'll need to ramp up worker benefits such as medical care and free college in order to attract the workforce of the

future. Lastly, expect to pay at least fifteen dollars per hour and provide innovative management training.

"The power of creativity" is surely one way to redefine America's food retail workforce in 2020. Nearly 5 million people are employed in retail jobs, and almost 3 million of those people work in grocery stores.

Many of these jobs still involve old-fashioned tasks in physical stores, but the reality is that today's food retail industry is a collage of full-time employees, gig workers and artificial intelligence performing an ever-widening range of tasks. ■

