

LOOKING OUT FOR BUSINESS

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RAN Retail Association of Nevada

NEVADA NEWS

THE 81ST LEGISLATIVE SESSION

By Mary Lau, RAN CEO

THE 81ST NEVADA LEGISLATIVE SESSION WAS LIKE NOTHING WE'VE

ever seen and something we never want to see again. Between the restrictions created due to the pandemic, a growing divide between the political parties, and the new dynamic of the Democrats' progressive wing, the business community was lucky to reach sine die with the minimal bumps and scratches we received.

The most obvious challenge this year was navigating a legislative session without the ability to enter the legislative building for in-person meetings until the final weeks.

Technology became a critical ally and, at times, a bitter enemy, as we navigated bill presentations and testimonies by Zoom and phone calls. Many legislators we have successfully worked with in the past were impossible to nail down remotely.

The good news, after May 20th it was business as usual in the legislature (if you don't count the mandatory masks, COVID tests and verified



Mary Lau

vaccinations). We expect the legislature to return to normal for the 82nd Legislative Session in 2023.

Pandemic aside, based on state and national trends, we knew to expect a record session for party-line votes and growing division between the parties.

This pattern of partisanship is not new in Nevada, and it was acerbated by the lawsuit and subsequent ruling that the taxes extended in 2019 without a two-thirds vote violated the Nevada Constitution.

This ruling has not changed the behavior of Nevada Democratic

leaders; in fact, they seem to only be sorry they were caught. We're continuing to watch Democrat leaders systematically probe and challenge more areas of the state constitution, including sections about sales tax and voter ballot initiatives.

The most surprising twist of 2021 was the emergence of the progressive agenda within the Democratic Party. Equal parts terrifying and humorous, Nevada Assembly Democrats tried to maintain a united front, only to have impromptu

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AB45 INSURANCE

This bill served as the Insurance Commissioner's 2021 "omnibus" bill. It makes several changes to the insurance industry including workers' compensation.

Bottom Line – RAN monitors each biennial insurance omnibus bill. As written this bill would have raised significant concerns for self-insured and group self-insured workers' compensation plans. While not perfect, the amendment addressed many of RAN's concerns.

RAN was neutral after amendments. Bill passed.
[Link https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7298/Overview](https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7298/Overview)

AB47 EMPLOYMENT

Bill addresses various aspects of unfair trade practices. As originally introduced the bill included changes to non-compete agreements and held retail service contracts

to the same unfair trade practices.

Bottom Line – The amended bill removed RAN's concerns and now applies unfair trade practices to certain healthcare contracts and agreements.
RAN was neutral after amendments. Bill passed.
[Link https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7300/Overview](https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7300/Overview)

AB59 TOBACCO SALES

Bill raises the minimum age for tobacco purchase from 18 to 21.

Bottom Line – This clarifies who and who cannot purchase tobacco products and is seen as positive.

RAN supported the bill and it passed.
[Link https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7312/Overview](https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7312/Overview)

AB61 TRADE PRACTICES

Sponsored by the Attorney General to revise provisions relating to trade practices and price gouging.

Bottom Line – Bill assumes all businesses are likely to participate in price gouging. As a result, this bill attempts to correct a problem that doesn't exist. Bill takes a dark view of businesses in general.

Despite our efforts to work with the sponsor, RAN opposed the final bill. Bill passed.

[Link https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7314/Overview](https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7314/Overview)

AB177 PRESCRIPTION DRUGS

As originally written, this bill would have required a pharmacy to provide a second label on a prescription bottle in a language the patient may request. This service

would be extremely cost prohibitive for a pharmacy to implement thereby adding additional costs for prescriptions. The original version also required a pharmacy licensee or pharmacist be held liable for the correctness of the translation while at the same time there is no way for pharmacy personnel to verify the label is the correct translation of the English label.

Bottom Line – RAN opposed this bill as written. However, after many discussions with the bill sponsor, Assemblywoman Benitez-Thompson (D-27), changes were negotiated to require directions for use only to be printed on the label in another language. Amendments gave liability protections to pharmacies and pharmacists who follow the rules and moved the liability for incorrect translations to the third-party vendors.

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THE 81ST LEGISLATIVE SESSION *Continued from page 1*

mutinies on the Assembly floor over legislation that was supposed to be an easy pass for Democrats. Many amendments were radical and downright shocking, but occasionally progressives would join Republicans in their

opposition (but for very different reasons) to gut a bill or change its trajectory. Across the board, the RAN Team successfully navigated the tumultuous waters of this legislative session and all its challenges.

At the beginning we were concerned about the expansive anti-business agenda being proposed, and while we did not stop everything, in many cases we were able to work with bill sponsors and stakeholders to limit

harmful legislation. The critical takeaway from this session is that we must go on the offensive to stop the growth of this progressive, anti-business agenda, or we may very well watch this session on replay in 2023. ■



END OF SESSION REPORT

RAN supported the final amended version of the bill. It passed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7541/Overview>

AB178 PRESCRIPTION DRUGS

The bill required insurance companies to pay for multiple fills of prescriptions in times of emergency.

Bottom Line – As was evident in the recent pandemic, there are times when our medical system needs to be able to accommodate emergency situations rather than put patients at risk of running out of their prescriptions.

RAN supported the bill and it passed

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7550/Overview>

AB184 GENERAL BUSINESS

Creates the Office of Small Business Advocacy within the Office of the Lieutenant Governor.

Bottom Line – Small business will have a single source for start-up, advocacy, and navigating state government.

RAN supported the bill and it passed.

Link <https://www.leg.state.nv.us/App/NELIS/>

[REL/81st2021/Bill/7569/Overview](https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7569/Overview)

AB190 EMPLOYMENT

Allows employees to use sick time to assist family members with medical needs.

Bottom line – Employees can use sick time to help family members with medical needs. Employees can be up front with employers rather than use an excuse for a verified need.

RAN supported the bill and it passed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7578/Overview>

AB200 VETERINARY PRACTICES

This bill allows veterinarians to practice telemedicine, and to supervise veterinary technicians under certain circumstances.

Bottom Line – RAN supports this bill to allow for modernization of veterinary practices. The bill requires an existing relationship between the doctor and the client to practice telemedicine.

RAN supported the bill and it passed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7595/Overview>

AB207 GENERAL BUSINESS

This bill expands the definition of “place of public accommodation” to include any online business that offers goods or services to the general public in Nevada through an internet website, mobile application or other electronic medium and is not operated in conjunction with a physical location which is open to the public.

Bottom Line – As introduced this bill increased the burden and created liabilities for businesses to ensure their online platforms conformed with the accessibility requirements of a “place of public accommodation”.

RAN was neutral after amendments to address business concerns. Bill passed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7610/Overview>

AB221 INTELLECTUAL PROPERTY

Bill allowed proprietary manufacturer information to end user for repair.

Bottom Line – The bill is a Pandora’s box for manufacturers and retailers and had significant implications on intellectual property in the state

of Nevada by requiring manufacturers to allow anyone to repair their products.

RAN opposed the bill. The bill died in committee.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7649/Overview>

AB224 EDUCATION/HEALTH CARE

Provides access to feminine hygiene products in schools.

Bottom Line – School districts will make available feminine hygiene products in schools in low-income communities.

RAN supported the bill and it passed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7661/Overview>

AB280 GENERAL BUSINESS

Mandates single-use public restrooms are marked gender neutral.

Bottom Line – This bill only requires re-labeling of single-use restrooms and does not require additional restrooms to be built. The amended bill removes the private right of action.

RAN supported the bill and it passed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7756/Overview>



END OF SESSION REPORT

AB341 CANNABIS

Allows for licensure and regulation of cannabis consumption lounges.

Bottom Line – When Nevada’s recreational cannabis laws were created, there was no provision for legal use outside of a private residence, leading to illegal and unsafe use in public. RAN has been working for multiple sessions to allow the creation of new and exciting types of businesses as we work to diversify our economy. **RAN supported the bill and it passed.**

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7877/Overview>

AB383 GENERAL BUSINESS

Requires Director of the Office of Energy to adopt standards of energy efficiency for certain appliances; prohibiting the sale, lease, rental or installation of certain new appliances that are not in compliance with energy efficiency standards.

Bottom Line – This legislation will greatly increase the cost of new appliances and decrease consumer choice in several hundred product categories. **RAN opposed the bill. Bill passed.**

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7985/Overview>

AB388 GENERAL BUSINESS

Revises provisions governing broadband services.

Bottom line – This bill creates a voluntary program for broadband customers to contribute to a fund to provide internet for low-income Nevadans. **RAN was neutral after amendments. Bill passed.**

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7994/Overview>

AB399 GROCERY

Disallows sale of caged eggs.

Bottom Line – This bill was proposed by the Humane Society and several large cage-free egg producers from Colorado in an attempt to increase their market share. Consumers should drive demand, not government.

RAN was opposed as introduced. Bill passed.
Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/8022/Overview>

AB440 GENERAL BUSINESS

Judicial cleanup bill which clarifies when an offender

has to appear before a magistrate and who can perform an arrest. As introduced, the bill would have not allowed a law enforcement officer to cite or remove a disruptive person from a place of business. The amended version provides a narrow reason an officer may remove a disruptive person from a place of business.

Bottom Line – The bill decreases law enforcement discretion in the field and removes an important tool for business owners in protecting their employees and customers.

RAN is neutral on the amended bill. Bill passed.
Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/8108/Overview>

AB495 TAXATION

Creates an excise tax on the gross revenue of business entities engaged extracting gold or silver in this State.

Bottom Line – This tax singles out an industry in an effort to raise significant revenue for certain activities such as education and so forth.

RAN did not have a position on the bill. Bill passed.
Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/8244/Overview>

SB25 TAXATION

Updates Nevada’s methodology for the application of sales and use taxes on prepared food intended for immediate consumption.

Bottom Line – As part of Nevada’s participation in the streamlined Sales and Use Tax Agreement, certain statutes of Nevada law needed to be repealed related to the definition and taxation of prepared food intended for immediate consumption.

RAN supported the bill and it passed.
Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7200/Overview>

SB75 UNEMPLOYMENT

As introduced, this bill would have shifted the burden of unemployment taxes for hospitality workers to every other industry indefinitely.

The bill also provided unemployment benefits for school support employees who are not paid over school breaks. Additionally, the bill made several technical changes for the division.

Bottom Line – RAN successfully worked to amend the bill to remove the provisions relating to unemployment taxes for

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END OF SESSION REPORT

hospitality workers and unemployment benefits for school support staff.

RAN was neutral after amendments. Bill passed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7297/Overview>

SB95 GENERAL BUSINESS

This bill makes various updates to NRS related to corporations, limited partnerships, and limited liability companies.

Bottom Line – RAN supports periodic updates to update, clarify or simplify statutes to make them easier for businesses to operate under. This legislation made various changes related to the Securities Exchange Act and businesses with stockholders.

RAN supported the bill and it passed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7385/Overview>

SB107 JUDICIAL

As introduced, this bill would create a statute of limitations of 4 years for wrongful termination. This would increase it from the current legal precedent of 2 years.

Bottom Line – Bill was amended to 2-year statute of limitations and clearly

outlined the timeline for action.

RAN was neutral after amendments. Bill passed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7410/Overview>

SB171 PHARMACY

Prohibits a pharmacy benefit manager from requiring that patient receive their prescription in the mail.

Bottom Line – Choice and competition still matter in the marketplace.

RAN supported the bill. The bill failed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7580/Overview>

SB209 EMPLOYMENT

Revises provisions relating to employment.

Bottom Line – Requires businesses to provide additional PTO to facilitate COVID vaccinations, with some exceptions.

RAN was neutral after amendments. Bill passed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7670/Overview>

SB229 PHARMACY

Revises certain pharmacy practices.

Bottom Line – The

bill strengthens the collaborative practice laws implemented in 2017. The sponsor of the bill, Senator Ratti (D-13), worked with the Department of Health and Human Services and the industry to clean up previous statutes regarding this practice. Bill allows a physician and a pharmacist to work collaboratively to treat patients.

RAN supported the bill and it passed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7750/Overview>

SB260 GENERAL BUSINESS

Revises provisions relating to internet privacy.

Bottom Line – The bill defines and regulates “data brokers” as it relates to personal consumer info. The bill was amended to further restrict who may operate as a data broker.

RAN was neutral after amendments. Bill passed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7805/Overview>

SB307 ALCOHOL

As introduced, this bill made substantial changes to the relationship between tiers 1 and 2 of Nevada’s three- tier system and would have made substantial changes to

freight charges for retailers.

Bottom Line – Provisions relating to freight charges were removed by amendment.

RAN was neutral after amendments to address business concerns. Bill passed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7922/Overview>

SB314 ORGANIZED RETAIL CRIME

This bill would require large-volume marketplace sellers to disclose business contact information.

Bottom Line – Organized retail crime is a growing concern among our members. By making available the business contact information for those selling in marketplaces, sellers would no longer be able to operate from the shadows while flooding the market with counterfeit or stolen goods. Contact information would allow victims of intellectual property theft to take legal action and for law enforcement to enforce public safety laws.

This bill was opposed by online marketplaces like Amazon and Etsy, citing incorrect facts about the information sellers would require to be disclosed.

RAN supported the bill.

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Bill died in the Senate.
Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7932/Overview>

SB320 GENERAL BUSINESS

Enacts various provisions relating to food delivery platforms.

Bottom Line – Codifies various rules enacted during COVID-19 for any future emergency.

RAN supported the bill and it passed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7947/Overview>

SB325 HEALTH CARE

Establishes provisions to prevent the acquisition of human immunodeficiency virus (AIDS).

Bottom Line – The bill allows a pharmacist to dispense medications for prevention and treatment of the human immunodeficiency virus. Also requires a pharmacist receive recognition and receive remuneration as a health care provider. The sponsor of this bill, Senator Settlemeyer, (R-17), worked closely with RAN regarding the bill language.

RAN supported the bill and it passed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7959/Overview>

REL/81st2021/Bill/7959/Overview

SB335 GENERAL BUSINESS

Revises provisions relating to professional and occupational licensing.

Bottom Line – This bill would have dissolved several state medical boards including the Board of Pharmacy, and in their place, create one board to oversee and regulate all medical and related industries. RAN is concerned when licensees are not regulated by those with industry-specific knowledge.

RAN opposed the bill. Bill died.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7972/Overview>

SB346 TAXATION

Currently in Nevada digital goods are untaxed, even if they have a physical counterpart. For example, a book purchased online or in store would be subject to sales tax; however, a Kindle e-book is not taxed.

Bottom Line – RAN worked with Senator Neal to propose legislation that would establish parity for the digital version of products that are subject to sales tax. This bill was prevented from moving forward for political

reasons, not for lack of support.

RAN supported this bill. Bill died in senate.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7995/Overview>

SB386 EMPLOYMENT

Relating to employment practices; requiring certain employers to provide certain employees with written notices containing certain information in the event of a layoff; requiring an employer to retain certain information relating to a laid-off employee; requiring an employer to offer certain job positions to a laid-off employee under certain circumstances; prohibiting an employer from taking certain adverse actions against certain persons; authorizing civil actions and actions by the Labor Commissioner to enforce certain provisions; providing for the severability of certain provisions by a court under certain circumstances; revising certain requirements for regulations relating to public accommodation facilities and SARS-CoV-2.

Bottom Line – An over-reaching bill designed to protect employees from the employment effects

due to the pandemic. A last-minute amendment excluded all employers with 30 or less employees from the provisions of the bill.

RAN opposed the bill and it passed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/8080/Overview>

SB420 HEALTHCARE

Creates public health plan for certain Nevada citizens and requires plans that offer coverage for worker's compensation, Medicare, or PEBS to also offer a plan on the public option with premiums discounted by 5% of the market rate.

Bottom Line – The plan creates a massive unfunded mandate and creates another state bureaucracy while having very limited positive impacts on the uninsured in Nevada.

RAN opposed this bill. The bill passed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/8151/Overview>

SB440 TAXATION

Creates a sales tax holiday for members, and family members, of the national guard.

Bottom Line – The Nevada Constitution

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END OF SESSION REPORT

prohibits tax holidays and does not allow for any exclusions, including military service. Even if passed and signed into law, the outcomes remain uncertain.

RAN opposed this bill.

The bill passed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/8191/Overview>

SB450 EDUCATION
Allows school districts to temporarily sell bonds to extend their current bond obligations without a vote of the people.

Bottom Line – Nevada schools are aging, and we are in dire need for new

buildings. This bill allows for the ordinary issuance of bonds for school construction.

RAN supported the bill and it passed.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/8208/Overview>

IP1 TAXATION

Initiative Petition 1 allows for increase in gaming fees unrestricted licenses for those whose gross revenue exceeds \$250,000 per month.

Bottom Line – Raises revenue for state.

The legislature took no action which will put the question on the ballot as

opposed to enacting it immediately. However, an amendment to AB321 provides for the statutory authority to withdraw a ballot initiative 90 days before an election. The proponents have agreed to withdraw IP1 as a result of the passage of AB495.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7656/Overview>

IP2 TAXATION

Initiative Petition 2 allows increasing the local school support tax imposed upon the gross receipts of a retailer from the retail sale of tangible

personal property. **Bottom Line –** RAN has long supported tax reform but has long avoided targeted taxation. However, an amendment to AB321 provides for the statutory authority to withdraw a ballot initiative 90 days before an election. The proponents have agreed to withdraw IP1 as a result of the passage of AB495.

The legislature took no action which will put the question on the ballot as opposed to enacting it immediately.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7658/Overview>

FATHER’S DAY SPENDING TO HIT \$20.1 BILLION, ACCORDING TO NRF

UNITED STATES CONSUMERS ARE EXPECTED TO SPEND

more than \$20.1 billion on gifts and other items for Father’s Day this year, a record high, according to the National Retail Federation’s annual survey conducted by Prosper Insight & Analytics. Total spending for the holiday will surpass last year’s record figure of \$17 billion.

“Americans are looking forward to celebrating their fathers, husbands and sons this Father’s Day,” NRF President and CEO Matthew Shay said. “With our nation now making significant strides toward recovery and reopening, retailers are prepared to help customers safely find items they want and need to make this year’s holiday celebration extra meaningful.”

The number of Americans (75 percent) who plan to celebrate the fathers, husbands and other paternal figures in their life this Father’s Day is consistent with previous years. Of those celebrating, half (50 percent) plan to buy gifts for their own dad, a quarter (26 percent) plan to buy for a husband and 1 in 10 (11 percent) plan to buy for a son.

However, consumers

plan to spend a little more to treat their dads this year. Survey respondents indicated they plan to spend an average of \$174 on Father’s Day items, or \$26 more than last year and a record high for the survey. About half (47 percent) of the increase comes from spending more on special outings, clothing and consumer electronics.

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NEVADA LEGISLATIVE PROCESS 2021

By Andy Peterson

WINSTON CHURCHILL PURPORTED THAT

democracy was the worst form of government except for all those others that have been tried from time to time. He was correct, and we would do well to remember his sentiments after the 2021 legislative sine' died late on May 31st. This is not to say folks didn't experience frustration, angst, or even anger at what was proposed or passed.

If you talk with a legislator, you'll likely hear they thought they acted in accordance with their constituent's wishes.

If talk with a lobbyist or a business, you'll likely hear that some of what passed will not be good for business.

If you talk with an average



Andy Peterson

person at the grocery store, you might get a shrug or a sarcastic answer.

Most people had no idea the legislature was in session and many don't care so long as their taxes haven't been raised. However, it does matter.

We are a state that operates within the rule of law and those laws spell out the rules as to how we all

operate within society. Good laws make for good order. Stability helps businesses plan and allows them to engage in commerce with certainty, and most importantly it helps us all internalize a shared set of values.

In a perfect world only, good legislation would pass. What does not get passed, though, can often times be as important as what does get passed. When it does not, fortunately, the give and take of the legislative process often times sinks a poorly written bill before it reaches a vote in the assembly or the senate.

At times, some poorly thought-out legislation does make it all the way to the governor's desk only to have it vetoed. In any case, the process is one which is messy but for the most part operates

as intended.

That said, it is important to know lobbyists play a part and work quietly behind the scenes to push good legislation or help sink poorly thought-out legislation.

The retail industry is fortunate to have a well-run association which followed the 2021 session to assure good legislation passed, bad legislation failed, and that the mediocre legislation was dampened to the best degree possible.

Perhaps, this is what Churchill had in mind when he said democracy was the worst form of government except for the all those others which have been tried from time to time. ■

National Notes

THE U.S. ECONOMY APPEARS TO HAVE EXPANDED RAPIDLY IN THE FIRST QUARTER.

Fueled by a flood of federal cash to households and vaccination progress, the nation's gross domestic product likely grew at a 6.5% seasonally adjusted, annual rate in the first three months of 2021,

according to a WSJ survey of economists.

WSJ

MASTERCARD SPENDINGPULSE: TRENDS POINT TO RECOVERY

Retail sales remain hot again in April 2021. This according to Mastercard SpendingPulse which

measures in-store and online retail sales across all forms of payment. U.S. retail sales excluding automotive and gasoline increased 23.3% year-over-year in April, and 10.8% compared to April 2019. Online sales in April grew 19.9% and 95.6%, respectively, compared to the same periods. MMR

WALGREENS, UBER PARTNERSHIP ROLLS OUT APPOINTMENT, RIDE SCHEDULING FEATURE

Walgreens and Uber were already working together to help people get vaccinated. Now Uber rolled out a new feature on its app which makes it

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EMPLOYMENT BILLS

By Lindsay Knox



AB60 SETTLEMENT AGREEMENTS

Provisions of a contract or settlement agreement is void and unenforceable if certain provisions prohibit or restricts a party to the contract or settlement agreement from testifying at a judicial or administrative proceeding.

RAN did not take a position on this bill.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7313/Overview>

AB190 PAID SICK LEAVE

Mandates employers who provide paid or unpaid sick leave to their employees, to allow employees to use their sick leave to assist an immediate family member to the same extent that would apply to the employee.

RAN supported the bill. The bill has been delivered to the Governor.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7578/Overview>

AB222 UNLAWFUL

Employment Practices Extends the coverage when filing a complaint alleging

an unfair employment practice to: 1) unlawful employment practices prohibited under Title VII of the Civil Rights Act of 1964; 2) issuance of right-to-sue letters by the federal Equal Employment Opportunity Commission; and 3) tolling of the 90-day and 180-day periods of limitation during the pendency of a complaint before the federal Equal Employment Opportunity Commission.

RAN did not take a position on the bill. The bill has been delivered to the Governor.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7659/Overview>

SB107 WRONGFUL TERMINATION

Provides for a two-year statute of limitations to commence an action in tort for common law wrongful termination of employment. The statute of limitations is tolled during consideration of any pending related state or federal administrative charge on the matter until 93 days after the conclusion of the administrative proceedings.

RAN was neutral on the bill. The bill has been delivered to the Governor.



Lindsay Knox

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7410/Overview>

SB209 PAID LEAVE

Private employers must allow employees to use their paid leave for the treatment of a mental or physical illness, injury, treatment of a mental or physical illness, injury or health condition, receiving medical diagnosis or care, receiving preventative care, including a vaccination— including a vaccination for Covid-19, participating in caregiving, or addressing other personal needs related to the health of that employee.

RAN was neutral on the bill. The bill has been delivered to the Governor. Link <https://www.leg.state.nv.us/App/NELIS/>

REL/81st2021/Bill/7670/ Overview

SB293 JOB APPLICANT SALARY/WAGE RANGE

Prohibits certain employers from seeking wage or salary history from an applicant for employment, requesting salary or wage history to determine the rate of pay for an applicant, refusing to interview, hire or promote an applicant based on their refusal to provide salary history.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7896/Overview>

SB386 RIGHT TO RETURN

Requires an employer, in the event of a layoff, to provide an employee who is to be laid off with a written notice containing certain information regarding the layoff and the employee's right to reemployment. Bill contains an exemption for small employers with 30 or less employees.

Link <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/8080/Text>



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.*

- Bobby G and Associates LLC*
- Hannig Inc dba Aquatic Services*
- HD Shipping Solutions*
- Masque LLC*
- Silver State Transportation Services LLC*
- Stead Self Storage LLC*
- TSM Rainbow LLC*
- United Technology Services Group*
- Wassa Wear LLC*

Fun Facts About June



June is the month with the longest daylight hours of the year in the Northern Hemisphere, and conversely, June has the shortest daylight hours of the year in the Southern Hemisphere.

June's birthstone is the pearl, the Moonstone and the Alexandrite.

The June birth flower is the Rose and the Honeysuckle.

In 2009 June was the 662 most popular name for girls in the USA.

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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NATIONAL NOTES *Continued from page 6*

easier to get a ride and to schedule a vaccine.

Both companies said that as all adults in the United States now are eligible for a COVID-19 vaccine, they are focused on ensuring that transportation is not a barrier to getting inoculated.

Uber users can now see a "Vaccine" option in the app that allows them to book an appointment at a Walgreens location. Once they enter their zip code and choose an available appointment, they can set up a pickup time and location for their ride to the appointment. The app also will send a push notification about the upcoming ride and appointment.

Drug Store News

EARNINGS AND REVENUE GAINS BEAT WALL STREET FORECASTS

Amazon, a leading beneficiary of the surge in online shopping during the pandemic, on Thursday reported double-digit sales and earnings gains for the first quarter.

Net sales increased 44% to \$108.5 billion in the three months ended March 31, compared with \$75.5 billion in the comparable period in 2020. The increase was 41% when the favorable impact from changes in foreign exchange rates are excluded.

Operating income increased to \$8.9 billion in the quarter, up from \$4.0 billion in last year's first quarter. Net income

increased to \$8.1 billion in the first quarter, or \$15.79 per diluted share, compared with net income of \$2.5 billion, or \$5.01 per diluted share, in the first quarter of 2020.

MMR

WALGREENS LAUNCHES NATIONWIDE SAME-DAY DELIVERY

Walgreens is making more than 24,000 products in its assortment available in under two hours via contactless, same-day delivery. The new fulfillment method is available via Walgreens.com and the Walgreens app, with no minimum order required.

The same-day delivery roll-out is the latest in Walgreens' convenience-

focused offerings. Over the past 13 months, it has added curbside and in-store pickup options, expanded its partnership with Postmates and added partnerships for delivery with DoorDash and Instacart.

Drug Store News

MEMD BEING ACQUIRED BY WALMART

Walmart Health has entered into an agreement to acquire telehealth provider MeMD.

The move will allow the retailer to offer virtual care nationwide. The acquisition, which is subject to regulatory approval, is expected to close in the coming months.

MMR

FATHER'S DAY *Continued from page 7*

Those ages 35-44 will be this year's biggest holiday spenders. They plan to spend an average of \$259 on Father's Day gifts, which is \$49 more than last year.

The top gifts shoppers plan to purchase for Father's Day are greeting cards (59 percent), clothing (49 percent), a special outing such as dinner or brunch (46 percent), gift

cards (45 percent) and personal care items (28 percent). The number of consumers planning a special outing is back up to pre-pandemic levels.

"Consumers are showing they are comfortable with pre-pandemic behaviors and activities, particularly as we head into the summer season," Prosper Vice President of Strategy

Phil Rist said. "Many are planning to take Dad out for a special meal or experience this Father's Day, which wasn't an option last year during the shutdowns."

Dad's loved ones will look for gifts at a variety of locations, including online (40 percent), department stores (33 percent) and specialty stores (22 percent). While those

shopping online, whether through their smartphone or computer, to purchase gifts is down slightly from 2020, it remains above pre-pandemic figures.

The survey of 7,971 consumers was conducted May 3-11 and has a margin of error of plus or minus 1.1 percentage points. ■

NRF



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AMAZON PRIORITIZES EMPLOYEES' SAFETY WITH \$300M INVESTMENT

AMAZON WANTS TO BE "EARTH'S SAFEST PLACE TO WORK."

As a result Amazon has launched WorkingWell, a new program providing employees with physical and mental activities, wellness exercises, and healthy eating support that are scientifically proven to help them recharge and re-energize, and ultimately reduce the risk of injury.

Similar to other fulfillment jobs, about 40% of work-related injuries at Amazon are musculoskeletal disorders (MSDs), which include sprains or strains caused by repetitive motions, and

Pilots of the WorkingWell program have reduced these injuries and have had a positive impact on regular day-to-day activities for employees outside of work.

they're more likely to occur among newer employees, many of whom might be

working in a physical role for the first time.

Pilots of the WorkingWell program have reduced these injuries and have had a positive impact on regular day-to-day activities for employees

outside of work.

According to the company, this program —

along with other company initiatives focused on early MSD prevention — helped decrease MSD-related injuries by 32% from 2019 to 2020.

By the end of 2021, WorkingWell will expand to cover all of Amazon's operations network in the United States, with the aim of cutting recordable incident rates by 50% by 2025. ■