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RAN Retail Association of Nevada

NEVADA NEWS

YOU ARE APPRECIATED... AN OPEN LETTER TO NEVADA'S RETAIL EMPLOYEES

By Mary Lau, RAN CEO

AT THE VERY BEGINNING OF THE COVID-19 PANDEMIC

Nevada's retail workers took a front-line position in keeping the supply chain working and providing goods and services to our fellow citizens. The federal government determined retail "essential businesses" and Governor Sisolak followed their guidelines.

Granted, some excessive buying and slowed deliveries exceeded some capabilities but none-the-less you, the backbone of our industry and our communities, donned masks and, as an essential worker, continued to serve the public while attempting to slow the spread with masks, information, action and perseverance.

Our employees that were determined to be in non-essential roles, such as restaurants, sacrificed both job and family income only to run into an incompetent and outdated unemployment division that left many of you in untenable economic hardship.

Finally, the spread did start to diminish and government agencies were informed that the fall would



Mary Lau

bring up the numbers of infections, and also that there was a variant "Delta" that was looking to be a problem.

Unfortunately, preparations for increased infections and Delta took a back seat to reopening the strip casinos and large venues. Clark County experienced a surge that shouldn't have but did catch them off guard. The Clark County Commissioners then discussed the situation on July 20, 2021 but surprisingly enough never talked about reopening vaccination sites, increasing their outreach efforts and imposing the masks and social distancing on visitors to the state.

Don't get this wrong, the tourism dollars are vital and while

I'm not as confident about the test runs at Allegiant the government coffers got a huge influx as pent-up demand met an open gaming and entertainment venues.

What I am saying is that our citizens and our employees were once again placed in a difficult situation. You were ordered back into your masks as an effort to protect the public health.

This mandate will be in effect until August 17th, unless other measures require more strident mandates. By the time you receive

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THE KEY TO INCREASING WAGE RATES

By Andy Peterson

RARELY CAN THE GOVERNMENT PERFORM

any function more efficiently than the private sector.

Make no mistake, there is a space for government regulation to assure fairness and a level playing field. However, when it comes to getting something done it is hard to beat the power of the private sector.

Mostly, this is a result of incentives. For a more complete understanding regarding the role of incentives and how they affect human behavior, read Freakonomics – you'll likely gain a new perspective. Incentives drive innovation, productivity, and eliminate unnecessary activity.

Given the power of the private sector it is always interesting to watch the legislative process, especially when legislation finds its way towards "well intentioned" intent that might improve the lives of those who are economically disadvantaged.

Mandating what the private sector pays started approximately one hundred years ago in the midst of the great depression. Wages are now federal and state mandates.

To be clear, we want people to make as much money as possible in order for them to support themselves and their families. Nobody wants an economically stressed employee who struggles to get to work and perform



Andy Peterson

their jobs.

Yet, the question remains; who is better situated to set pay rates, the government or the private sector?

From this perspective it is clear. The market is best at setting pay rates. When demand is high for labor, pay rates go up. When demand is lower pay rates go down or disappear altogether.

The Wall Street Journal recently reported restaurant pay to be rapidly increasing (see *National Notes – Lower-Wage Workers See Biggest Gains From Easing of Covid-19 Pandemic*).

Since many jobs often require specialized training while restaurant employees typically do not, it is easy to understand worker demand is the key to increased restaurant pay. The market – in this case – is doing what it does best; balancing supply and demand.

America's great strength has always been its ability to chase opportunity. When an area of the country created jobs, folks picked up, moved, and captured those opportunities.

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YOU ARE APPRECIATED

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this open thank you, hopefully the end is in sight again.

The retail stores, restaurants and other service companies that you work for are so proud of you and your sustained efforts. It was glaring that the Clark County Commission never acknowledged your sacrifice

(with the exception of Commissioner Gibson) and only scolded about the positivity rate going up without ever really explaining the why.

You as members of retail teams are amazing people and RAN and its member companies want to take this

opportunity to say thank you for what you do and how you do it. ■

***Editor's Note: On July 21st Clark County mandated all employees wear face coverings in indoor public places, place signs at the doors encouraging the public to wear a face covering,**

and to submit safety plans regarding employee safety. On July 27th the CDC encouraged all people to wear a face covering while indoors in public places. Lastly, on July 29th the governor ordered a new indoor mask mandate.



REGULATORY UPDATE (BOARD OF PHARMACY)

By Liz MacMenamin

THE NEVADA BOARD OF PHARMACY MEET ON

July 14-15, 2021, via zoom. While the board members are meeting in person, they have decided not to open the meeting room to the public at this time but allow the public to view and comment on zoom platform.

The board may be allowing the public access to the meeting room at the meeting in September. Proposed regulations discussion during workshop on July 15, 2021:

1. AMENDMENT TO NAC 639

– language allows a pharmacist to dispense and sets up a protocol under which a pharmacist may dispense self-administered hormonal contraceptives.

This language sets out the guidelines for a pharmacist who is dispensing the self-administered contraceptives.

The language will require 2-hour education course approved by ACPE (Accreditation Council for Pharmacy Education) or American College of Obstetricians and



Liz MacMenamin

Gynecologists regarding the self-administered contraceptives. Dr. Christina Madison asked the board to consider the current curriculum being taught at Roseman University School of Pharmacy, which is a 6-hour course, as a pharmacist having obtained these required 2 hours.

Industry also asked that the board consider that once the prescription is initiated, any pharmacist may provide the refills even though this pharmacist may not necessarily be certified to initiate this medication.

The board was also asked to allow the industry to structure their own risk assessment questionnaire using all the questions that board staff created in the example set out in this language.

Board staff was directed

by the board to incorporate the recommended changes and bring these back to the board. The pharmacist must notify the board of their intent to dispense, and the board will create a list of these providers to be added to the board website for patients.

2. AMENDMENT TO NAC 639

– regulation relating to establishing a protocol authorizing pharmacist to prescribe, dispense, and administer drugs to prevent the acquisition of human immunodeficiency virus and perform certain laboratory tests.

This language creates a new section in Nevada Administrative Code to implement provisions of Senate Bill 325.

The regulation will require 2 hours of an ACPE approved course regarding treatment of PrEP (Pre-exposure Prophylaxis) and PEP (Post Exposure Prophylaxis) and requires certification be kept and readily retrievable during time of dispensing and for 2 years after dispensing treatment has ended.

There was discussion about the fact that recently educated pharmacists have

received as much as 6 hours of training for this disease state prior to obtaining their doctorate and thus the two hours would be unnecessary. Board staff agreed to incorporate this into the language.

Staff was also directed to incorporate language which will require only the pharmacist who initiates the first fill be required to prove training. This will not be required for refills. The regulation also requires assessments be done by the initiating pharmacists following the current Centers for Disease Control guidelines. Board staff has also incorporated the necessary counseling guidelines for the product being dispensed.

This language will be sent to LCB (Legislative Council Bureau) and the returned to the board to review all changes being made.

Retail Association will be following this language through the process to final implementation for members. If you have any questions about the language, please contact Liz MacMenamin at

lizm@rannv.org or call at **775-720-2528**.



JUNE RETAIL SALES INCREASED AS RECOVERY CONTINUES

NRF

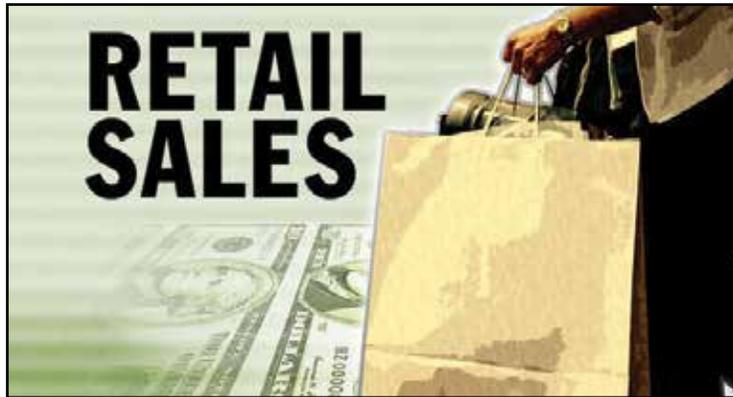
RETAIL SALES SAW SOLID GROWTH DURING

June, increasing in most categories on a monthly basis and across the board on a yearly basis as the recovery from the coronavirus pandemic continued, this according to the National Retail Federation.

“Continued growth in June retail sales shows enduring strength in the American consumer,” NRF President and CEO Matthew Shay said. “Heading into the back-to-school season, we expect record sales as families purchase electronics, shoes and backpacks for in-person learning this year. However, as the drop in monthly auto sales indicates, retailers are facing product shortages and supply chain constraints. We urge Congress and the administration to enact meaningful, bipartisan infrastructure legislation that is critical for retailers who depend on a safe, reliable and efficient transportation system to drive further economic growth.”

“We’re continuing

to see an impressive recovery,” NRF Chief Economist Jack Kleinhenz said. “The economy and consumption are particularly sensitive to government policy, and the boost we saw from government support earlier in the year is continuing to show benefits. Reopening of both stores and the overall economy has progressed, and even higher prices



seen in some retail categories reflecting the push-and-pull of supply chain challenges haven’t proven to be a deterrent to spending. As more people get vaccinated and get out, some of the growth will shift to services rather than retail but there’s enough momentum to support both.”

The U.S. Census Bureau today said overall retail sales in June were up

0.6 percent seasonally adjusted from May and up 18 percent year-over-year. That compares with a decrease of 1.7 percent month-over-month and an increase of 27.6 percent year-over-year in May. Year-over-year increases were unusually high this spring because most stores were closed by the pandemic during those months last year, but some stores had started to reopen by last

June. Despite occasional month-over-month declines, sales have grown year-over-year every month since June 2020, according to Census data.

NRF’s calculation of retail sales – which excludes automobile dealers, gasoline stations and restaurants to focus on core retail – showed June was up 0.8 percent seasonally adjusted from May and up 12.1 percent

unadjusted year-over-year. That compared with a month-over-month decline of 1.9 percent and a year-over-year increase of 16.5 percent in May. NRF’s numbers were up 19.3 percent unadjusted year-over-year on a three-month moving average.

Sales saw a boost from the annual Amazon Prime Day promotion, which was also joined by many other major retailers. Record-high temperatures in some parts of the country and tropical storms in others may have affected sales, and methodology the Census Bureau uses to adjust results for seasonal variations may have affected the numbers reported by the agency.

For the first six months of the year, sales were up 16.4 percent over the same period in 2020. With the rate of growth expected to slow in the second half of the year, that is consistent with NRF’s revised forecast that 2021 retail sales should grow between 10.5 and 13.5 percent over 2020 to between \$4.44 trillion and \$4.56 trillion. As with NRF’s monthly calculation, the forecast excludes auto dealers, gas stations and

Continued on next page



WALMART LAUNCHES SITE TO HELP VETERANS AND MILITARY SPOUSES “FIND-A-FUTURE”

Walmart News Room

WALMART LAUNCHED A SITE TO HELP VETERANS

and military spouses, whether early career, mid-career or experienced professionals, “Find-a-Future” and achieve their goals.

Walmart associates and non-associates can register for free on the platform, use tools to audit their current skills and experience and connect to the right partners to help future seekers build a roadmap across to success.

Growing veteran businesses and bring-

ing their product or service to market as an entrepreneur.

The platform builds on Walmart’s previous commitment to creating opportunities for veterans and military spouses. In July 2020,

Walmart achieved its Veterans Welcome Home Commitment of 250,000 veterans hired since 2013. In fact, Walmart hired more than 49,000 veterans and 27,000 military spouses in 2020 alone.

“As we look forward, we’re excited to continue our momentum while

also becoming more involved in creating high-quality veteran and military spouse experiences through the platform,” said Brynt Parmeter, senior director for Walmart’s military and STEM programs. “Find-a-Future is the next step for Walmart to serve veterans and military spouses while helping us build relationships across this community.”

Walmart’s external partnerships with the Institute for Veterans and Military Families, the U.S. Chamber of Commerce Hiring our Heroes

programs and Student Veterans of America, serve as additional connection resources for veterans. Internal programs, including Live Better U, offer frontline associates access to degree attainment and upskilling coursework for just \$1 a day.

By bringing all of these resources together through the “Find-a-Future” platform, we can help veterans and military spouses advance their economic opportunities and well-being in so many ways. ■

RETAIL SALES *Continued from previous page*

restaurants.

June sales were up year-over-year across the board, led by increases at clothing, electronics and furniture stores, and also up in two-third of retail categories on a monthly basis. Specifics from key retail sectors include:

● **Clothing and clothing accessory stores** were up 2.6 percent month-over-month seasonally adjusted and up 49.4 percent unadjusted year-over-year.

● **Electronics and appliance stores** were up 3.3 percent month-over-month seasonally adjusted and up 36.5 percent unadjusted year-over-year.

● **Furniture and home furnishings stores** were down 3.6 percent month-over-month seasonally adjusted but up 17.5 percent unadjusted year-over-year.

● **Health and personal care stores** were up 1.6 percent month-over-month seasonally adjusted and up

13.5 percent unadjusted year-over-year.

● **Online and other non-store** sales were up 1.2 percent month-over-month seasonally adjusted and up 12 percent unadjusted year-over-year.

● **Sporting goods stores** were down 1.7 percent month-over-month seasonally adjusted but up 11 percent unadjusted year-over-year.

● **General merchandise stores** were up 1.9 percent

month-over-month seasonally adjusted and up 10.7 percent unadjusted year-over-year.

● **Building materials and garden supply stores** were down 1.6 percent month-over-month seasonally adjusted but up 7 percent unadjusted year-over-year.

● **Grocery and beverage stores** were up 0.6 percent month-over-month seasonally adjusted and up 3.7 percent unadjusted year-over-year. ■



Nevada Notes

NEVADA BUSINESS CONFIDENCE HIGH

State business leaders are bullish on Nevada's economy.

A quarterly survey of business leaders conducted by the UNLV Center for Business and Economic Research showed the highest confidence level recorded since 2008, hitting an index score of 157.3 and eclipsing the previous high of 148.1 recorded in the first quarter of 2015.

The survey includes

five components, including business leaders' expectations for general economic conditions in Nevada and expectations for their own industry's sales, profits, hiring and capital expenditures. Accordingly, business leaders are confident as a result of the massive federal stimulus which have helped the economy recover more quickly than anticipated.

Concerns regarding a resurgence of COVID-19,

however, remains as a possible impediment.

LVRJ

JUNE COVID CONCERNS

Nevada COVID-19 Update — Nevada's 14-day average COVID-19 positivity rate has tripled from 3.4 percent on June 11 to 10.5 percent this week, the first time it has been above 10 percent since mid-February before mass vaccinations were rolled out.

The delta variant is

the most common strain in the state, and only 43.1 percent of the population is fully vaccinated.

Southern Nevada in particular has been labeled as a "sustained hotspot" for COVID-19 by the federal government, with neighboring states urging cautions to residents visiting Nevada.

Of note: case positivity rates vary from day to day.

*For a complete picture of what is happening in Nevada consult **NVHealth.com***

MC

National Notes

AMAZON EXPANDS PRODUCTS SOLD UNDER SUSTAINABLE LABELING PROGRAM

As part of its drive to become a net-zero carbon company by 2040, Amazon is ramping up marketing initiatives that identify sustainable products listed on its marketplace.

The retailer launched Climate Pledge Friendly last September and includes certifications from organizations like Fairtrade International and Rainforest Alliance.

Eligible products receive the Climate Pledge Friendly badge with their online listing and are featured in a dedicated store section.

With its Climate Pledge Friendly initiative, Amazon is bundling numerous certifications involving animal welfare, workers' rights and environmental awareness under one proprietary label. The four latest certifications include:

● **THE EPA'S SAFER CHOICE LABEL**, which

indicates products that are made with ingredients that meet EPA safety criteria for human health and the environment;

● **EWG VERIFIED**, a certification from the Environmental Working Group that identifies products that are free of chemicals of concern identified by the organization;

● **REGENERATIVE ORGANIC CERTIFIED**, which applies standards for

soil health, animal welfare and social fairness to food, textiles and personal care ingredients; and

● **ANIMAL WELFARE APPROVAL**, a food label that indicates animals are raised on pasture or range on sustainable farms. Additionally, the products don't contain added hormones and animal byproducts.

Winsight Grocer Business



National Notes

LOWER-WAGE WORKERS SEE BIGGEST GAINS FROM EASING OF COVID-19 PANDEMIC RESTRICTIONS

Average hourly wages for retail workers were up 8.6% in June from February 2020, before the pandemic took hold in the U.S.

Wages for restaurants and other hospitality workers were up 7.9%.

Both gains are above both overall wage growth, at 6.6% in that period, and inflation.

The average hourly wage in the hospitality sector was \$18.23 an hour in June, and \$21.92 in the retail sector, versus \$30.40 for private-sector workers overall, according to Labor Department data.

About 900,000 fewer Americans reported themselves as being prevented from looking for work due to the pandemic in June, versus May, according to the Labor Department.

And Friday's report showed the number of people who became unemployed because they either voluntarily quit their jobs or re-entered the workforce rose by 300,000—a sign of confidence in the labor market—while the number who were unemployed due to job loss fell. Also, the number

of workers who said they hold part-time jobs but prefer full-time work declined by more than 600,000 last month.

WSJ

CONSUMER SENTIMENT REBOUNDS IN JUNE

Consumers are feeling confident. The University of Michigan's Consumer Sentiment Index rose to 85.5 in June, up from 82.9 in May. The June reading was below the median forecast of 86.5 among economists polled by Reuters.

Consumers in June had a more upbeat view on the short-term expectations, while current conditions deteriorated slightly.

The index of consumer expectations rose to 83.5 in June from 78.8 in May. The index gauging Americans' assessment of the current economic conditions fell to 88.6 in June from 89.4 in May, and was well below April's 97.2.

Chain Store Age

SECOND-HAND SALES MAY REACH \$77 BILLION BY 2025

The resale market is expected to double in the next five years. According to the ninth annual "2021 Resale Report" from online resale platform ThredUp Inc. and retail analytics firm GlobalData, secondhand apparel, shoes, and

accessories is now a \$36 billion market, projected to double in the next five years to \$77 billion. Resale is expected to grow 11 times faster than firsthand retail clothing sales over the next five years.

Chain Store Age

HOME DEPOT: RENT EQUIPMENT ONLINE, PICK UP IN STORE

Home Depot has expanded its buy-online-pickup-in-store technology to the rental sector. The home improvement giant is introducing a "rent online, pick up in store" service at its 1,300 rental locations.

Leveraging the service, customers can now reserve and rent equipment such as breakers, concrete saws, tillers, sod cutters, trailers and moving vehicles online up to 30 days in advance.

After piloting online reservations in the Atlanta, Charlotte, and Houston markets, The Home Depot has made the system available to rental customers across North America.

Home Depot operates a total of 2,298 retail stores in all 50 states, the District of Columbia, Puerto Rico, U.S. Virgin Islands, Guam, 10 Canadian provinces, and Mexico.

Chain Store Age

RETAIL WORKERS PLAN TO LEAVE WORKFORCE

Up to 42% of retail workers say they plan to leave the workforce. This according to a new survey from Zipline, dubbed the "2021 Labor of Love Report," that surveyed 500 retail associates in early May.

The findings come at a time when retailers are rehiring workers who were laid off during the COVID-19 pandemic.

Retail Leader

BEST BUY TO SPEND \$1.2 BILLION WITH DIVERSE BUSINESSES

Best Buy is making a big investment during the next four years to diversify its operations, including supply chain, advertising and media.

The consumer electronics giant has committed to spend at least \$1.2 billion with Black, Indigenous and people of color and diverse businesses by 2025.

As part of the pledge, Best Buy plans to increase all forms of spending with BIPOC businesses in nearly every corner of the company — from how it brings goods and services to stores to its supply chain to where and how it advertises.

In addition to the

Continued on page 17



NEVADA'S NEW EMPLOYMENT LAWS: HOW WILL THE BILLS PASSED DURING THE 2021 LEGISLATIVE SESSION IMPACT RETAIL EMPLOYERS?

By Kristen Gallagher



THE 2021 NEVADA LEGISLATIVE SESSION

produced several statutory amendments impacting retail employers on key issues, including settlement agreements, wrongful termination and right to return to work.

SETTLEMENT AGREEMENTS – AB 60

Effective May 21, 2021, AB 60 provides that a contract or settlement agreement is void and unenforceable if certain provisions prohibit or restrict a party to the contract or settlement agreement from testifying at a judicial or administrative proceeding concerning another party to the contract or settlement agreement and his or her commission of criminal conduct,

sexual harassment, discrimination based on race, religion, color, national origin, disability, sexual orientation, gender identity or expression, ancestry, familial status, age or sex, or retaliation for the reporting of such discrimination. Section 1 does not apply to a settlement agreement that results from successful mediation or conciliation by the Nevada Equal Rights Commission within the Department of Employment, Training and Rehabilitation.

WRONGFUL TERMINATION – SB 107

SB 107, effective May 27, 2021, provides for a two-year statute of limitations to commence an action in tort for common law wrongful termination of



Kristen Gallagher

employment. Previously, Nevada law did not expressly identify a statute of limitations for common law wrongful termination claims and courts applied both a 2- (personal injury) and 4-year statute of limitations (not otherwise prescribed by statute). 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.

NEVADA HOSPITALITY AND TRAVEL WORKERS RIGHT TO RETURN ACT – SB 386, SECTION 2-28

Prohibits 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, which must be adopted by the Director of the Department of Health and Human Services.

Continued on next page



NEVADA'S NEW EMPLOYMENT LAWS *Continued*

Section 10 of the Right to Return Act declares:

It is in the public interest and beneficial to the public welfare to ensure that the State's casino, hospitality, stadium and travel-related employers honor their former employees' right to return to their former positions because doing so will speed the transition back to a functioning labor market and will lessen the damage to the State's economy. Recalling workers instead of searching for new employees could minimize the time necessary to match employees with jobs and reduce the unemployment rate more quickly.

Section 11 further declares:

It is in the public interest and beneficial to the public welfare to provide laid-off employees in the casino, hospitality, stadium and travel-related sectors with the economic security of knowing that they will have an opportunity to return to their jobs when business returns. In a typical recession, workers who

are permanently laid off, without recall, often cycle through short-term jobs before finding a stable job, and many drop out of the labor market altogether. In addition, workers who believe that they are likely to be called back to a steady job are more likely to continue spending money. Ensuring a path to rehiring can relieve workers' anxiety, which can bolster morale and increase consumer spending, thereby supporting economic recovery.

SB 386 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.

For purposes of SB 386 "employer" means any business entity which directly or indirectly through an agent or any other business entity, including through the services of a temporary employment service, staffing agency

or similar entity, owns or operates a covered enterprise within this State and:

1. Employs or exercises control over the wages, hours or working conditions of 30 or more employees; or
2. Employed or exercised control over the wages, hours or working conditions of 30 or more employees on March 12, 2020.

The Act is limited to certain employers who fall within the definition of a "covered enterprise," which means an airport hospitality operation, an airport service provider, a casino, an event center or a hotel that is located in a county whose population is 100,000 or more. Additionally, certain employees are excluded from the Act: (1) a person who is (a) employed in a managerial or executive capacity; and (b) exempt from the Fair Labor Standards Act of 1938, 29 U.S.C. §§ 201 et seq., § 213(a)(1); or (2) any person who is engaged as a theatrical or stage performer, including, without limitation, at an exhibition.

Sections 1 to 28 of SB 386 are effective on July 1, 2021 and expire by limitation on the later of the date on which the Governor terminates the emergency described in the Declaration of Emergency for COVID-19 issued on March 12, 2020 or August 31, 2022. Sections 28.1, 28.7 and 29 are effective June 8, 2021; or June 1, 2021.

As legal obligations for Nevada's employers continues to develop, it is more important than ever that retail employers keep apprised of how this new legislation may impact their business. ■

Kristen Gallagher is a partner in McDonald Carano's Las Vegas office focusing primarily in the areas of commercial and employment and labor litigation. She regularly handles a wide variety of employment and labor related litigation claims that are both national in scope and specific to Nevada law, such as wrongful termination, wage and hour disputes, employment discrimination, and labor-related matters. Ms. Gallagher also represents clients before state and federal employment and labor regulatory agencies and boards in connection with investigations and proceedings. She also counsels clients on issues regarding hiring and termination policies and procedures, employment contracts and related agreements, and employee handbooks, as well as provides analysis and advice to clients in their day-to-day operations and pre-litigation matters.



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.

- Bark in Style LLC**
- Outside Las Vegas Foundation dba Get Outdoors Nevada**
- Recon Technologies Inc**
- Sierra Window Tinting Inc**
- Southwest Boarder Flavor LLC**
- Supreme Fire Protection LLC**
- Sweet Shell Enterprises LLC**

Fun Facts About August

August was once the sixth month of the year. In the original ten-month Roman calendar, the month went by the name of *Sextilis*, meaning “the sixth month” in Latin. It wasn’t until around 700BC that August was rudely shoved back in the order of months when January and February were added to the beginning of the year by King Numa Pompilius.

August has also changed its number of days multiple times. In the ten-month Roman calendar, the months all had either 30 or 31 days, totaling 304 days in the year. Not only did Pompilius add January and February to the calendar, but he also reduced the number of days in August down to 29. It wasn’t until Julius Caesar introduced the Julian calendar that it was left with 31 days, and it’s stayed the same ever since!

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





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Membership Information: Find out more about RAN’s self insured group. Call Pro Group, **800-859-3177**, or the RAN office at **775-882-1700** (toll free in Nevada 800-690-5959).

Don’t forget to check out our website, www.RANNV.org.



NATIONAL NOTES *Continued from page 7*

financial investments, Best Buy will support the growth of the businesses by providing access to its retail capabilities such as supply chain, sourcing and product development. The company said it would also eliminate barriers and “create a more seamless path for BIPOC businesses to do business with Best Buy.”

Chain Store Age

AMAZON TOP CORPORATE RENEWABLE ENERGY BUYER IN U.S.

After announcing 14 new renewable energy projects in North America and Europe, Amazon has reached a sustainability milestone.

The e-tail giant is launching new renewable energy projects in the U.S., Canada, Finland, and Spain, as part of its broader commitment to decarbonize business operations and reach net-

zero carbon by 2040. As a result, Amazon is now the largest corporate buyer of renewable energy in the U.S. These latest projects will bring Amazon’s total renewable energy investments to 10 gigawatts of electricity production capacity, enough to power 2.5 million U.S. homes.

Chain Store Age

WALMART UPDATES MONEYCARD WITH DIGITAL BANKING SERVICE

Walmart, partnered with financial technology provider Green Dot to launch a fintech accelerator in 2019, is now offering its Walmart MoneyCard issued by Green Dot Bank as a demand deposit account. New and existing Walmart MoneyCard account holders may now access Green Dot Bank’s digital banking platform, similar to a traditional banking

account.

MoneyCard holders will be able to manage their financial activities related to their MoneyCard account either digitally, at any Walmart store, or at any of Green Dot’s 90,000-plus retail distribution locations nationwide.

The new Walmart MoneyCard is designed to help customers more seamlessly access, manage and move their money, through a suite of digital tools that will evolve and expand over time.

Chain Store Age

TARGET REDUCES STORE HOURS IN SAN FRANCISCO AMID ‘ALARMING RISE’ IN CRIME

Target Corp. has moved up the nightly closing time of its five stores in San Francisco due to the city’s escalating retail crime.

The retailer said there has been such an alarming

rise in crime at their San Francisco locations it has reduced nighttime hours, reported Newsweek.

Target employees, store managers and newly-hired security guards in San Francisco said there is a highly organized criminal operation that is targeting the discount giant, according to the report.

San Francisco ranks as one of the top five cities in the country when it comes to organized crime. (According to the National Retail Federation, Los Angeles tops the list, followed by Chicago, Miami, and San Francisco.)

Target’s stores in San Francisco now close at 6 p.m., according to the chain’s web site. (Although hours can vary, most Target stores close at 10 p.m.) The retailer’s location in the San Francisco suburb of Westlake remains open till 10 p.m.

Chain Store Age

KEY TO INCREASING WAGES *Continued from page 2*

dried up the process was repeated. One does not need to look too hard in order to find examples.

Oil jobs, as a result of fracking, recently created jobs in remote parts of Texas and North Dakota. This despite the fact neither geographic area is considered a bastion

of geographical desire, beauty or attraction.

During the Second World War thousands of jobs were created in Michigan and California due to an abundance of war jobs. Again, opportunity comes and goes. Wages come and go. Things change. The reality

is many are uncomfortable with the uncertainty of the economic cycle.

Elected officials are even more uncomfortable. However, they ought to recognize this and understand when and if they create an environment which fosters economic opportunities

wage growth naturally follows.

Good economic policy increases wages, bad policy decreases wages.

The goal of increased wages is an honorable one. The process of how it happens remains a debate. ■



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2021 BRINGS BACK-TO-CLASS SHOPPING TO RECORD LEVELS

CONSUMERS PLAN TO SPEND RECORD

amounts for both school and college supplies as families and students plan to return to in-person classrooms this fall, according to the annual survey released today by the National Retail Federation and Prosper Insights & Analytics.

According to Matthew

Shay, NRF President & CEO, "The pandemic forced parents and their school-aged children to quickly adapt to virtual learning, and they did it with an incredible amount of resolve and flexibility," NRF President and CEO Matthew Shay said.

"We enter the new school year with plans to return to the classroom and retailers are prepared to help Americans find

and purchase whatever they need to make this transition as seamless as possible."

Families with children in elementary through high school plan to spend an average of \$848.90 on school items, which is \$59 more than last year. Total back-to-school spending is expected to reach a record \$37.1 billion, up from \$33.9 billion last year and an all-time high in the survey's

history.

College students and their families plan to spend an average of \$1,200.32 on college or university items, an increase of \$141 over last year. Over half (\$80) of this increase is due to increased spending on electronics and dorm furnishings. Total back-to-college spending is expected to reach a record \$71 billion, up from \$67.7 billion in 2020. ■ NRF