

Partnerships for Employment

News for Nevada Businesses

...teamwork to build a stronger Nevada workforce



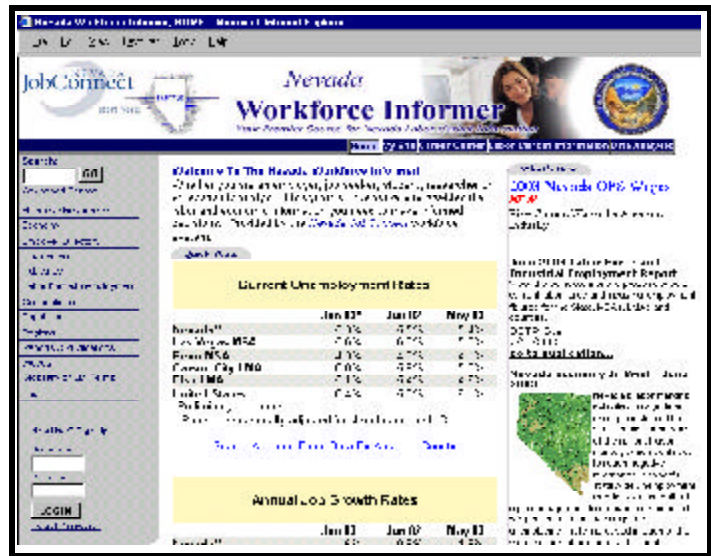
Gathering labor market data just got faster and easier

It just got easier to gather information to keep your business on the leading edge of your industry. The Nevada Department of Employment, Training and Rehabilitation's Research and Analysis Bureau recently launched the *Nevada Workforce Informer*, a dynamic interactive web site that provides a wealth of information including industries, occupations, employers, wages, and county profiles.

The site contains all of the most popular publications published by the bureau, plus it gives users the ability to search deeper for meaningful data. The site is designed to put up-to-date information into the hands of employers and other interested users. Historically, information provided by the bureau has helped business and government leaders make informed decisions to operate more efficiently. Now that information is readily available 24-hours a day 7-days a week.

The site provides access to a variety of economic and labor market information including access to the most current data for all Nevada counties, as well as historical data.

One convenient feature is the ability for anyone to set up a personal page that will store your favorite publications, data queries, and searches. Once the page is set up and information of interest is stored there, every time new data content on that subject is updated on the web site, the personal page information is also updated.



The site can be accessed several ways:

- www.NVDETR.org
- www.NevadaWorkforce.com
- www.NevadaJobConnect.com

Check it out! No matter what way you access the *Nevada Workforce Informer*, you'll want to be sure to put this valuable piece of cyber real estate in your "favorite places" for easy access whenever you want information that's reliable and accurate.

National Medical Support Notice makes debut

Many Nevada employers will be seeing something new regarding child support enforcement: a form called the National Medical Support Notice (NMSN). The document is a standardized federal form that all state IV-D child support agencies will be using. It is designed to assist employers who now receive many different medical support forms from the states.

The federal Departments of Health

and Human Services and Labor developed the NMSN in consultation with their Medical Support Working Group. The Working Group was formed in 1999 to identify barriers to effective enforcement of medical support orders and recommend effective solutions.

Among group members were employer representatives, including payroll professionals, as well as sponsors and administrators of group health plans.

One solution recommended by the Working Group, was the design of a standard form for states to use when issuing a medical support order/notice to employers. This form would simplify processing for all concerned and, most importantly, enhance health care coverage for children who are excluded from their noncustodial parent's group health plan.

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Department of Employment, Training & Rehabilitation
 and
 Department of Human Resources, Welfare Division
 ...proud partners in the Nevada JobConnect system



New laws/regulations change procedures for many employers

The 2003 Nevada Legislature approved several changes that may impact the way employers receive and report information to the Department of Employment, Training and Rehabilitation and the Department of Taxation. Below is a summary of changes regarding Unemployment Insurance, discrimination complaints, and the new Modified Business Tax:

UNEMPLOYMENT INSURANCE

SB 423 amends NRS 612.365 providing enhanced flexibility in collecting "overpaid Unemployment Insurance benefits for up to five years". It allows wage garnishment and asset attachment as additional collection tools.

Amendment to NRS 612.475 "Notice to employers" allows the last and next to last employer to be notified of a "new or additional" claim --eliminating the need to send weekly notices to employers of on-call employees, such as banquet workers.

Amendment to NRS 612.530 clarifies where a request for judicial review may be filed. Appeals are now filed in the district court in the "county where the employment was performed".

NEVADA EQUAL RIGHTS COMMISSION (NERC)

SB 450 allows the NERC to follow case handling practices used by the federal Equal Employment Opportunity Commission. This case prioritizing procedure gives staff the ability to move quickly in cases where there is enough evidence or witness testimony to quickly sustain or dismiss a complaint. Businesses should expect to see faster handling of discrimination complaints that are put on the new fast track.

NEVADA DEPARTMENT OF TAXATION

SB 8 (20th Special Legislative Session) included the new Modified Business Tax (MBT) administered by Taxation. The quarterly MBT which becomes effective October 1, 2003, is 2 percent on gross wages for financial institutions, and for all other employers the tax rate is 0.7 percent --less a qualified deduction for employee health insurance benefits paid by the employer. The law allows Taxation to utilize information found on line 3 of the Employment Security Division's form NUC4072 used by employers to report quarterly wages for unemployment purposes.

The first employer remittance of the MBT is due on or before January 31, 2004. Employers exempt from the new tax include qualified 26 U.S.C. 501(c) nonprofit organizations, Indian tribes, and political subdivisions.

Employers seeking more information regarding the MBT, or those who wish to attend the next *regulation workshop* should visit Taxation's web site at <http://tax.state.nv.us>

To establish MBT accounts Taxation will mail employers a request for information to the address of record with ESD's Unemployment Insurance Contributions unit.

The **\$25 per employee business tax**, NRS 364A is repealed effective October 1, 2003. The final return for this business tax is for the period July 1, 2003 through September 30, 2003, and is due on or before October 31, 2003.



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This is how the process will work: The district attorney's office or other authority enforcing a child support order will issue the NMSN for all new child support cases along with the standard Income Withholding Notice, or may issue the NMSN separately when it discovers a noncustodial parent who is not providing medical support and has been ordered to do so. The district attorney's office or enforcing authority will then transmit the NMSN to the noncustodial parent's employer.

Upon receipt of the NMSN, the employer is required to review and act on the notice within 20 business days. Part A of the notice will inform the employer of the type of coverage required under the order and the terms of coverage. In addition, Part A will include a response form that will allow the employer to notify the issuing agency

of any reason it cannot provide coverage according to the terms of the order.

If the company can provide coverage, the employer forwards Part B to its insurance plan administrator. The plan administrator has 40 days from the date of the NMSN to complete Part B and return it to the issuing child support agency. Part B also has a response form to allow the plan administrator to notify the issuing agency of the follow-up that will be taken in accordance with the order, whether coverage will be provided and when, and a description of the coverage. A copy of the NMSN, complete instructions and contact information may be found on the State of Nevada Child Support Enforcement web site at www.welfare.state.nv.us/child/childemployers.htm

For more information call Child Support Customer Service at (775) 684-0704.