

# Partnerships for Employment

## *News for Nevada Businesses*

...teamwork to build a stronger Nevada workforce



### Welfare system seeks business and community involvement to help more people reach self-sufficiency



Public agencies, nonprofit organizations, and churches in need of entry level workers can fill that need and help enrich the community. Since 1997, Nevada's State Welfare Employment and Support Services unit has been working with welfare recipients to help them find employment and transition into self-sufficiency. They could be your neighbors, friends, relatives, or strangers. The common factor is that they are families in your community who need help. They are recipients of grants from the *Temporary Assistance to Needy Families (TANF)* program.

The Employment and Support Services unit has moved hundreds of families into better life-styles through employment –but it isn't easy. Many of the people we are trying to help have never learned the basics of the work environment. They need a more hands on approach to prepare them for work. From our experience, once they gain knowledge and skills, they become productive employees.

Your public agency, nonprofit organization, or church can utilize the Community Work Experience Program to infuse your entry level staffing needs by training our clients to work in those positions. The surprising part is that it won't cost you anything but time.

Through guidance and training, with patience and a "hands on" attitude, you can be an active participant in making positive changes in the lives of people in your community. The unit evaluates clients to enable us to make the best possible match between the client's interests and abilities –and the job you need done.

Another plus about the program is that your new employees can benefit from observing and learning from coworkers in their day-to-day interactions.

With your help we can improve the lives of many Nevada families. To become involved and make a difference call (775) 684-0613.

### Child support withholding update

The 2003 state legislature made changes to Nevada Revised Statute (NRS) 31A that mandates employers charge obligors a \$2.00 fee for each withholding of child support. Employer cooperation has been overwhelming and their efforts on behalf of children are highly appreciated.

We want to remind employers that this fee is separate and apart from child support withholdings and is sent to a different office. The \$2.00 withholding fees collected should be made payable to the Nevada State Treasurer, P.O. Box 98513, Las Vegas, NV 89193.

Child support deductions are to be sent to the Nevada State Collections and Disbursement Unit (SCaDU), PO Box 98950, Las Vegas, NV 89193-8950.

When child support is accidentally sent to the State Treasurers office, the error causes delays in the money being credited to the non-custodial parent. This can cause the employee-obligor to appear to be in arrears with their payments. Misdirecting child support payments also delays the support getting to the family.

Additional information regarding child support and the child support withholding fee is posted to the employer information page on the child support program's web site: <http://www.welfare.state.nv.us/child/childemployers.htm>. Employers with additional questions may call the Welfare Division's Customer Service Unit at (775) 684-0704 or e-mail [cse@welfare.state.nv.us](mailto:cse@welfare.state.nv.us).

# Resolving potentially damaging discrimination complaints can be the best resolution for both employer and employee

The Nevada Equal Rights Commission (NERC) processes complaints of discrimination in the workplace. If the NERC notifies you a charge has been filed against your company, it may be possible to resolve the charge even before your company invests the time and effort to submit a position statement or additional requested information. Many charges can be resolved in very early stages of the complaint process, in a manner acceptable to both the charging party and the employer.

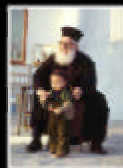
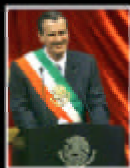
The NERC is firmly committed to using alternative methods for resolving disputes where appropriate and feasible. Informal Settlement Meetings (ISMs) are a form of dispute resolution offered by the NERC as an alternative to the traditional investigative process. This resolution phase can provide faster, less expensive and contentious, and more productive results in eliminating workplace discrimination.

ISMs are a fair and efficient process to help companies resolve employment disputes and

reach an agreement. This is an informal process, available at no cost to the parties, in which a neutral third party assists the opposing parties to reach a voluntary, negotiated resolution of the charge of discrimination. The decision to participate in the informal process is completely voluntary for the charging party and the employer. ISMs give both parties the opportunity to discuss the issues raised in the charge, clear up misunderstandings, determine the underlying interests or concerns, find areas of agreement and, ultimately, incorporate those areas of agreement into resolutions. The process is strictly confidential. Information disclosed during an ISM will not be revealed to anyone, including other NERC employees. In addition, settlement agreements secured through this process do not constitute an admission by the employer of any violation of laws enforced by the NERC. There is no determination of guilt or innocence. Agreements reached through the ISM are legally enforceable in a court of law.

## In a perfect world no one would have to worry about...

- ◆ Age
- ◆ Color
- ◆ Disability
- ◆ Gender
- ◆ National Origin
- ◆ Race
- ◆ Religion
- ◆ Sexual Orientation



State of Nevada Department of Employment, Training & Rehabilitation  
Nevada Equal Rights Commission

*Choosing a settlement meeting to resolve employment discrimination disputes promotes a better work environment, reduces costs and works for the employer and the employee.*

*For more information, call the NERC at  
(702) 486-7161  
or (775) 688-1288*

*or visit  
[www.nvdetr.org](http://www.nvdetr.org)*



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

