

MINUTES - COMMERCE COMMITTEE - 56TH ASSEMBLY - March 1, 1971

Present: McKissick, Hilbrecht, Capurro, Lingenfelter, Branch,
Poggione, Ashworth

Absent: Dini, Hafen

Others Present: Richard Horton, Nevada Association of Employment Agencies, Ren
Fullmer Barlow, Management Recruiters, Las Vegas
O.A. "Buck" Pendleton, State of Nevada Employment Assoc., Inc.
Reno

Chairman McKissick convened the meeting at 11:30 a.m. and announced that the meeting was called for discussion of A.B. 263 - Establishes advisory employment agency board, new limitations on rates of employment agencies and new licensing requirements.

McKissick asked for proponents of this bill to speak. Richard Horton, representing Nevada Association of Employment Agencies, spoke in favor of this bill. He pointed out that employment agencies service their applicants and thought there should be legislation enacted whereby people of good moral character be allowed to operate employment agencies. He felt that regulations should be imposed that would keep out "fly-by-night" agencies. He spoke in favor of eliminating regulations of rates for personnel agencies. He said that competition would regulate the rates. He submitted an exhibit showing the percentages for employment service agencies in most of the states. Most of the states do not have statutes regulating rates for fees charged applicants. He stated the percentage charged now discriminates against the man earning lower wages. He felt that with the state employment bureau, unions and newspaper ads, there is already competition to the employment agencies which will keep the fee rate in line. He said the provision in the bill for an advisory board which would be made up of 3 representatives from employment agencies and 2 from the outside, would provide a communication link between the labor commissioner and the agencies.

Fullmer Barlow, Management Recruiters, appeared and spoke in favor of the bill and concurred that the agencies needed a raise in their fee rates. At the present schedule, many agencies are suffering losses. He thought that employment agencies should be free enterprise. Mr. Barlow presented petitions from 15 various employment agencies whereby they are for A.B. 263. He said the raise in fee would allow employment agencies to increase their services which at present do not include certain services.

Mr. Branch brought out that 2 years ago the Legislature passed a bill which increased rates from 15% to 25% which made the agencies happy. He said it appears something must have happened to have them seek still another raise.

March 1, 1971

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Assembly Committee on Commerce

O.A. Pendleton, State of Nevada Employment Assoc., Inc., appeared and spoke in opposition to the bill. He said that there should be no changes in the present law governing employment agencies. He stated there was no need for increased fees. He said if fees are to be raised at the discrimination of operators of employment agencies, they could go up to as high as 100%. He submitted a petition listing 5 agencies who asked him to represent them. He said if the fees were raised, franchises would be sold and this money would go out of the state. He said there could be unscrupulous people getting into this business. He also stated that there is no need for an advisory board, that the labor commissioner should be able to take care of complaints.

Mr. Lingenfelter brought out that it looked like this bill possibly could be price fixing.

The meeting was recessed at 12 noon and will reconvene after the Assembly is dismissed for today.

Present: McKissick, Hilbrecht, Capurro, Lingenfelter, Branch,
Poggione, Ashworth

Absent: Dini, Hafen

Others Present: Richard Horton, Nevada Association of Employment Agencies, Ren
Fullmer Barlow, Management Recruiters, Las Vegas
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Mr. Lingenfelter brought out that it looked like ^{25% of law} ~~this bill~~ possibly ~~could be price fixing.~~ *No*

The meeting was recessed at 12 noon and will reconvene after the Assembly is dismissed for today.

Part I

States in which agencies' service charge is not determined by state statute or state regulatory agency.

Alabama, Arizona, Arkansas, California, Colorado, Connecticut, Delaware, Florida, Georgia, Illinois, Indiana, Kentucky, Louisiana, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Nebraska, New Hampshire, New Jersey, New Mexico, North Carolina, North Dakota, Oklahoma, Oregon, Pennsylvania, South Carolina, Tennessee, Texas, Vermont, Virginia, Wisconsin.

Part II

States in which agencies' service charge is established by statute or regulatory agency.*

Limited to 10 percent of annual income ✓
Ohio

[120%] ↗

Limited to 8 percent of annual income ✓
Iowa

Limited to 70 percent of first month's income ✓
West Virginia

Limited to 60 percent of first month's income
New York

Limited to 50 percent of first month's income
South Dakota

Limited to 40 percent of first month's income
Hawaii, Rhode Island

Limited to 25 percent of first month's income
Alaska, Nevada, Utah

Limited to one week's income
Maine

Limited to 10 percent of first month's income
Washington

Limited to three dollars
Montana

Limited to two dollars
Kansas, Wyoming

Idaho-- Statute prohibits other than municipal agencies.

* The statistics offered under Part II do not give a complete description. Some states have a sliding rate based on income or type of employment. The interpretation and reduction to statistical display is representative, however.

Nevada Association of Personnel Agencies

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P.O. BOX 5332
LAS VEGAS, NEVADA 89102
(702) 384-8012

January 25, 1971

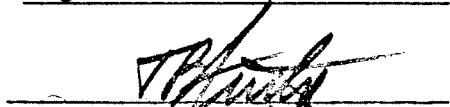
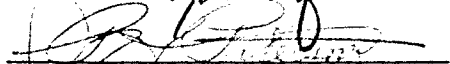


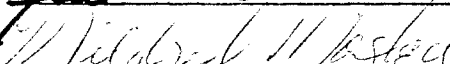
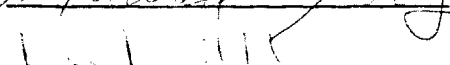
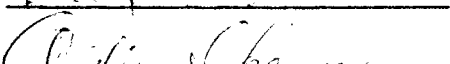
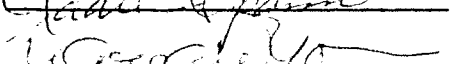
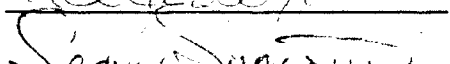
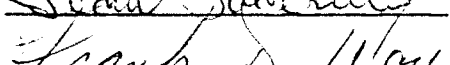
MEMBER AGENCIES

LAS VEGAS
APROPOS
BONANZA EMPLOYMENT
EMPLOYERS SERVICE
EXECUTIVE SEARCH
MANAGEMENT RECRUITERS
MORRIS AGENCY
NEVADA EMPLOYMENT
SNELLING & SNELLING

RENO
ACME PERSONNEL
DUNHILL PERSONNEL
J-O-B-S
SNELLING & SNELLING

TO WHOM IT MAY CONCERN

As an agency owner/operator, I have become familiar with the N.A.P.A. proposal to modify Nevada Revised Statutes, Chapter 611 (pertaining to Private Employment Agencies). I consider this proposal as proper to the State of Nevada and to our industry.

<u>Owner/Operator Agency</u>	<u>Signature</u>	<u>Date</u>
Snelling & Snelling Las Vegas		<u>2-3-70</u>
Employers Service		<u> </u>
APROPOS		<u>1-26-71</u>
Management Recruiters		<u>1/25/71</u>
Cascade Employment		<u>1/3/71</u>
Nevada Employment		<u>1/26/71</u>
Bonanza Employment		<u>1/24/71</u>
Morris Agency		<u>2/3/71</u>
Executive Search		<u>1-26-71</u>
Services Unlimited		<u>2/3/71</u>

Nevada Association of Personnel Agencies

P.O. BOX 5332
LAS VEGAS, NEVADA 89102
(702) 384-8012

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January 29, 1971

MEMBER AGENCIES

LAS VEGAS
APROPOS
BONANZA EMPLOYMENT
EMPLOYERS SERVICE
EXECUTIVE SEARCH
MANAGEMENT RECRUITERS
MORRIS AGENCY
NEVADA EMPLOYMENT
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<u>Owner/Operator Agency</u>	<u>Signature</u>	<u>Date</u>
Acme Personnel Services	<u>Mary J. Fide</u>	<u>2/1/71</u>
American Employment Agency	<u>Ed [unclear]</u>	<u>2-17-71</u>
Cook Personnel, Inc.	<u>Chris Cook</u>	<u>2/1/71</u>
J - O - B - S	<u>Meredith [unclear]</u>	<u>1/29/71</u>
Snelling & Snelling Reno	<u>P. Poggiani</u>	<u>1-29-71</u>

State of Nevada Employment
 Agency Association, Inc.
 1835 East Charleston
 Las Vegas, Nevada 89104

February 3, 1971

TO: ALL MEMBERS OF LEGISLATURE

This is to acknowledge Mr. O. A. "Bud" Pendleton, who is representing the undersigned members of the State of Nevada Employment Agency Association, Inc. Mr. Pendleton is authorized by the undersigned to represent us in any matters concerning legislation for employment agencies.

Pat Phelps
 (Mrs.) Pat Phelps, Las Vegas Employment Agency

Betty Kampfer
 (Mrs.) Betty Kampfer, Careers Employment Agency

Virginia Pendleton
 (Mrs.) Virginia Pendleton, Personnel Placement Service

Virginia Beauvais
 (Miss) Virginia Beauvais, Personnel Placement Service

Marianne Crumley PP
 (Mrs.) Marianne Crumley, Academy Employment Agency