

# Partnerships for Employment

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*Legislature adds \$2 fee for child support withholding*

## Employers responsible for collecting new processing fee

The 2003 Nevada State Legislature revised the child support withholding law to include a \$2 fee which employers are obliged to charge employees. Nevada Revised Statute (NRS) 31A was changed to include the \$2 fee for the withholding of child support. Employers are mandated to deduct this fee from the income due the employee/obligor after the withholding of the child support amount, not to exceed two withholdings per month. Employers must forward the fees to the Nevada State Treasurer's Office at least quarterly, accompanied by a statement identifying the name and Social Security number of each employee/obligor for whom payment is made and the amount transmitted for that employee/obligor. The monies collected are to be made payable to the Nevada State Treasurer, P.O. Box 98513, Las Vegas, NV 89193.

A notification was mailed to all employers currently withholding child support amounts and an informational page has been added to all new wage withholdings. In addition, information 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)

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*Legislature gives agency ability to end case backlog*

## Prioritizing complaints will speed discrimination case resolution

During the recent legislative session, Senate Bill 450 was passed and signed by the Governor. This action changed the way the Nevada Equal Rights Commission (NERC) processes complaints of discrimination.

To more effectively address the growing backlog of cases, and to be consistent with the policies of the Equal Employment Opportunity

Commission (EEOC), a charge prioritization system was implemented on October 1, 2003, to provide for the classification of charges into three categories:

### Category A : Potential Cause Charges

The first category includes charges

*Discrimination . . . . . continued on page 2*



Department of Human Resources, Welfare Division  
and  
Department of Employment, Training & Rehabilitation  
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## Discrimination . . . . . from Pg. 1

where further investigation will probably result in a cause finding. Cases should also be classified as *Category A* if irreparable harm will result unless processing is expedited.

For potential cause cases, the office will conduct an appropriate investigation to obtain the necessary information, as resources permit.

### **Category B: Charges Requiring Additional Information**

Many charges will initially appear to have some merit but will require additional evidence to determine whether continued investigation is likely to result in a cause finding. In addition, in other cases it will simply not be possible to make a judgment regarding the merit of the charge when received. Settlements in these cases will be encouraged by working closely with both charging parties and respondents to explore whether an amicable resolution of their differences is possible. In cases where settlement efforts are not successful, additional investigation will be needed, as resources permit, to determine whether these charges should be moved into *Category A* and given priority status or moved into *Category C* and dismissed.

### **Category C: Charges Suitable For Dismissal**

A charge may be placed in *Category C* and dismissed when the office has sufficient information to conclude that it is not likely that further investigation will result in a cause finding.

An office will have “sufficient information” when it has conducted an investigation appropriate to the particular charge, factoring in resource considerations, and has assured that the complainant has been provided a fair opportunity to present his or her case.

As with all charges that are filed, these charges must be served on the respondent. However, investigators will not request submission of position statements or other documents from respondents.

Category A cases will receive priority treatment; Category B cases will be investigated as resources permit; and, Category C cases will be dismissed. The “full investigation” policy was rescinded. The investigation to be made in each case will be appropriate to the particular charge, taking into account the NERC’s resources.

For more information call the Nevada Equal Rights Commission at (702) 486-7161 or visit [www.nvdetr.org](http://www.nvdetr.org)

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