



Today's Headline

["The experience of coordinating with other units is like having a family in business."](#)

- Thays Franca, franchisee of Masterpiece Mixers

This FANmail is brought to you by: Thays Franca

FAN at Work

Joint Employer Bill Introduced!

[Urge your members of Congress to Support H.R. 3441 to Reverse Joint Employer and Save Local Business](#)

TEXT 'FAN' to 52866 to email your Members of Congress and both Senators to fix the joint employer scheme by supporting the [Save Local Business Act](#).

On Thursday, July 27th, at a press conference with small franchise business owners and workers, Rep. Bradley Byrne (R-AL) introduced [H.R. 3441](#), the "Save Local Business Act." Co-sponsored by Chairwoman Virginia Foxx (R-N.C.), Tim Walberg (R-MI), Henry Cuellar (D-TX), and Lou Correa (D-CA), the bill will provide clarity to the joint employer standard, restoring the "direct-control" definition under both the National Labor Relations Act and Fair Labor Standards Act.



Joined by Reps. Henry Cuellar, Andy Harris (R-MD), Tim Walberg (R-MI), Chairwoman Virginia Foxx (R-N.C), and several local small business owners, Rep. Bradley Byrne (R-AL) introduces the [Save Local Business Act](#) during his opening remarks.

Chairwoman of the House Education and the Workforce Committee, Rep. Virginia Foxx (R-N.C), opened up the press conference urging her other lawmakers to support the new bipartisan legislation. Following remarks from members of Congress, small franchise business owners joined in sharing thoughts of their own on the significance of the bill for their business, and community. Business owner speakers included Ed Braddy, franchisee of Burger King, Kristi Arslan, owner of Popped!Republic, and Shana Gonzalez, multi-unit franchisee of Checkers.

Full press conference [here](#).



Rep. Bradley Byrne (R-AL) shares a few words on the need for the new joint employer legislation.

Since the beginning of the year, IFA and other coalition partners have worked closely with the staff of the Education & the Workforce Committee to provide input on the bill. The [Franchise Action Network](#) has set up a grassroots alert to drive emails to lawmakers encouraging co-sponsorship. More engagement from you will play a critical role in driving congressional leaders from both parties to support the new joint employer legislation.

U.S House Rep. Ted Yoho Visits Holiday Inn Express in Silver Springs, FL

On Friday, July 21st, Rep. Ted Yoho (R-FL) visited the Holiday Inn Express in Silver Spring, FL, owned by Azim Saju, the FAN co-captain in Florida. The main topic of discussion was the joint employer issue, to which Rep. Yoho displayed support towards the new proposed joint employer legislation.



Rep. Ted Yoho (R-FL) with local business owners at Holiday Inn Express in Silver Springs, FL

Sen. Rand Paul Visits Local FASTSIGNS

On Monday, July 17th, Sen. Rand Paul visited local a FASTSIGNS center in Bowling Green, KY owned by Neil Griggs, for the opportunity to learn more about the brand, and the impact it has on the local community. During his visit, Sen. Paul discussed some of the regulatory challenges faced by local franchises including the joint employer issue, and healthcare reform.



Franchise owner Neil Griggs with Sen Rand Paul at his FASTSIGNS location in Green Bowling, KY.

In-District Roundtable with Rep. Bradley Byrne (R-AL) on Monday, July 31

On the heels of an historic morning for franchising, FAN is excited to announce an in-district roundtable being held in Spanish Fort, AL on Monday morning with Rep. Bradley Byrne, lead sponsor of the [Save Local Business Act](#).

[U.S. Rep Bradley Byrne \(R-AL-01\)](#)

[Wendy's](#)

30500 AL-181

Spanish Fort, AL 36527

Host: Roger Webb, Wendco Group

RSVPs: Ryan Kennedy, International Franchise Association (rkennedy@franchise.org)

As always, if you're interested in hosting YOUR member of Congress, please email Ryan Kennedy

ONE OWNER MAKES A DIFFERENCE. TOGETHER, OUR VOICES PROVOKE CHANGE.

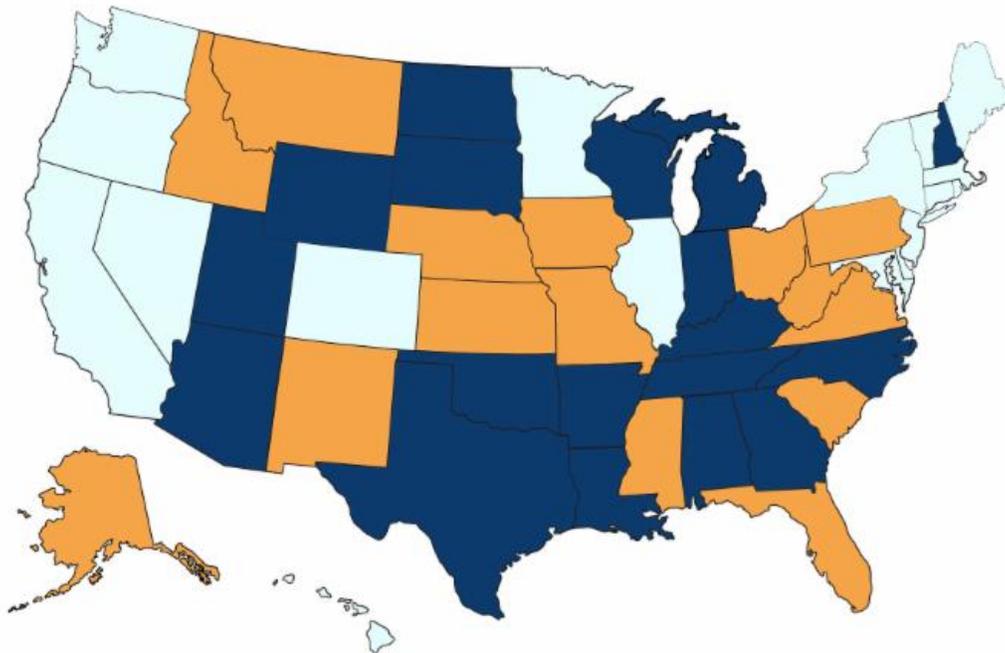
Local small business owners representing a wide range of industries and demographics across the country are joining together and voicing concerns on how the NLRB's new joint employer standard puts all small business at risk.

Political & Legislative Updates

New Hampshire Passes Joint Employer Bill

Last week, New Hampshire Gov. John Sununu signed [SB 89](#), passing it into legislation a couple days later. The bill aims to provide clarity on the broad definition of the joint employer issue. New Hampshire has become the first New England State to pass legislation for labor violations involving a franchise. With New Hampshire in the mix, the grand total of joint employer bills comes to 18 for 2017. IFA will continue its efforts on passing similar legislation in other states for 2018.

POSITIVE JOINT EMPLOYER BILLS ACROSS THE UNITED STATES



Orange square = TARGETED

Teal square = ACTIVE LEGISLATION

Dark blue square = PASSED/SIGNED BY GOVERNOR

NLRB Nominees Move to Full Senate Floor

On Wednesday, the Senate Committee on Health, Education, Labor, and Pensions (HELP) voted to recommend NLRB nominees, Marvin Kaplan, and William Emanuel, move forward in the confirmation process. The [hearing](#) concluded in a party line vote of 12-11 advancing the nominees to the full Senate floor for a confirmation vote.

Committee Approves Labor-HHS Spending Bill

Last week, the House Committee on Appropriations approved the [Fiscal Year 2018 Labor, Health and Human Services, Education Funding Bill](#). While health care was the main topic of discussion, some amendments on labor issues were brought up. The full Committee advances measure to cut funding from the Department of Labor and the NLRB by 11 percent. The bill also included provisions that would block an NLRB decision to expand joint employer liability for affiliated businesses as well as a board decision critics say allows workers to form "micro-unions" within a larger workforce. The legislation could come to the House floor for a vote before the August recess.

Oregon Advances Predictive Scheduling Legislation

In Oregon, predictive scheduling legislation took another step as [SB 828](#) was finalized and sent to Gov. Kate Brown for her signature. While IFA is not often able to claim any sort of victory when it comes to these types of laws, Oregon is an exception. The legislation began with the type of language defining franchisees as large business regardless of their actual employee count, ala Seattle. However, the final product does not count franchises across the whole country as one employing unit. Instead, in order to be covered, a food service/hotel franchisee will have to employ at least 500 employees. While the legislation is still limited to only retail, hospitality and food industry, based on the definition of "chain," a franchise business will have to be owned by the same person or entity in order to be covered. When Gov. Brown signs SB 828, it will include preemption, not allowing cities or municipalities to create their own scheduling laws.

IFA Submits Tax Reform Recommendation

Last month, Senate Finance Committee Chairman Orrin Hatch (R-Utah) called on tax stakeholders to provide ideas, proposals, and feedback on how to improve the American tax system in a [letter](#), as Congress and the administration continue to work to overhaul the nation's broken tax code. IFA submitted recommendations on the issue in response to the letter highlighting the tax burden on franchise owners, that reduces expansion of their businesses, and stifles job growth.

Read IFA's letter [here](#).

Business Community Opposes ACA Tax

IFA, along with more than 30 business groups, sent a [letter](#) to Senate Majority Leader Mitch McConnell (R-Ky.) expressing opposition to the additional 3.8 percent Affordable Care Act net investment income (NII) tax. The tax aims to reduce the capital for businesses, limiting job creation.

U.S. Citizenship and Immigration Services Revise Form I-9

The U.S. Citizenship and Immigration Services released a revised version of [Form I-9, Employment Eligibility Verification](#). Starting Sept. 18, employers will be required to use the revised form with a revision date of July 17, 2017. For more details, refer to the [Handbook for Employers: Guidance for Completing Form I-9](#).

Your Business. Your Voice. Your Vote.

In addition to hearing from U.S. Secretary of Labor Alexander Acosta at the [Franchise Action Network Annual Meeting](#), we are excited to announce **Andy Puzder**, former CEO of CKE Restaurants, will also be joining us!



REGISTER

KEYNOTE SPEAKER

Andy Puzder
Former CEO, CKE Restaurants
(Hardee's & Carl's Jr.)

Franchise **Action** Network ANNUAL MEETING

A former IFA board member and frequent contributor to CNBC, Fox Business and *The Wall Street Journal*, Andy Puzder will bring his wealth of knowledge about labor issues that impact us all.

Your Members of Congress need to hear directly from YOU. Join the IFA leadership, hundreds of IFA members and your elected officials at the annual IFA Washington, D.C. fly-in, the [Franchise Action Network Annual Meeting](#), September 11-13 at the JW Marriott in the nation's capital.



franchise.org/fan-annual-meeting

JOIN US
ON THE ROAD TO SUCCESS

Washington, D.C.
September 11-13, 2017

Franchise **Action** Network ANNUAL MEETING

Register [here](#).

In the News

ICYMI:

[House Introduces Bill to End Joint-Employment Uncertainty](#), Inside Sources
[Republicans Offer Latest Bill to Lessen Joint Employer Liability](#), Bloomberg
[Trump administration moves closer to undoing overtime pay rule](#), Reuters
[IFA's CEO Speaks Out on Future of Franchising](#), QSR
[Will DirecTV Joint Employer Case Be Aired at Supreme Court?](#),Bloomberg
[Gingrich, small biz to launch major tax cut campaign](#), The Hill
[Reversing The Joint Employer Ruling](#), American Action Forum
[Cruz offers bill to weaken labor board's power](#), The Hill
[Governor signs New Hampshire 'joint employment' bill into law](#), New Hampshire Business Review
[House Panel Approves 11 Percent Cut for Labor Department, NLRB](#), Bloomberg
[House Committee Approves Labor-HHS Funding Bill](#), Bloomberg
[Pence Joint Employer Rollback Remarks Questioned](#), Bloomberg
[Trump's Labor Board Nominees On The Cusp Of Confirmation After Committee Vote](#), Daily Caller
[Congress must act to protect local businesses from joint employer scheme](#), The Hill
[OPINION: Raising the minimum wage is cruel](#), Daily Progress
[Trump NLRB nominee is from 'the swamp'](#), SF Chronicle
[Trump's Labor Board Nominees Get Senate Hearing](#),Inside Sources
[Congress Tackles the Patchwork of Joint-Employer Rules](#), Inside Sources

Featured FAN - Thays Franca

After growing up in Brazil, Thays Franca moved to the United States at the age of 19. Although she planned for it to be a temporary stay, once she got involved with Masterpiece Mixers, an art franchise, everything changed. After taking an entry job with a Masterpiece Mixers store, she fell in love with the brand and slowly rose up to a managerial position. Soon enough, she purchased her own franchise and, with the help of her franchisor's system, became a successful business owner in Florida.



Franchising Facts - Did You Know?

Franchise businesses generate \$2.3 trillion in sales in the U.S. each year.

TAKE OUR FAN SURVEY!

www.franchiseactionnetwork.com

