



Today's Headline

"I think the reason we can do that is we come at the business with different skill sets but similar values"

- Cheryl Nelan, President of CMIT Solutions of Monroe

This FANmail is brought to you by: Cheryl Nelan

Get Involved

Your Business. Your Voice. Your Vote.

Time is Running Out!

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.

Register now to hear from our distinguished guest speakers:

- Secretary of Labor, **Alexander Acosta**
- Former CEO of CKE Restaurants, **Andy Puzder**



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Annual Meeting & Franchise of the Year Award

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

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Franchise **Action** Network ANNUAL MEETING
IFA'S WASHINGTON, D.C. FLY-IN

Register [here](#).

Franchise Action Broadcast

In an effort to show a different side of our elected officials, IFA launched Franchise Action Broadcast - a fun and interactive project created around the idea of making it easier for constituents to approach their members of Congress. Check out an interview with Virginia Representative, Dave Brat below and stay tuned for many more to come.



Political & Legislative Updates

Business Groups Oppose Joint Employer in Australia

As Australian lawmakers prepare to vote on the [Fair Work Act](#), business groups are voicing their concerns on the new joint employer standard. With Parliament currently debating changes to the Fair Work Act, franchise businesses are facing the prospect of greater compliance risk, according to a workplace relations firm. IFA President and CEO Robert Cresanti, CFE, urged Australian lawmakers to consider the economic impact and employment consequences. The franchise business model has been sturdy driver of the Australian economy, but the bill threatens the model, stifling growth.

Read more on the issue [here](#).

Cook County's Soda Tax Spurs Concerns

The U.S. Department of Agriculture has threatened to withhold food stamp funds in opposition to a soda tax collection effort in Cook County, Ill. The [letter](#) expressed how the tax violates the Food and Nutrition Act and how it applies to the Supplemental Nutrition Assistance Program.



In a related development, there is an effort to preempt the law. The Illinois House Revenue & Finance Committee will hold a hearing on Wednesday, Aug. 23, on the two bills intended to preempt home rule counties from imposing sweetened beverage taxes and repeal the Cook County sweetened beverage tax, [HB 4082](#) and [HB 4083](#).

Read more [here](#).

IFA Submits Comments on 'Persuader Rule'

IFA submitted comments describing its opposition to the Department of Labor's 2016 "persuader rule" as part of a public comment period that closed on August 11. The DOL had begun the process of withdrawing the 'persuader rule', which would have required employers to report any instance in which they receive legal advice on labor relations under the Labor-Management Reporting and Disclosure Act. IFA argued that the harmful 'persuader rule' would create a "chilling effect" between attorneys and business clients. Shortly after DOL finalized the 'persuader rule' in 2016, it was challenged in court, and a nationwide injunction remains in effect against it. Though the DOL has begun the process of rescinding the 'persuader rule', the process to do so may take years.

Read more [here](#).

Gov. Brown Signs Predictive Scheduling Law in Oregon

Oregon Gov. Kate Brown has signed into law the [Fair Work Week Act](#), which imposes predictive scheduling requirements on large employers in certain industries, including retail and food service. The law applies to Oregon employers with 500 or more employees worldwide who provide services relating to "retail trade, hotels, motels or food services." However, the law does not count franchises across the whole country as one employing unit -- a franchise business would have to be owned by the same person or entity in order to be covered. Most provisions of the law will take effect on July 1, 2018.

Read more on predictive scheduling law [here](#).

Chairman Miscimarra to Leave NLRB

The National Labor Relations Board Chairman, Philip Miscimarra, announced plans to leave the board following his term expiration in December 2017. As a strong advocate for rolling back unnecessary Obama-era regulations, Miscimarra aims to continue his involvement in employment and labor management issues. The Trump Administration may seek to fill the vacant position as early as this fall.

Read more [here](#).

FAN at Work

U.S. House Rep. Barbara Comstock (R-VA) Visits Abrakadoodle in Sterling, VA

On Tuesday, August 22, Rep. Barbara Comstock (R-VA) visited with Rosemarie Hartnett, President of Abrakadoodle, and several other local small business leaders to discuss critical issues in franchising. Joint employer dominated the discussion and Rep. Comstock elaborated on her already vocal support for the newly introduced bill, [H.R. 3441, Save Local Business Act](#). The bill would provide clarity to the joint employer standard, restoring the "direct-control" definition under both the National Labor Relations Act and Fair Labor Standards Act.



Rep. Barbara Comstock joined by local franchise owners

U.S. House Rep. Josh Gottheimer (D-NJ) Visits IHOP in Ramsey, NJ

On Wednesday, August 16, IHOP franchisee, Sobhy Abdelhady, hosted Rep. Josh Gottheimer (D-NJ) at his restaurant location in Ramsey, NJ. Joined by more than a dozen other franchise

business owners, Sobhy discussed the need to address the joint employer issue at the Congressional level. Local owners expressed their concern of the current joint employer standard, and the need for the passage of the new legislation, [H.R. 3441, the Save Local Business Act](#). Rep. Gottheimer gave attendees every assurance that he is seriously considering the legislation and intends to call on local franchise owners to help him better understand the issue and develop a firm position.



Local franchise business owners discuss joint employer with Rep. Josh Gottheimer

In-District Roundtable with Rep. Frank LoBiondo (R-NJ) on Tuesday, August 29

FAN is excited to announce an in-district roundtable being held in Mays Landing, NJ on Tuesday, August 29 at 8:30 am with Rep. Frank LoBiondo. The discussion will focus on urging Rep. LoBiondo's support for [H.R. 3441, the Save Local Business Act](#).

Coalition to Save Local Businesses roundtable with [U.S Rep. Frank LoBiondo \(R-NJ-02\)](#)

[Sport Clips of Mays Landing](#)

Tuesday, August 29 from 8:30 AM - 9:30 AM

310 Hamilton Commons

Mays Landing, New Jersey 08330

Host: Vaughan and Margie Reale

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 at rkennedy@franchise.org.

TAKE ACTION NOW!

Have you joined the thousands of business owners around the country who have already

messed their elected officials about the need to fix joint employer? If not, **text FAN to 52886** right now! You will receive a text message back to send an email to your representatives and senators letting them know joint employer needs a fix, NOW!

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.

In the News

ICYMI:

[Robb Slated for Labor Board's Top Lawyer Job](#), Bloomberg
[Help small businesses understand the rules of the game](#), The Fresno Bee
[Vacancies Slowing Pro-Biz Shift At Trump's DOL](#), Law 360
[Labor-HHS Bill Set for Possible House Floor Vote in September](#), Bloomberg
[Franchises brace for greater compliance burden](#), My Business
[Rethinking the National Labor Relations Board](#), Competitive Enterprise Institute
[REPORT: Why the Federal Labor Board Should Be Dismantled](#), Inside Sources
[New study finds minimum wage hikes lead to job automation](#), Washington Examiner
[Labor Lobbyists Loved These Six Issues Last Quarter](#), Bloomberg
[17 States Urge DOL To Rescind Persuader Rule](#), Law 360
[Minimum wage advocates scale back their \\$15 fight](#), Washington Examiner

Featured FAN - Cheryl Nelan

Cheryl Nelan owns and operates CMIT Solutions of Monroe in Rochester NY, providing IT services to small and mid-sized businesses. Cheryl's focus is helping business owners make well-informed decisions on their technology and providing them a superior level of support - like what is typically reserved for larger organizations. In short, she works to make technology productive for her clients so they can focus on their own businesses. Prior to owning CMIT Solutions, Cheryl spent over 20 years driving growth in highly competitive markets for large, global corporations in the Rochester area. She holds a M.B.A. from the Rochester Institute of Technology and a B.S. Degree in Marketing Management (with a computer science minor) from the State University of New York at Geneseo.

Cheryl recently married Evan Stein who also owns a CMIT franchise in the New York City area. They enjoy many outdoor activities together and love to travel. She currently lives in Webster NY with her 15 year old son, Royce. A key goal in starting her own business was to become more active in the local community. Today, she is a board member for the Webster Chamber of Commerce and The Susan B Anthony House and Museum. She's an active member of the Rochester Rotary and the Rochester Chamber, including the Women's Council and Small Business Council. And, she is



Cheryl Nelan with husband, Evan Stein

proud to have earned the Managed Services Trustmark from CompTIA and is certified as an MWBE in New York State (woman-owned business).

Franchising Facts - Did You Know?

55% of all Americans want to be their own boss.

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