



This FANmail is brought to you by: Tom Baber

"The annual FAN meeting has some amazing informative, content to make one better at franchising, whether you are a franchisee, franchisor or supplier. I believe that lawmakers need to understand our business model. It is clear many do not and this can lead to unintended consequences for franchising."

-- Tom Baber, multi-unit franchise owner for Money Mailer and IHOP

NLRB to Propose Joint Employer Rule by End of Summer

On June 5, National Labor Relations Board Chairman John Ring sent a [letter](#) to Sens. Elizabeth Warren (D-Mass.), Bernard Sanders (I-Vt.) and Kirsten Gillibrand (D-N.Y.) responding to [concerns](#) about the NLRB's decision to rewrite the joint employer doctrine. In his letter, Chairman Ring -- among other things -- stated that NLRB expects to finish proposed rule on the joint employer standard by the end of the summer. "Candor requires me to inform you that the NLRB is no longer merely considering joint employer rulemaking. A majority of the board is committed to engage in rulemaking, and the NLRB will do so. Internal preparations are underway, and we are working toward issuance of a Notice of Proposed Rulemaking (NPRM) as soon as possible, but certainly by this summer," he wrote.

IFA sent a [letter](#) of support to Chairman Ring for his approach to clarify the joint employer standard under the National Labor Relations Act.

Read more [here](#).

IFA Member Urges Congress to Support Save Local Business Act



The U.S. Chamber of Commerce has launched a [tv ad campaign](#) in Indiana urging Sen. Joe Donnelly (D-Ind.) to back legislation codifying the joint employer standard. The ad features IFA member, U.S. Army Veteran, and SOLDIERFIT CEO Danny Farrar calling on Congress to pass legislation to protect small businesses from the current harmful joint employer standard. Last fall, IFA ran a similar ad in association with the Chamber when H.R. 3441, *Save Local Business Act*, was up for a full House vote.

New York City Hearing to Focus on Joint Employer Legislation

A new legislative proposal introduced in the New York City Council, [Intro-136](#), will hold franchisors liable for the actions of their franchisees under city human rights laws. The language in question is below and effectively codifies franchisors as joint employers. The proposed law would be a *per se* determination that franchisors are liable for the actions of their franchisees; skipping over any case-by-case analysis. It would represent the first law of its kind in across the country.

The proposed legislation has been referred to the Civil and Human Rights Committee and is scheduled to be heard this **Monday, June 18 at 1:00 p.m. EST**. IFA is actively working on opposing the legislation and will be recruiting coalition partners as well as working with existing local allies against it. If your companies or New York City-based franchisees are interested in working with us and/or reaching out to Council members, please contact IFA's [Jeff Hanscom](#).

Register Now for the Franchise Action Network Annual Meeting



The Franchise Action Network Annual Meeting is the IFA Washington, D.C. fly-in, which gives you the opportunity to meet with your representatives in Congress to discuss topics that can affect your business. You will get the chance to team up with other IFA members from your state to discuss the positive influence of the franchise community and create a relationship with your lawmakers -- which can have a lasting impact on your business.

Relive some of our moments from last year's Franchise Action Broadcast [here](#) to see how easy it is to speak with your member of Congress.

WHEN: Sept. 4-7, 2018

WHERE: JW Marriott, 1331 Pennsylvania Ave NW, Washington, DC 20004

Register [here](#) now.

Are You a Franchise Influencer? Take Our Influencer Index to Find Out!

To capture the existing relationships and political capital within the Franchise Action Network, we have deployed the [IFA Political Influencer Index](#). The goal of the index is to understand your network of relationships with elected officials and to help drive our policy priorities in the future. The questions focus on your involvement in the political process and knowledge of critical issues. Your help here will allow IFA to discover key relationships we can help build and your willingness to participate in our critical advocacy efforts moving forward.

The survey will only take 5-10 minutes and your participation will help FAN's impact and reach on important legislative campaigns.

[Take the Survey!](#)

IFA Attends District Director Annual Fly-In

Last week, the House Republican Conference hosted an annual District Director Fly-In, *Events in a Box Expo*, to help connect House staff with outside organizations that offer approved resources for ready-made events that members of



Congress can host in their districts. In a strong display, IFA met with these district directors to collaborate on events over the course of the summer and fall and discuss the impact of franchising in every Congressional district. If you are interested in hosting an event with your member of Congress, please reach out to IFA's [Erica Farage](#).

Joint Economic Committee Hearing on Opportunity Zones



On May 17, the Joint Economic Committee held a hearing titled, "The Promise of Opportunity Zones", to discuss potential investments in opportunity zones. Opportunity zones offer a highly flexible incentive for investors due to their structural flexibility. During the hearing, Rep. Alma Adams (D-N.C.) [questioned](#) the prospect of franchise businesses in opportunity zones of one of the witnesses, John Lettieri, co-founder and President of the Economic Innovation Group.

Watch the full hearing [here](#).

Women Entrepreneurship on the Rise in Franchising

As the franchise industry continues growth, women franchise ownership is on an upward trend as well. *Entrepreneur* captures the reason behind this successful nature of women entrepreneurship in franchising. The article cites IFA's [Economic Business Outlook of 2018](#) indicating that women-owned franchise businesses increased by almost 50 percent since 2012.

Read more [here](#).

In the News

[Joint Employer Rule Coming This Summer](#), *Bloomberg*
[NLRB Taking A Look At Recusal Process Amid Ethics Dispute](#), *Law 360*
[NLRB On Right Path With Joint Employer, Elex Regs: Ex-Chair](#), *Law 360*
[Labor Board Rulings Open New Fronts in Joint Employer Fight](#), *Bloomberg*
[McConnell cancels Senate's August recess](#), *The Hill*
[The ObamaCare Fix for Mom and Pop](#), *The Wall Street Journal*

Tweets of the Week:

[NLRB Chairman John Ring to advance joint employer rulemaking before the end of summer! @NLRBChairman @BloombergBNA @ChrisOpfer](#)

[The #franchise community has made a commitment to U.S. veterans by providing business opportunities and support in pursuing those opportunities. Read more in "Putting Heroes First," by Gordon Logan](#)

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Featured FAN: Tom Baber



I am a small multi-unit franchisee of both Money Mailer and IHOP (DineEquity). I have been self-employed for most of my career and have owned and continue to own businesses outside of franchising. I believe in and enjoy the franchising model and feel it important to keep the model strong. I try to do my small part by serving on the Franchise Relations Committee and Franchisee Forum as the 1st Vice Chair, while attending as many IFA events during the year as fit in my schedule. Advocacy, especially by franchisees, is very effective at the state and federal level. It is very important franchisees share their message so I find time to educate legislators on our needs and challenges. I started my career in NYC at an investment banking firm but realized in just a few short years self-employment was the direction for me, and small business was my passion.

Franchising Facts - Did You Know?

According to the U.S. Census Bureau, franchises accounted for 10.5 percent of businesses with paid employees in the approximate 300 industries that franchising data was collected from in 2007.

