



This FANmail is brought to you by: Kevin Tennant

"After finally going to my first [FAN Meeting], I haven't missed one since and my business has experienced annual growth and profitability every year since. To really connect with peers you have to travel and enjoy face to face communication tele/video conferencing just can't replace."

-- Kevin Tennant, Glass Doctor franchisee in Fairbanks, Alaska

Department of Labor Releases Final Rule on Association Health Plans



Last week, in a major win for small businesses, the Department of Labor unveiled the final rule for Association Health Plans (AHPs). Ahead of the announcement, Secretary of Labor Alexander Acosta penned an [editorial](#) in the *Wall Street Journal* noting that small-business owners and their employees often struggle to find affordable health-care options. The new rule would allow small businesses to band together to buy plans to provide affordable healthcare insurance in the large-group market.

In March, IFA submitted comments to the Department of Labor requesting a "safe harbor" from new joint-employer liability as a result of participating in a plan, which was granted. The final rule ensures franchises can form AHPs at an accelerated rate and sets an important precedent by excepting these plans from ongoing joint employer uncertainty. "This announcement is also an acknowledgement the Department of Labor recognizes the importance of providing clear rules for employers on joint employment. We applaud Secretary Acosta for creating certainty for franchise owners when providing their employees with quality, affordable health insurance," commented IFA President

and CEO Robert Cresanti.

Read more [here](#).

New York City Joint Employer Legislation

In case you missed it, 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 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.

Last week, the Civil & Human Rights Committee of the New York City Council held a [hearing](#) on [Intro-136-A](#). IFA's Vice President of State Government Relations, Jeff Hanscom, [testified](#) against the proposal.

In order to defeat Intro-136-A, significant education, advocacy and coalition efforts will be required in all five boroughs. If you operate a business in the New York City area and are willing to engage, please email IFA's [Haider Murtaza](#).

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. With the current legislative climate, now more than ever, we need your voice to be heard.

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.

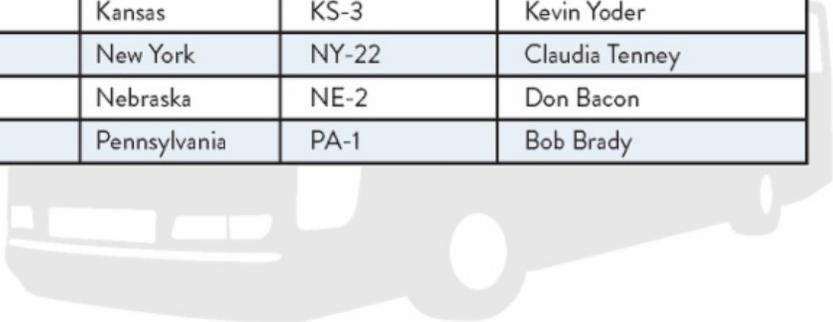
The survey will only take 5-10 minutes and your participation will help FAN's impact and reach on important legislative campaigns.

Take the Survey!

Franchise Action Network Presents: Tax Reform Bus Tour



DATE	LOCATION	DISTRICT	REPRESENTATIVE
8/13/18	Colorado	CO-6	Mike Coffman
8/13/18	Maine	ME-2	Bruce Poliquin
8/15/18	Kansas	KS-3	Kevin Yoder
8/15/18	New York	NY-22	Claudia Tenney
8/16/18	Nebraska	NE-2	Don Bacon
8/17/18	Pennsylvania	PA-1	Bob Brady



The Franchise Action Network is teaming up with the Job Creators Network for a tax reform bus tour across the country. The tour will highlight the benefits of the newly enacted tax law. If you are interested in joining the tour, or hosting a scheduled stop at your location, please reach out to IFA's [Erica Farage](#).

Appropriations Committee Approves Joint Employer Rider

Last week, a House Appropriations Subcommittee approved legislation that provides fiscal year 2019 funding for the Department of Labor and the National Labor Relations Board. The [bill](#), advanced by the subcommittee in a voice vote, included a policy rider that would reverse the joint employer liability from the 2015 NLRB decision in Browning-Ferris Industries of California Inc.

Read more [here](#).

CEO Urges Virginia Senators to Protect Local Businesses from Joint Employer

Fairbrooks Hotel CEO, Vinay Patel, penned a LTE in the



Loudoun Times praising Rep. Barbara Comstock (R-Va.) for her support in voting for the Save Local Business Act in the House last Fall. Patel urges Virginia senators to follow suit and protect local businesses from the harmful joint employer standard.

Read more [here](#).

In the News

[McDonald's Must Face Trimmed No-Hire Policy Antitrust Suit](#), *Law 360*
[Cheesecake Factory Is Found Partly Liable in \\$4.6 Million Janitor Wage Theft Case](#),
New York Times

[Labor Funding Bill Said to Include Joint Employer Rider](#), *Bloomberg*

[North Carolina becomes first state to adopt \\$15 minimum wage for state employees](#),
The Hill

[Biz groups file rare petition urging NLRB action on joint employment](#), *Reuters*

[A Health Fix For Mom and Pop Shops](#), *The Wall Street Journal*

[Exit From ObamaCare](#), *The Wall Street Journal*

[Washington D.C. residents approve wage hike for tipped workers](#), *Reuters*

[Restaurant Group Pushes NLRB On Joint Employer Issue](#), *Law 360*

Tweets of the Week:

[The final rule for AHPs contains language protecting small businesses from new potential joint-employer liability.](#) @WSJ @WSJopinon

[Department of Labor to unveil final rule on Association Health Plans today!](#) @WSJ @USDOL @SecretaryAcosta

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Featured FAN: Kevin Tennant



Kevin Tennant was born May 14th 1965, graduated from Weir High School in Weirton West Virginia in 1983 and enlisted in the Air Force at age 17. After 6 years of active duty he joined the Alaska Air National Guard and retired in 2004 as a Senior Master Sergeant, Squadron 1st Sergeant. Prior to retiring from the Guard, he and his wife Tamera self taught themselves repair skills on their kitchen table with discarded windshields from a future competitor and started a small rock chip repair business out of their home in North Pole, Alaska. With zero glass experience, tenacious work ethic and a strong desire to treat people better than any other glass business in town, it quickly outgrew their house. With sales climbing past \$250,000.00 it was time to build a shop and North Pole Windshield Repair Inc. was born in 1998.

When Glass Doctor called in 2005 they were treated just like every other salesman with their hand out and the Tennant's politely shrugged off any attempts to join a franchise. The Glass Doctor sales team were persistent and after several conversations, Kevin and Tamera were off to see first hand what franchising was all about at Glass Doctor Headquarters in Waco, Texas.

In addition to Glass Doctor, Tennant also started Expressway Auto Inc. in 2002, a 3 bay NAPA Auto Care Center located along side his 2 bay glass business. Sold to his long time business partner in 2015 it still runs right along side the glass business occupying 6,000 square feet of the now 12,000 square foot building he's added on to twice since the original 2 bay shop. Expressway Auto is now a 7 bay shop with 8 employees and sales that match Glass Doctor almost dollar for dollar.

Kevin is extremely active in his community. A Master Mason and member of Shriners International, he is currently serving on a state level management team responsible for raising money for Shriners Hospitals for Children. Particularly the transportation fund, enabling kids to get from remote Alaskan villages to the hospital in Portland for treatment. In addition to bowling and softball teams, being an avid sports car enthusiast, he also sponsors several race cars and mud racing trucks.

Interests include: long range shooting, photography, video production, computers, amateur radio (KL7PJ), brewing beer, fast cars, microscopy, music, particle physics, astrophysics, radio controlled

Franchising Facts - Did You Know?

According to the U.S. Department of Commerce and The Dwyer Group website there are approximately 28,572 service industry franchise businesses. Accommodation & Food Services franchises comprise the largest portion of the total franchise business sector.

