



Franchisee Talking Points on Joint Employer

- Recent actions by the National Labor Relations Board have fundamentally changed the franchisee / franchisor relationship. These changes would undermine my relationship with my employees, give me less control over my business and possibly even force me to go out of business.
- I have worked hard and invested my personal savings and my personal time and effort to making my business succeed here. Franchising has provided me with a business model that helped me own my own small business. The franchise model provides my business with brand recognition and quality control measures to ensure that customers receive a high quality experience no matter what franchise location they visit.
- To me this is not a Democrat or Republican issue. It's not even a union issue. It's about the ability to retain local control and autonomy over my personal business. On a daily basis, I am responsible for making the tough decisions on hiring and firing, staffing hours, and vendor relationships – decisions that ultimately ensure I provide the best possible experience to my customers.
- I opened my business here because it gave me the opportunity to be my own boss and hire people from the community who care about our town and about serving their friends and neighbors. I chose franchising because the brand provided me the help I needed to get started. But the national brand has virtually nothing to do with my day-to-day operations, and that's the way I like it. That's what works best.
- Now that the federal government expand the definition of joint employer, at best I am akin to a local store manager. At worst, I might lose my franchise altogether and with that, the investment I put into it. It's likely that the national brand will choose to consolidate operations leading to store closures, job losses, and reduced economic activity and community support.
- It's critically important to me, my family, and my employees that Congress restores the standard, successful definition of "joint employer" that continues to let me run my own business. That's why I'm working with the Coalition to Save Local Businesses to inform members of Congress about H.R. 3459/S. 2015, the Protecting Local Business Opportunity Act, legislation that would protect the long-established, successful franchise model with a simple definition of "joint employer" in the National Labor Relations Act (NLRA).