

2025 IFA CONVENTION

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TEAM
FRANCHISING

Unintended Consequences: Shifting State Labor Laws are Poised to Disrupt Small Businesses



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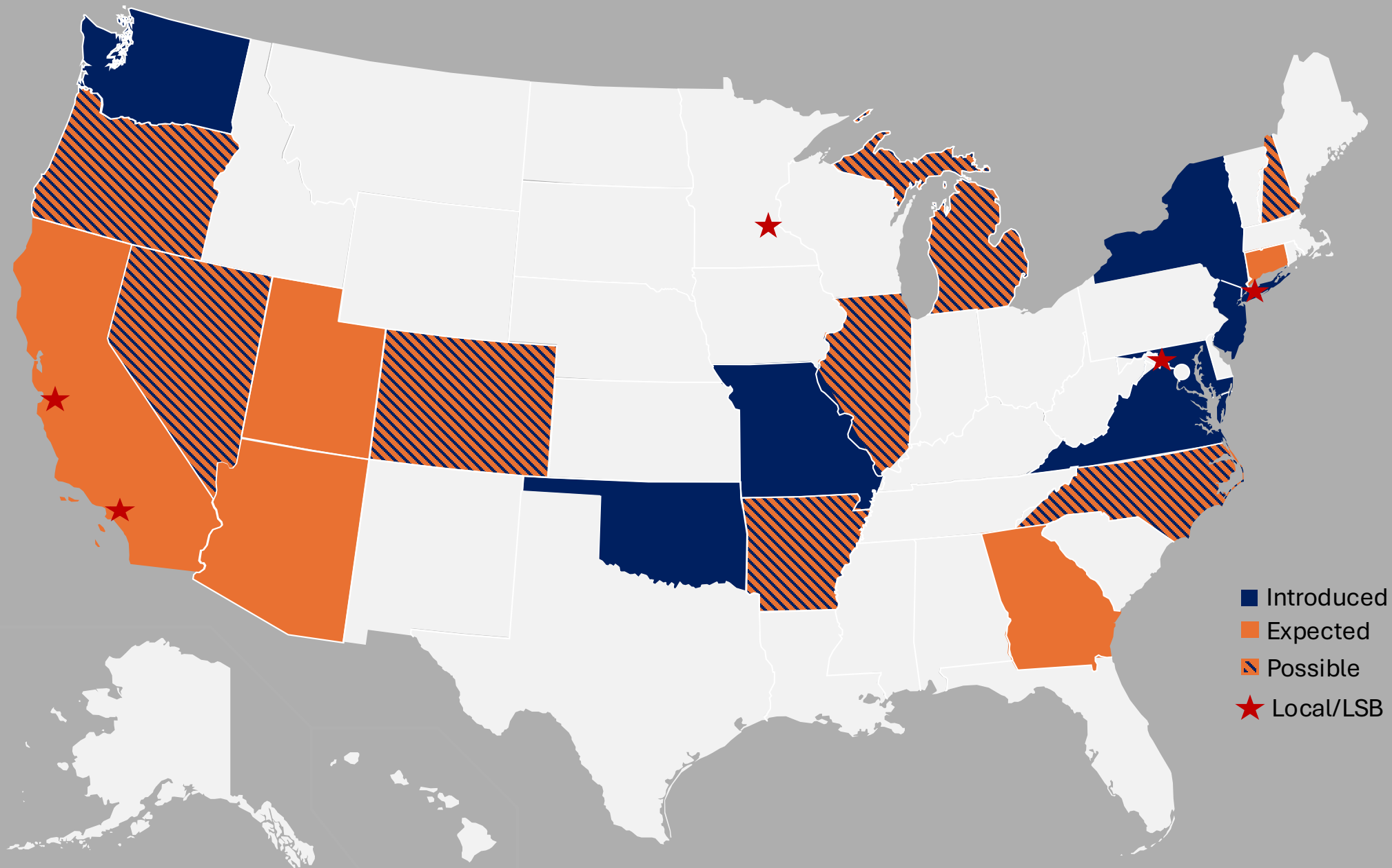


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Franchise Relationship Bills

- **Oregon** – regulated operating hours, undisclosed fees and supply chain revenue to franchisors and affiliates
 - **Virginia** – non-compete clauses in franchise agreements and governing law
 - **Utah** – regulated operating hours
 - **New Jersey** – hotel specific, related to supply chain revenue, loyalty programs, and other relationships terms
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Labor Bills

- **California** – Fast Food Council
 - **Los Angeles** – restaurant ordinance regulating PTO, predictive scheduling, security, and “know your right” disclosures
 - **San Jose/Santa Clara**
- **Oklahoma** – clarifies the joint employer standard applicable in the franchise model

Anticipated State Activity

- **Arizona** – franchise relationship
- **Arkansas** – franchise relationship
- **Georgia** – franchise relationship
- **Michigan** – minimum wage “fixes”
- **Connecticut** – predictive scheduling

Take Action!

