



November 21, 2025

The Honorable Bill Cassidy
Chairman
U.S. Senate Committee on Health, Education, Labor and Pensions
U.S. Senate
Washington D.C. 20510

Dear Chairman Cassidy:

On behalf of the International Franchise Association (IFA) and our members – the 831,000 independent franchise businesses and their employees who drive the American economy – we write to express our support for the labor package proposed by members of the Senate Health, Education, Labor, and Pensions (HELP) Committee.

The business-to-business relationship between franchisor and franchisee within the franchise business model is uniquely vulnerable to the uncertainty and instability created by shifting federal labor policy. Franchising is built on the dual pillars of local ownership and a shared brand system, and your proposed legislative package provides critical, common-sense reforms that will foster a more predictable, transparent, and balanced legal landscape – one that would benefit franchise brands, small business owners and their employees.

The following provisions of your legislative package would be particularly beneficial to the franchise community:

Strengthening Employee Protections

Worker RESULTS Act (Cassidy). This bill would defend franchise employees' rights to join labor organizations by guaranteeing their vote on unionization will be collected only through the most democratic method, a secret ballot, which further precludes the potential for coercion in franchise workplaces.

Worker Privacy Act (Scott). This proposal respects the personal data privacy of franchise employees during concerted activities, aligning with employee choice and preventing unions from leveraging access to contact information for non-organizing purposes.

Promoting Predictability and Fairness

NLRB Stability Act (Cassidy). This bill would provide employers with the same legal venue options as the National Labor Relations Board, helping to curb the Board's practice of "non-acquiescence" and ensuring a single, multi-state franchise system can rely on consistent, controlling appellate court precedent.

Fairness in Filing Act (Cassidy). This bill would establish standards for filing Unfair Labor Practice charges that align with the spirit and intent of the law, allowing viable claims to be considered while reducing baseless claims that drain the time, resources, and legal funds of local franchise owners,



allowing them to focus on running their businesses, supporting their employees and serving their communities.

Reinforcing Employer Rights and Accountability

Protection on the Picket Line Act (Tuberville). This measure would effectively codify the established *Wright Line* test, providing clear and predictable standards for employee discipline. This would allow franchise owners to maintain a productive and respectful workplace environment without fear of excessive liability when taking legitimate, non-discriminatory disciplinary action.

Union Members Right to Know Act (Cassidy): This bill would establish union financial disclosure requirements, ensuring franchise employees that choose to participate in a union are aware of their rights and have clear control over how their dues are spent, particularly on non-representational activities.

Conclusion

Mr. Chairman, the IFA urges all HELP Committee members to support the passage of this legislative package. Your efforts will strengthen franchise independence and growth, as well as the upward mobility of franchise employees.

We look forward to working with the Committee to see these vital reforms enacted into law.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Mike Layman', is written in a cursive style.

Mike Layman
Chief Advocacy Officer
International Franchise Association