INTERNATIONAL FRANCHISE ASSOCIATION

November 12, 2026

The Honorable Mike Johnson
Speaker of the House
H-232, The Capitol
Washington, DC 20515

The Honorable Steve Scalise
Majority Leader of the House
H-329, The Capitol
Washington, DC 20515

Dear Speaker Johnson and Majority Leader Scalise:

The undersigned organizations, representing millions of American workers across a variety of industries, urge the U.S. House of Representatives to vote on H.R. 5267, the American Franchise Act (AFA), during the upcoming lame-duck session of Congress and to work with the Senate to enact the legislation before the end of the year. The American Franchise Act is bipartisan, bicameral legislation that would establish a targeted, permanent joint employer standard for franchising, providing workers and small businesses with the certainty they need to grow and succeed. Passage of the American Franchise Act would underscore Congress's commitment to economic opportunity and provide an immediate boost to the franchise sector, which supports nearly nine million workers at over 832,000 locations in America.

Since 2015, franchisees and franchisors have navigated no fewer than five different joint employer standards, resulting in lost jobs, billions in lost economic output, and a sharp increase in litigation. To end this unworkable pendulum of changing rules, the AFA narrowly amends the National Labor Relations Act (NLRA) and Fair Labor Standards Act (FLSA) to codify the National Labor Relations Board's longstanding, pre-2015 joint employer standard for franchisees and franchisors based on direct control. Importantly, the AFA preserves protections for workers by clarifying when franchisors should be held accountable for violations of the law. The AFA strikes a careful balance among franchisors, franchisees, workers, and other stakeholders, as reflected in its historic support from Democrats, Republicans, and the White House.

As Congress considers the remainder of its post-election lame-duck session, we write with a sense of urgency. After more than a decade of uncertainty surrounding the joint employer issue, the time for action is now. The bipartisan American Franchise Act offers Congress an opportunity to deliver a long-term, commonsense solution for workers and small businesses across the country. Accordingly, we urge the House of Representatives to bring H.R. 5267 to the floor for a vote and to work with the Senate to secure its enactment before the end of this Congress, including through a must-pass legislative vehicle.

We stand ready to work with you to accomplish this goal and commend you for your unwavering commitment to the workers and small businesses that underpin local communities in every congressional district.

Sincerely,

National:
American Association of Franchisees & Dealers

American Hotel & Lodging Association
Asian American Hotel Owners Association (AAHOA)
Association of Kentucky Fried Chicken Franchisees
Coalition of Franchisee Associations (CFA)
Dunkin' Donuts Independent Franchise Owners (DDIFO)
Epcon Communities
Family Business Coalition
Family Enterprise USA
Franchise Business Services
Health & Fitness Association
Home Care Association of America
International Franchise Association
International Salon & Spa Business Network
International Sign Association
International Spa Association
National Asian / Pacific Islander American Chamber of Commerce and Entrepreneurship (National ACE)
National Association of Black Hotel Owners, Operators & Developers
National Association of Professional Employer Organizations
National Association of Spa Franchises
National Federation of Independent Business
National Franchisee Association
National Restaurant Association
NATSO, Representing America's Travel Centers and Truck Stops
North American Association of Subway Franchisees (NAASF)
Professional Beauty Association
SIGMA: America's Leading Fuel Marketers
Small Business & Entrepreneurship Council
The American Pizza Community
The Worldwide Cleaning Industry Association
U.S. Black Chambers, Inc.
U.S. Hispanic Chamber of Commerce
U.S. Travel Association

State:
Alabama Restaurant & Hospitality Association
Alaska Cabaret, Hotel, Restaurant and Retailers Association

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Arizona Chamber of Commerce
Arizona Restaurant Association
Arkansas Hospitality Association
Asociación de Restaurantes de Puerto Rico
California Restaurant Association
Colorado Hotel & Lodging Association
Colorado Restaurant Association
Connecticut Restaurant Association
Delaware Restaurant Association
Florida Restaurant & Lodging Association
Georgia Chamber of Commerce
Georgia Hotel & Lodging Association
Georgia Restaurant Association
Hawaii Hotel Alliance
Hawaii Restaurant Association
Hospitality Maine
Hospitality Minnesota
Idaho Lodging & Restaurant Association
Illinois Hotel & Lodging Association
Illinois Restaurant Association
Indiana Restaurant & Lodging Association
Iowa Restaurant Association
Kansas Restaurant & Hospitality Association
Kentucky Restaurant Association
Louisiana Restaurant Association
Maine State Chamber of Commerce
Maryland Chamber of Commerce
Massachusetts Restaurant Association
Metro Atlanta Chamber
Michigan Chamber of Commerce
Michigan Restaurant & Lodging Association
Minnesota Retailers Association
Mississippi Hospitality and Restaurant Association
Missouri Restaurant Association
Montana Retail Association
Montana Restaurant Association
Nebraska Hospitality Association

Nevada Restaurant Association
New Hampshire Lodging & Restaurant Association
New Jersey Restaurant & Hospitality Association
New Mexico Restaurant Association
New York State Hospitality & Tourism Association (NYSHTA)
New York State Restaurant Association
North Carolina Chamber
North Carolina Restaurant & Lodging Association
North Dakota Hospitality Association
Ohio Chamber of Commerce
Ohio Hotel & Lodging Association
Ohio Restaurant & Hospitality Alliance
Oklahoma Restaurant Association
Oregon Restaurant & Lodging Association
Pennsylvania Restaurant & Lodging Association
Restaurant Association of Maryland
Restaurant Association of Metropolitan Washington
Retail Association of Maine
Rhode Island Hospitality Association
South Carolina Restaurant & Lodging Association
South Dakota Retailers Association
State Chamber of Oklahoma
Tennessee Hospitality & Tourism Association
Texas Hotel & Lodging Association
Texas Restaurant Association
Utah Restaurant Association
Vermont Chamber of Commerce
Virgina Chamber of Commerce
Virginia Restaurant, Lodging & Travel Association
Washington Hospitality Association
West Virginia Hospitality and Travel Association
Wisconsin Hotel & Lodging Association
Wisconsin Restaurant Association
Wyoming Hospitality and Travel Coalition