



March 17, 2016

The Honorable Cresent Hardy
Chairman
Subcommittee on Investigations, Oversight, and Regulations
U.S. House Small Business Committee
2361 Rayburn House Office Building
Washington, DC 20515

Dear Chairman Hardy:

On behalf of the National Federation of Independent Business (NFIB), the nation's leading small business advocacy organization, I write to thank you for holding the hearing, *Risky Business: Effects of New Joint Employer Standards for Small Firms*. This hearing represents an important opportunity to address the profound uncertainty for small businesses created by the National Labor Relations Board (NLRB). Their decision in the *Browning Ferris Industries* case overturns decades of precedent by inventing a new joint employer standard.

NFIB supports restoring the previously long-standing joint employer standard for determining liability in employer-employee disputes. The recently adopted change to the standard by the NLRB, the previous version of which had been in place for over 30 years, would lead to a small business owner's diminished control over his/her business. The new, broader standard would also lead to a loss of jobs, stifle economic growth, and upset long-standing employer-employee relationships. This new standard would make it harder for independent business owners to build and operate effective, profitable local businesses.

Thank you for addressing this damaging new standard that will cause further government overreach at the expense of small business growth and development. We look forward to the outcome of the hearing and to working with you to secure needed regulatory relief from the new joint employer standard.

Sincerely,

A handwritten signature in black ink that reads "Amanda Austin". The signature is written in a cursive, flowing style.

Amanda Austin
Vice President
Public Policy