



Small Business Survival – Mandates

Issue

The Administration has proposed the following mandates on small businesses:

- Enacting the *Protecting the Right to Organize (PRO) Act*, which:
 - Prohibits state right-to-work laws
 - Allows secondary boycotts
 - Adopts and expands California’s strict ABC test for independent contractors
 - Removes secret ballot and implements “card check” union elections
 - Requires disclosure of employees’ contact information during union campaigns
 - Restores more expansive “joint employer” standard
- Enacting the *Healthy Families Act*, which mandates employer paid sick leave
- Creating a government-run paid family and medical leave program
- Increasing the federal minimum wage to \$15 per hour
- Automatically extending and expanding unemployment insurance payments

Small Business Data

- 70% of NFIB members oppose repealing state right-to-work laws
- 92% of NFIB members oppose legislation that allows unions to picket an employer’s suppliers and customers during a labor dispute
- 95% of NFIB members believe small businesses should be able to work with independent contractors to perform tasks essential to their business
- 90% of NFIB members support a paid sick and family leave exemption for small employers (fewer than 50 employees)
- 92% of NFIB members oppose increasing the federal minimum wage to \$15 per hour by 2024 and annually increasing it in subsequent years
- 48% of small business owners reported job openings that could not be filled in May

Take Action

- The small business economy’s recovery is fragile; don’t break it with increased mandates on small businesses.
- [Tell Congress](#) to resist expanding and extending burdensome mandates and overzealous regulatory enforcement on small business owners as they try to recovery from the pandemic.