



January 12, 2026

The Honorable Mike Johnson
Majority Leader
United States House of Representatives
Washington, DC 20515

The Honorable Hakeem Jeffries
Minority Leader
United States House of Representatives
Washington, DC 20515

Dear Speaker Johnson and Leader Jeffries:

On behalf of the National Retail Federation (NRF), I write in support of H.R. 4366, the Save Local Business Act. This legislation would clarify a workable joint employer rule under the National Labor Relations Act and Fair Labor Standards Act. **Please note that NRF will consider any votes on the legislation as part of the Retail Opportunity Index for our voting scorecard.**

NRF, the world's largest retail trade association, passionately advocates for the people, brands, policies, and ideas that help retail succeed. From its headquarters in Washington, D.C., NRF empowers the industry that powers the economy. Retail is the nation's largest private-sector employer, contributing \$5.3 trillion to annual GDP and supporting more than one in four U.S. jobs – 55 million working Americans. For over a century, NRF has been a voice for every retailer and every retail job, educating, inspiring, and communicating the powerful impact retail has on local communities and global economies.

The Save Local Business Act would codify the longstanding, workable legal precedent under which two employers are joined if, and only if, one has direct, actual, and immediate control over the other company's workers. If Congress does not act on this bill, future administrations could require an employer to bargain with a union representing another company's workers. Unions could picket and target the second employer, which would otherwise be a violation of federal law. Employers could also be exposed to extensive liability for unfair labor practices committed by the other employer.

Without this legislation, small businesses could face extraordinary legal challenges under future administrations. Larger businesses may become hesitant to contract with smaller businesses, particularly new and unproven market entrants. Over time, larger, more established firms may avoid the current common arms-lengths agreements between themselves and small businesses, including vendor contracts, franchise agreements, and licensing arrangements. If they do contract with small businesses, larger firms may be reluctant to offer services and guidance out of fear of triggering increased liability.

For the reasons articulated above, NRF urges you to vote “Yes” on this critical legislation. Thank you for your attention to this issue.

Sincerely,

A handwritten signature in black ink, appearing to read "David French", is located below the word "Sincerely,".

David French
Vice President
Government Relations

CC: Members of the United States House of Representatives