



January 13, 2026

The Honorable Mike Johnson
Speaker
U.S. House of Representatives
Washington, DC 20510

The Honorable Hakeem Jeffries
Democratic Leader
U.S. House of Representatives
Washington, DC 20510

Dear Speaker Johnson and Democratic Leader Jeffries:

On behalf of the National Small Business Association (NSBA), the nation's oldest small business advocacy organization representing tens of thousands of small-business owners across every state and industry, I write to express our strong support for H.R. 4366, the Save Local Business Act, which advanced out of the House Rules Committee on Monday, January 12th.

NSBA has long argued that a clear, statutory definition of "joint employer" under the National Labor Relations Act (NLRA) and the Fair Labor Standards Act (FLSA) is essential to reducing regulatory whiplash and legal risk for small firms. Previously, constant shifting of definitions and rules created needless uncertainty for small-business owners, making it harder for them to expand, hire, or contract for basic services without fear of unexpected liability.

H.R. 4366 would establish a common-sense standard by codifying the traditional joint employer standard into both the NLRA and FLSA, ensuring that only direct and immediate control over workers' terms and conditions of employment can trigger joint employer status. This predictable framework would exclude typical business relationships from joint-employer liability when no such direct control exists.

NSBA commends congressional leaders for pursuing this much-needed relief and urge you to advance H.R. 4366 out of the chamber without delay. We stand ready to continue advocating for policies that protect workers and deliver stability to small businesses across the United States.

Sincerely,

A handwritten signature in black ink, appearing to read "Todd McCracken".

Todd McCracken
President & CEO
National Small Business Association