

Congress of the United States
Washington, DC 20515

September 30, 2014

The Honorable Richard F. Griffin, Jr.
General Counsel
National Labor Relations Board
1099 14th Street N.W.
Washington, D.C. 20570-0001

Dear Mr. Griffin:

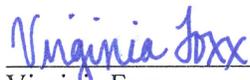
We are writing to inquire about your recent opinion involving the franchise business model. On July 29, 2014, you officially ruled that franchisors could be viewed as joint employers with its franchisees. Your determination is inconsistent with decades of settled federal law.

On behalf of our constituents and the thousands of small business owners across this country who are franchisees, we write to express our concern with the lack of publically available details surrounding your opinion. Small business owners are the foundation of the American economy and job creation. Treating franchisees as joint employers with their franchisors disrupts a highly functional and well established business model. Franchisees control their hiring practices, working conditions, wages, hours of operations, and file their own taxes. None of these decisions are controlled by their corporate franchisor business partners. Employees of the franchisee do not work for the franchisor.

We respectfully request that you share your reasoning and any relevant data supporting this decision, in writing. More information would allow the NLRB to explain its position in more detail and help clarify a process that would allow franchisees and franchisors to avoid exposing themselves to increased risk and hardship from this inconsistent determination.

We look forward to receiving your prompt response and learning more about your position regarding this critical matter.

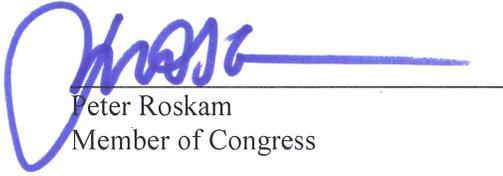
Sincerely,



Virginia Foxx
Member of Congress



Jim Matheson
Member of Congress

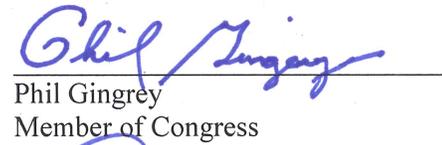

Peter Roskam
Member of Congress

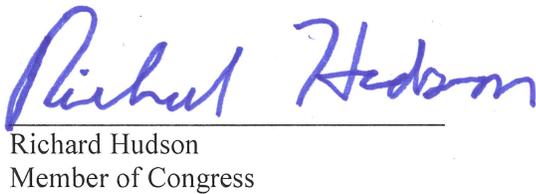

Mike Kelly
Member of Congress

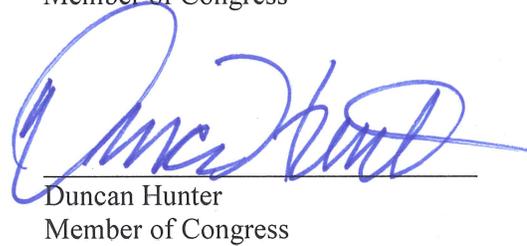

Ann Wagner
Member of Congress

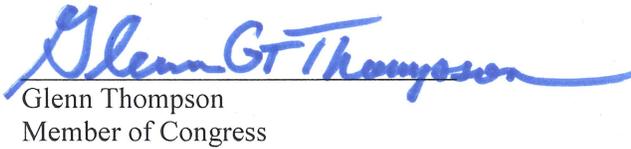

Tom Cotton
Member of Congress


Patrick Tiberi
Member of Congress

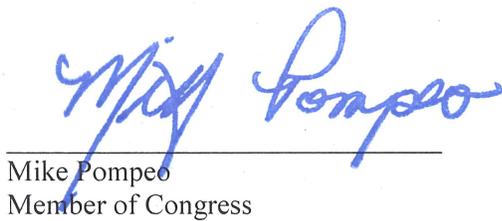

Phil Gingrey
Member of Congress

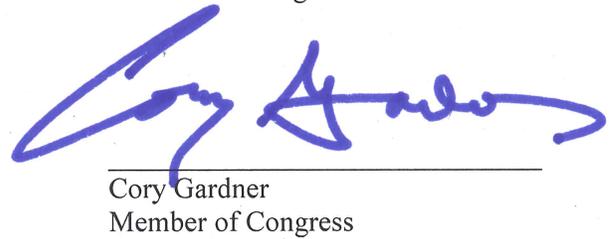

Richard Hudson
Member of Congress


Duncan Hunter
Member of Congress


Glenn Thompson
Member of Congress


Renee Ellmers
Member of Congress


Mike Pompeo
Member of Congress

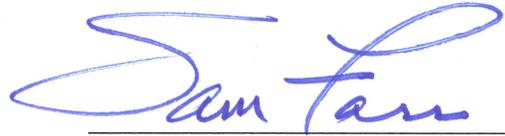

Cory Gardner
Member of Congress


Devin Nunes
Member of Congress

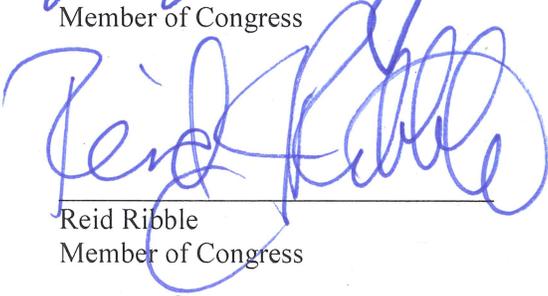

Bill Flores
Member of Congress



Todd Young
Member of Congress



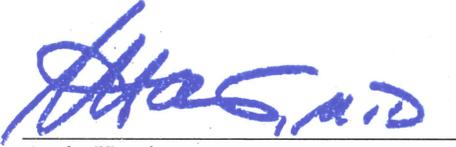
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Reid Ribble
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Andy Harris
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Lynn Jenkins
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Chris Collins
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Tim Griffin
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Daniel Lipinski
Member of Congress



Sam Johnson
Member of Congress



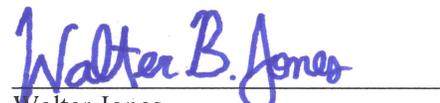
Pete Sessions
Member of Congress



Doug Lamborn
Member of Congress

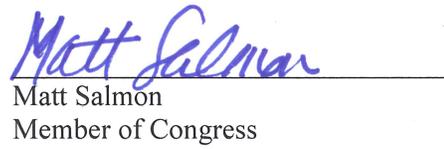


Darrell Issa
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Walter Jones
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Randy Forbes
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Matt Salmon
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Ed Royce
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Bob Goodlatte
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Vern Buchanan
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