

It's not easy to run a successful small business. On top of the many challenges to gaining customers and making sales, business owners must keep up with an ever-expanding array of regulations. At most small businesses, the owner is also in charge of compliance. They personally have to make sure that they are staying within the law. Business owners consistently tell NFIB that one of their top problems is **government regulations and red tape.**

Congress needs to make sure that regulators are listening and thinking carefully before they pile on more requirements. Federal regulators also need to concentrate more on properly communicating the requirements of their regulations and focus less on imposing business-killing fines. Some of the biggest regulatory concerns for small business owners and legislative solutions for Congress to address those concerns are listed below.



## The Top Regulatory Burdens for Small Businesses include:

- **OVERTIME RULE** - On May 18th, the Department of Labor (DOL) finalized a rule that will increase the number of employees eligible for time-and-a-half overtime pay; will raise the minimum salary threshold – the amount below which workers must be paid overtime – from \$23,660 to \$47,476; and will permanently link the threshold to the 40th percentile of earnings for full-time salaried workers. These changes mean minimum salary threshold could increase every three years.

Protect small businesses and their employees from the DOL's overtime expansion rule, **support H.R. 4773 and S. 2707, the Protecting Workplace Advancement and Opportunity Act.**

For more information, please visit [NFIB.com/overtime](http://NFIB.com/overtime).

- **MIDNIGHT REGULATIONS** - Recent administrations of both political parties have rapidly accelerated regulatory production in the final months of their time in office, also known as midnight rulemaking. These regulations are frequently rushed through the rulemaking process to ensure they are promulgated before the end of an administration – often without the benefit of thorough economic analysis.

Prevent an onslaught of late-term regulations issued by a president and provide small businesses relief from burdensome regulations, **support H.R. 4612 and S. 2582, the Midnight Rule Relief Act.**

For more information, please visit [NFIB.com/midnightregs](http://NFIB.com/midnightregs).

- **ACA SMALL BUSINESS PENALTY** - Beginning July 1, 2015, the IRS prohibited the practice of assisting or reimbursing employees for individual market health insurance plans, and began enforcing \$100 per employee per day penalties, up to \$500,000 per business, for utilizing this practice. These penalties, created through sub-regulatory guidance, would be detrimental to small businesses.

Protect small businesses from catastrophic penalties for helping their employees afford health insurance and healthcare services, and permit small businesses to continue to utilize this flexible arrangement, **support H.R. 5447 (formerly H.R. 2911) and S. 1697, the Small Business Healthcare Relief Act.**

For more information, please visit [NFIB.com/ACApenalty](http://NFIB.com/ACApenalty).

