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### **Local Chamber Hosts US SBA Forum Regarding New Regulations**

The Doraville Chamber of Commerce will host representatives from the United States Small Business Administration Office of Advocacy to discuss recent proposals by the Department of Labor and National Labor Relations Board.

DORAVILLE, Georgia, October 26, 2022 – This Friday the Doraville Chamber of Commerce will host Montez Diamond, Region 4 Advocate from The Office of Advocacy, and Janis Reyes, Assistant Chief Counsel from The Office of Interagency, to introduce the Small Business Administration (SBA) Office of Advocacy, and to discuss the Department of Labor (DOL) and the National Labor Relations Board (NLRB) regulations that could impact small businesses and independent contractors.

The Department of Labor is proposing to further clarify the distinction between an employee and independent contractor and develop a standard for the way businesses classify workers. The agency plans to expand employer analysis to include several economic factors in determining whether a worker is in business for themselves or economically dependent on the employer for work, and therefore entitled to additional considerations under the Fair Labor Standards Act.

The National Labor Relations Board has extended their comment period regarding the revision to the standard for determining whether two employers are joint employers of particular employees, namely independent contractors. The period for comments is now open through December 7, 2022. The NLRB's proposed rule would determine whether a joint employer (as defined by a 2020 ruling) has the authority to control the terms and conditions of employment of particular employees.

In light of the ping-pong rules over the past several years, the Small Business Administration Office of Advocacy recently reached out to the Doraville Chamber of Commerce to arrange a meeting with local small businesses to offer clarification and seek public comment. "It is a perfect opportunity to allow our members and other small businesses to hear firsthand details of the proposed DOL and NLRB rulings that could directly impact their business decisions, and have their questions addressed from an expert source," said Tammie Bailey-Fults, CEO & President of the Doraville Chamber.

“While we are not certain of the percentage of Doraville businesses that may be affected by the new regulations, we want to inform and educate as many employers, employees and independent contractors as possible.”

The SBA has provided two links for attendees to become familiar with the proposed regulations:

<https://advocacy.sba.gov/2022/10/17/dol-publishes-independent-contractor-proposed-rule/>

<https://advocacy.sba.gov/2022/09/07/nlrb-proposes-rule-to-expand-standard-for-determining-joint-employer-status/>

People are encouraged to read the information provided in these links and come to the meeting with questions and comments. Following the meeting attendees are encouraged to submit a formal comment to each agency. Comments regarding the proposed NLRB rule to expand the standard for joint-employer status are due by December 7, 2022. People should submit comments on the proposed DOL independent contractor rule on or before November 28, 2022.

The meeting will be held in-person from 11:30 a.m. to 1:00 p.m. on Friday, October 28, 2022, at Jimmy's Tequila & Carnes (6365 Peachtree Industrial Boulevard, Doraville, GA 30360). The Chamber's Board of Directors invites local business owners, employees, and independent contractors to attend the meeting to become informed and ask questions about the proposed ruling. The event is free to all. Pre-registration is required, and attendees can RSVP at [www.DoravilleChamber.org/events](http://www.DoravilleChamber.org/events).