



## Small Business Policy Brief

# LEGISLATIVE PRIORITIES 2025

### BUDGET & TAXES

*Washington state's B&O tax equates to a 15% corporate income tax rate, the highest in the nation. Our tax system is regressive, placing a disproportionate burden on small businesses as well as lower income earners.*

- NFIB will oppose new and increased taxes and fees targeting small businesses.
- We support Governor Ferguson's call for spending reductions and prioritization to offset declining state revenue and expiring federal aid.
- We support HB 1004 and HJR 4200, expanding the business personal property tax exemption to all businesses and increasing the exemption to \$50,000. This package will not impact the state's General Fund and is widely supported by assessors and other county officials.

### HEALTH CARE & INSURANCE

*Only about 40% of small businesses offer employer-sponsored health insurance due to high cost, limited options, and administrative complexity.*

- NFIB will oppose legislation that drives up premiums, limits choice of plans and markets, or contains cost-sharing schemes that make coverage unaffordable to use.
- We support increased price transparency and quality metrics made available to the public, researchers, employers, union trusts, and others that empower consumers to make better informed decisions about their health insurance and medical care choices.
- We support HB 1382, modernizing the all-payers claim database, to make it consistent with federal rules first promulgated in 2019.

### LABOR

*More than one-third of small businesses nationwide (35%) have unfilled job openings, an indication that the workforce shortage spawned during the pandemic continues to plague Main Street. Washington's smallest businesses continue to be short-staffed and have been forced to reduce positions, shedding "... 3,700 jobs overall last year and 14,600 jobs since 2022."*

- NFIB will oppose new or expanded labor and workplace mandates that increase costs to employers, reduce workforce availability, and unnecessarily limit an owner's ability to properly schedule and manage its workforce.
- We oppose increasing the minimum wage beyond annual inflationary adjustments already required under existing law.
- We oppose new paid vacation and bereavement leave requirements or increasing existing paid leave duration under current sick, safe, family, or medical leave programs.

- We oppose unemployment insurance (UI) benefits for striking workers.
- We oppose increasing and diverting UI taxes or fees to fund wage replacement for workers not legally eligible to receive UI benefits.
- We oppose expanding workers' compensation coverage for PTSD claims, particularly those by public-sector employees, which are now essentially subsidized by all workers and employers in the State Fund.
- We oppose legislation containing private rights of action that forces workers to sue their employer as the only recourse in settling workplace disputes.

## **RIGHT TO REPAIR**

*Consumers who purchase digital devices ought to have the right to decide who services and repairs those devices—the manufacturer or its authorized service provider, an independent repair business, or the individual themselves.*

- NFIB supports HB 1483 and SB 5423, allowing small repair shops and individuals to purchase parts, tools, and instructions from device manufacturers at fair market prices. The bill does not require, nor do we support requiring manufacturers to disclose proprietary intellectual property or trade secrets.