



PENNSYLVANIA

2025 TOP LEGISLATIVE PRIORITIES

- NFIB, or the National Federation of Independent Business, has nearly 13,000 members in Pennsylvania, and nearly 300,000 members nationwide, with a presence in all 50 states and Washington D.C..
- 95% of NFIB Members have 10 employees or less and represent every industry from family farms to manufacturers to small-town store fronts.
- Small business owners are job creators who employ nearly 2.6 million workers in the Commonwealth, or 46.2% of the workforce.

01

SMALL BUSINESS MANDATES

During the 23-24 legislative session a plethora of small business mandates were proposed. NFIB actively combatted each mandate to ensure our business owners are not hampered by repetitive and burdensome requirements.

NFIB continues to oppose all burdensome mandates on the small business sector, including:

- Salary disclosure on job postings, 8-hours unpaid parental leave for school functions, 4-day work week pilot program, extended paid leave, and customer access to employee-only restrooms.

02

MINIMUM WAGE INCREASE

NFIB commissioned a study ("**Economic Impacts of a Proposed Minimum Wage Increase in Pennsylvania,**") by **Regional Economic Models, Inc. (REMI)**, The study finds that if the legislation in question becomes law, over the next ten years over 104,000 jobs would be lost. Almost 57,000, or 55%, of job losses would be suffered by small businesses.

The cumulative real economic output loss caused by the proposal would exceed \$14 billion by 2033. Nearly 50% of that lost economic output would have been produced by small businesses.

NFIB opposed an increase in minimum wage due to the negative effects on small businesses.

03

ENERGY INDEPENDENCE

Pennsylvania possesses an abundance of natural gas and other energy resources, as the Commonwealth is the second leading producer of energy in the United States.

Governor Shapiro is proposing a cap-and-trade program (tax) on energy producers, which would increase prices for consumers and limit the Commonwealth's ability to utilize our most abundant resources.

NFIB opposes any infringement on a consumer's choice of energy products, as well as the massive tax-scheme proposed by Governor Josh Shapiro.

04

TAX FAIRNESS

Pennsylvania continues to assess 'Accelerated Sales Tax' prepayments on thousands of small businesses throughout the Commonwealth. This tax-scheme, unveiled in 2007, assesses tax prepayments on businesses based off last year's sales, not actual sales. This tax-scheme was passed into law at a time when the government needed additional revenue and saw small businesses as an easy target.

Additionally, NFIB continues to advocate for a reduction in the Personal Income Tax (PIT) and opposes legislation to increase it on businesses structured as pass-through entities (PTEs).

NFIB continues to prioritize the repeal of the Accelerated Sales Tax prepayments provision.

05

HEALTHCARE OPTIONS

NFIB continues to advocate for flexibility, predictability, affordability, and competition when it comes to healthcare insurance. Historically, healthcare costs are a leading concern for our members.

NFIB continues to advocate for increased options, such as Association Health Plans and opposes new mandates.