

2024

SMALL BUSINESS LEGAL CENTER SUPPORT LINE RECAP

In 2024, the Small Business Legal Center reinforced its commitment to assisting NFIB members and small businesses nationwide. With over 1,000 inquiries handled via phone and email—a 30% increase from 2023—our team tackled some of the most pressing issues facing small businesses today.

OVER
300
INQUIRIES

BENEFICIAL OWNERSHIP INFORMATION (BOI) REPORTING RULE

- **Over 300 inquiries** centered on the FinCEN BOI rule.
- Common concerns included filing requirements, penalties, and exemptions.
- Published an updated fact sheet addressing these complexities.
- Facilitated member engagement in opposing the rule through congressional letters and a lawsuit.
- Navigated members through rapid developments in court rulings, ensuring timely updates and clarity during a confusing week of injunctions and reversals.

OVER
60
INQUIRIES

SBA ECONOMIC INJURY DISASTER LOANS (EIDL)

- **Over 60 inquiries** related to SBA EIDL loans transferred to the U.S. Treasury for collection.
- Provided guidance to members blindsided by loan repayment, including those in good standing.
- Successfully collaborated with SBA loan analysts to recall several loans from the Treasury for members with documented good payment history.

OVER
50
INQUIRIES

DEPARTMENT OF LABOR (DOL) OVERTIME RULE

- **Over 50 inquiries** focused on the DOL's new overtime salary thresholds.
- Conducted two compliance webinars and published an educational blog post.
- Assisted members with rule application, distinguishing exempt vs. non-exempt employees, and navigating financial implications.
- Celebrated a significant victory when a court vacated the entire rule in late November.

OVER
120
INQUIRIES

EMPLOYEE MANAGEMENT

- **Over 120 inquiries** covered diverse employee-related topics, including:
 - ADA compliance
 - Hiring, firing, and classification (1099 vs. W-2)
 - FMLA and paid leave policies
 - Unemployment insurance claims and OSHA compliance
 - Employee handbooks and drug testing policies

75%
OF
INQUIRIES

OPERATIONAL INSIGHTS

- **75% of inquiries** were answered by email, and 25% by phone.
- Phone inquiries lasted an average of 8-10 minutes per call.
- We handled approximately 25 inquiries per week.

SUPPORT LINE OVERVIEW

The NFIB Legal Center's support line is a free resource for small businesses facing legal, regulatory, or general business challenges. Our team is dedicated to offering resources, guidance, and attorney referrals in some cases when the situation calls for formal legal representation.

Please feel free to contact us at info@nfib.org or 1-800-552-NFIB with your latest concern!