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Springfield, IL 62704

To: Governor JB Pritzker

Date: August 5, 2025

Subject: Veto Costly and Unnecessary Regulations (SB 1976)

The National Federation of Independent Business (NFIB) is the largest small-business advocacy organization in Illinois and the nation, representing approximately 10,000 small-business owners in Illinois alone. NFIB member businesses are independently owned and reflect the diversity of Illinois' small-business community, including small businesses in retail, construction, transportation, hospitality, professional services, manufacturing, and agriculture.

NFIB requests the Governor Pritzker veto SB 1976. The bill is problematic for a number of reasons.

- It would lead to a divergence between state and federal workplace regulations, reducing regulatory clarity and certainty for many small businesses.
- Even as employers in other states gain regulatory relief from overreaching federal red tape, SB 1976 would prevent equivalent relief to Illinois employers.
- It would expose small businesses to additional lawsuits by granting so-called "interested parties" broad latitude to bring civil lawsuits against employers.

The bill's broad mandate for Illinois agencies to incorporate defunct federal workplace regulations at the state level will create additional red tape, costs, and legal uncertainty for Illinois' small-business community. It will also increase regulatory disparity for Illinois' Main Street businesses compared to their peers in neighboring states.

Illinois small businesses need regulatory relief, not more red tape. Instead of adding to the regulatory burden on Illinois' small-business community, NFIB encourages the General Assembly and Governor Pritzker to look for ways to reduce regulatory costs on Main Street businesses.

NFIB urges a full veto of SB 1976.

Thank you for your support of Illinois' small-business community.