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**To:** Governor JB Pritzker

**Date:** December 4, 2025

**Subject:** Veto Extension of Right to Sue to “Interested Parties” (SB 2339)

The National Federation of Independent Business (NFIB) is the largest small-business advocacy organization in Illinois and the nation, representing over 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 that Governor Pritzker veto the provisions in SB 2339 that permit “interested parties” to sue small employers under the Right to Privacy in the Workplace Act.

Small businesses lack the resources to defend themselves against well-financed activist groups. Empowering “interested parties” to sue businesses effectively places small employers at the mercy of predatory lawyers. The bill awards legal fees, costs, and a portion of any civil penalties to prevailing “interested parties.” Lacking the resources to defend themselves in court, small businesses could be forced to settle at significant expense, even if they have done no wrong.

SB 2339, by inserting so-called “interested parties” between small employers and their employees, puts small businesses at increased risk for frivolous lawsuits.

Illinois small businesses work hard to provide jobs, opportunities, and prosperity in their communities. They deserve better than to be exposed to frivolous lawsuits.

For this reason, NFIB urges a veto of the “interested party” provisions in SB 2339.

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