

Breakout Session Notes

Small Business Regulations

New laws → As of 2017 they were passed

- 20+ employees
 - Must provide up to 12 weeks parental leave
- 5+ employees
 - No longer aloud to ask about
 - Salary
 - Felon or not
- Cannot provide immigration reports

There are 60 regulations currently

Regulation:

- 3 steps
 - 1. Draft legislation
 - 2. Adopt and interpret legislation
 - 3. Implementation of legislation
- There are issues with unelected officials running their own bureaucratic departments

Ecommerce Businesses – Question from audience

How are they regulated?

- If you sell online (retail), you have to take ½ of sales tax back

Sandy – asked that you pass on your information to the Chambers of Commerce in your respective city or town so they can help.

Are owners employees? – question from audience

- Yes
- 1099s are still distinct from W2 employees
- State is cracking down on how 1099 employees are classified

Board of equalization

- Appointed by Gov. Brown.

How will new healthcare regulations affect small to medium business owners? – question from audience

- Only major changes coming to amount of “leave” for business under 50 employees

What can businesses write off? – question from audience

- Home businesses have hiccups with having, for example, a home and business computer and writing both off

S.C.O.R.E. → helpful to small businesses

Why is it so tough for business owners? – question from audience

- Many have not worked in the private sector
- Make sure to talk to representatives
- Be vocal, speak out

Audience Question – Cannabis industry

- Has no banking infrastructure to support the revenue

Audience Question – How do small businesses compete?

- Make themselves different in some way
- It will take a group of owners sitting down and brainstorming how to change it
- Add regulations to the “amazons” of their world to level the playing field