



**CUE-mmunity,**

**July 2, 2021**

Summer brings us cookouts, backyard grilling, park gatherings, and relaxing on the patio. CUE wishes you a wonderful July 4th holiday weekend!

As the summer temperatures continue to heat up so are labor and legislative initiatives from both our pro-union administration and union organizers. It is essential for leaders to take a proactive position and prepare for the challenges ahead. Over 50 new employment laws spanning across 20 states covering an array of topics from minimum wage to leaves and accommodations. Add to that the paths created for union organizers to organize and connect with employees easily, a pro-union agenda, and the pandemic; now is the call of action. Whether you're prepared, preparing, or not prepared at all, this CUE Conference is the answer. With leaders from various industries in attendance, expert presenters, and speakers, why wouldn't you come to share, learn and grow?

Speaking of the summer heat. A record-breaking heatwave has hit the Pacific Northwest. We are thinking about our neighbors. Please stay safe and take the necessary precautions for a healthy and enjoyable holiday weekend.

## **CUE-mmunity Tour & Tips**

I hope you are finding your new membership platform exciting, and you are beginning to navigate its benefits, including the "Social Community" section. Over the next few weeks, I will share helpful hints and tips to ensure you have a quality and seamless experience. I encourage you to

begin to collaborate and share with your fellow CUE members through the Community.

Let's start with a question posed by a member company: **"Remote work preference. What are your employees' preferences?"** Want to chime in?

After you've logged on, you'll find your homepage and many helpful links -- Member Directory, Events, Get Involved, Resources and CUE-mmunity. Let's go to the CUE-mmunity link. If this is your first time logging in, you will have to set up your profile; [log in here](#) to get started.



Now that you've reached the CUE-mmunity page, click Continue to Community. Go ahead and take a tour. It's a little like Facebook; find friends and invite them to connect with you.

**Now go to the Discussions tab--here, you will find a question from a fellow CUE member.** You can share your thoughts on the member's question.

**Find a few friends from the directory,** connect with them and ask them to join in the discussion. Can't find the friend you were looking for...no worries. They have not completely set up their sign-on. Give them a gentle nudge to help them get started. Continue to build your network.

Happy Navigating! Stay tuned next week, when we will review a new feature!

**We've all been waiting for this, and *We're Baaack!***  
(Oh, wait a minute, that's a different movie :-))



After a year filled with change and, for some, challenges, we are excited to meet you all again; in person (and virtually) this Fall. Now more than ever, your workforce needs you. This means you need information, tools, and connections. **By attending the CUE Conference in Orlando, Florida, this September**, you'll get inspired, motivated, re-energized from our keynote speakers, learn from industry leaders, collaborate with

HR/ER and Legal professionals, then walk away with practical tools to share with your teams. In addition, you will make connections. As we've learned from the past year and a half, connections are critical to adaptability.

Here is a sneak peek into a few of the sessions that are on the agenda.

- **Training Supervisors For the Proactive Era** - Supervisor training is consistently named as the #1 thing companies should do, but there is a gap there on what those action steps should be. In this session, we will use a few case studies and examples to demonstrate what to train, how to train, and how to keep training fresh.
- **Digital Media Strategy** - Why is Digital Media Important? There are eight elements of a digital media strategy. We discuss how the pandemic changed how employees are open to communication. We will talk about targeted social, texting, and the use of QR codes.
- **New Proactive Era** - "It's the end of an era as we know it... and I feel fine" - Corporate labor relations have been forever changed by the current climate. To understand where we're going, we must have a perspective on where we've been... and why. "How are companies keeping employees union-free NOW?" There are three eras we will use to define the evolution of union avoidance.
- **Legal & Employment Updates from around the globe** (Canada, Mexico and Europe)
- **NLRB -- Fast-Changing Board and Agenda**
- **Independent Contractor Rule and Joint Employer Updates** --- and concerns of the franchise industry (McDonald's example)

[REGISTER](#)

Sincerely,

**Robin Briscoe**

Executive Director

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## IN THE NEWS



### Biden Moves the NLRB Closer to a Pro-Union Majority

This occurred after Biden nominated his second new member to fill one of the NLRB's five seats. Biden selected David Prouty, an attorney who has spent his career representing labor... [Learn more](#)

## HR/ER & Leadership

### Key Labor Considerations for Return-to-Office Plans

However, before employees return to physical work sites, employers must confront a number of legal and practical implications. We highlight some of the crucial issues... [Learn more](#)

### How to Build Up Your Leaders with New-Manager Onboarding

Managing people is one of the most challenging and stressful tasks in an organization, especially for someone new to a management role. That's why onboarding for new-manager success... [Learn more](#)

### **3 Questions Employers Need To Consider When It Comes To Marijuana In The Workplace**

If you are going to drug test in the workplace for cause (from a co-worker tip, an accident in the workplace, etc.), a positive test for marijuana will not tell you a lot. [Learn more](#)

## **HEALTH & WELLNESS**

### **Can I be penalized for not getting a COVID-19 vaccine? Ask HR**

Johnny C. Taylor Jr., a human resources expert, is tackling your questions... Taylor is president and CEO of the Society for Human Resource Management, the world's largest HR professional society.

[Learn more](#)

### **New OSHA COVID-19 Emergency Temporary Standard Focuses Only on Protections for Healthcare Workers**

OSHA has disseminated an Emergency Temporary Standard (ETS) designed to impact and protect healthcare workers most likely to have contact with someone infected with the coronavirus, including...

[Learn more](#)

### **Will Delta Variant Pause Workplace Reopenings?**

With workplaces reopening after a seemingly endless coronavirus pandemic, many employers are looking forward to some semblance of normalcy. But the specter of the highly contagious Delta variant...

[Learn more](#)

## **NLRB & LEGISLATIVE**

## **EC Finds Employee Manual Violates Dodd-Frank**

In a recently settled SEC enforcement action, the defendant asked employees to sign an acknowledgement, upon hire and on an annual basis, that they had received, read, and would adhere to the... [Learn more](#)

## **Continued Labor Movement Momentum in Cannabis**

This past month, United Food and Commercial Workers (UFCW) took a big step forward in its efforts to unionize cannabis employees. On May 25, 2021, UFCW announced an agreement to unionize... [Learn more](#)

## **The Economics and Politics of the Pro-Union Protecting the Right to Organize Act**

For many decades now, the percentage of private-sector American workers who belong to a labor union has been declining. [Learn more](#)

### **Full List of Hot Links and Headlines**

#### **Leadership, Organizing and Technology:**

[Fired vs. Laid Off vs. Furloughed](#)

[13 Things Your Boss Can't Legally Do](#)

[Pride Month: How Employers Can Be Allies](#)

[What companies can and can't do when trying to increase diversity](#)

[Women, minorities remain underrepresented on biotech C-suites, boards](#)

[EEO-1 Reporting Deadline \(Aug 23\)](#)

[Google to restart buses, free food, as some workers return next month](#)

[Job Seekers Are Gaining Control over Hiring](#)

[In-Person, Predictable Attendance Was an Essential Job Function](#)

[Baby Boomer Retirement During Pandemic Adds to Labor Shortage](#)

[Generation Z Seeks Guidance in the Workplace](#)

[Exploring Reasonable Accommodations for Vaccine Refusal](#)

[Peter Cheese: Four-day week should be 'part of the norm'](#)

[Can Employers Have Separate Policies Based on Vaccination Status?](#)

[These employees could make or break your company's hybrid workplace](#)

[Putting Humanity Into HR: Put Positive Pep Into PIPs](#)

[Workforce engagement: A look at emerging best practice](#)

[The Importance of Pride Month in the Workplace](#)

## **Wellness & COVID-19**

[Can workers cite HIPAA to avoid the vaccination question?](#)

[How to Handle an Influx of Accommodation Requests from Employees](#)

[Bouncing Back \(and Forth\): Statewide Reopening and Mitigation Steps \(UPDATED\)](#)

## **Organizing/NLRB/Biden Administration:**

[NLRB Finds Solicitation of Mail-In Ballots Could Set Aside an Election](#)

[President Signs Resolution Withdrawing EEOC Conciliation Reforms](#)

[4th Circuit Adopts Expansive View of Same-Sex Harassment](#)

[Biden Signs Executive Order to Promote DE&I in Federal Hiring, Training](#)

[Teamsters' Push To Organize Amazon: Will It Work?](#)

[Teamsters Local 251 Observes Juneteenth By Protesting At Home Of Boss](#)

[SCOTUS: Union Organizers Cannot Access California Farms](#)

[\\$102 Million Wage And Hour Judgment Against Walmart Reversed](#)

[Biden's DOJ Won't Oppose NAIJ Bid To Regain Union Status](#)

[Supreme Court Holds Union Organizer Entry on Private Property Violates 5th Amendment](#)

## **State-Specific**

### **California:**

[Nevada Enacts Right-to-Return Law for Certain Laid-Off Workers](#)

[Court Says California Pay Stubs Can List Overtime Premiums Separately](#)

[Why so many corporate headquarters exit California for Texas](#)

### **Connecticut:**

[Connecticut Legalizes Recreational Marijuana](#)

[Connecticut Law to Require Provision of Wage Ranges to Applicants and Employees](#)

### **Massachusetts:**

[Massachusetts Employees May Begin To Use Paid Family Leave For Family Member on July 1, 2021](#)

### **New York:**

[New York Lifts Remaining COVID-19 Restrictions](#)

### **Oregon:**

[Oregon Updates and Expands Family Leave Act](#)

### **Texas:**

[Texas Court Upholds Mandatory Vaccination Policy](#)

[Texas Enacts New COVID-19 Liability Protection Law](#)

### **United States:**

[House Passes Bill to Make Age-Discrimination Cases Easier to Prove](#)

[From Corruption To Electric Vehicles: The UAW's 'Extreme Challenges'](#)

[Inflation, Other Factors Are Driving Up Health Care Costs](#)

[Supply Chain Compliance: Products From China](#)

[Walmart Wants Unpaid COVID Screening Time Suit Trimmed](#)

[Workers Are Quitting in Record Numbers](#)

[Santa Clara County Phases Out Vaccination Tracking Order](#)



[Some Employers Are Excluding Colorado Applicants for Remote Work](#)  
[Employee Disability and Cannabis Oil Protections Set to Take Effect in Virginia](#)

**UK:**

[UK Government Publishes Draft Online Safety Bill to Tackle Illegal and Harmful Content Online](#)

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