



"To handle yourself, use your head; to handle others, use your heart." -- Eleanor Roosevelt.

What's on our minds today? Perhaps a lot concerning the labor market, hiring and training, engaging a hybrid workforce, returning to the office and addressing the safety needs of our workforce.

As we continue to navigate the challenges of today, it is essential to nurture your culture; to keep employees engaged and assured they know they are not on an island by themselves; that their efforts and accomplishments have not gone unnoticed or unappreciated.

In the absence of recognition tools such as physical events and appreciation weeks, recognizing employees in a remote work environment can leave managers stuck. The good news is that with a bit of creativity and an understanding of what drives employee experiences, managers can translate a recognition culture to the virtual or hybrid workplace.

[Appreciate Your Employees Through Recognition Efforts](#) provides a glimpse into creating a culture of recognition and the 5 keys to meaningful employee recognition programs.

Have an AWESOME weekend!

CUE-mmunity Tour & Tips

I'm glad to see that many of you are beginning to explore the CUE-mmunity site of your membership platform. If you have not yet explored the site, you will want to do so quickly. Like with your previous platform, it will only take a few moments to set up your profile and click your way to the community social circles.

You've logged into your new member portal -- yay! The landing page displays your name and organization; a welcome video; quick links to keep you informed and connected with ready resources; and, notice on the right, a convenient link to the Fall Hybrid Conference.

The screenshot shows the CUE-MMUNITY member portal. At the top, a yellow banner reads "WELCOME TO YOUR CUE-MMUNITY". Below this, the user's name "Robin Briscoe" and organization "Cue, Inc" are displayed. A navigation bar includes links for "My Profile", "Event Calendar", and "My Community". On the right, there is a section for "Upcoming Events" showing "Sun Sep 12, 2021" and "Fall 2021 (Hybrid) CUE" with a "View Full Ca" button. Below that is a "CUE Tweets" section.

Hot Topics	Latest Emails	Resources
Biden Moves the NLRB Closer to a Pro-Union Majority	<ul style="list-style-type: none">July 2nd Weekly NewsletterJune 25th Weekly NewsletterJune 18th Weekly Newsletter	<ul style="list-style-type: none">Employee EngagementDiversity, Equity & InclusionOrganizing Tactics

Below the banner that displays your name and organization are links for My Profile, Event Calendar, and My Community. **Select "My Profile"** and take the time complete your profile.

You can **add your profile picture, edit your contact information, update your status,** and much more. You can also **designate your privacy preference and start a circle.**

Go ahead and get started!

My Status

Share your thoughts here...

Change Profile Picture Start a new circle Write Message
Privacy Upload photos View your inbox

"Why attend a CUE Conference?"



There are many answers to that question: catching up with friends, networking with colleagues, best practice sharing, and gathering business cards. The most relevant is because **a CUE conference is unlike any other HR/ER/LR conference anywhere**, and in our current environment, information, practical tools, resources, and support are what we will need.

Need help justifying the value of CUE? We've got a few tips that are sure to help. As always, let us know how we can help.

Focus on the Business Benefits

- "Excellent organization for **"state of the art", timely information for creating and/or maintaining a positive employee relations environment** in support of a union-free workplace, provides an excellent networking opportunity for HR professionals."
- "An organization that provides strong support and great resources via high quality conferences and **superior networking opportunities to help our organization**

understand the best practices in sustaining a positive employee relations environment."

- "A network of **highly educated and trained professionals who provide valuable information/insight** into the current labor issues. Provides excellent training and information at the CUE conferences. It is truly one of the best conferences I have attended."
- "CUE is the only place you can go to network and learn exclusively about positive employee relations and labor relations. The people are incredible. **It's a "can't miss" meeting.**"

CUE's Fall Conference has an incredible agenda with valuable topics and discussions led by industry experts. Watch for weekly topic/discussion and speaker details and updates.

- "Whose Business Is It Anyway? - How Well-Informed Employees Drive Productivity, Reduce Costs and Keep Unions at Bay
- PRO Act, Union Organizing, and NLRB Update
- What's Next....NLRB and Legal Updates
- Turnover Tsunami
- Employee Engagement and Measurement Tools for Unit Vulnerability
- Training Supervisors For the Proactive Era -
- Digital Media Strategy
- Legal & Employment updates from around the globe (Canada, Mexico, and Europe)
- NLRB -- Fast-Changing Board and Agenda
- Independent Contractor Rule and Joint Employer Updates -- Concerns of the Franchise Industry

REGISTER

Your select news links are below. Have a great weekend!

Sincerely,

Robin Briscoe

Executive Director

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IN THE NEWS



Tom Perez leaves Venable, citing firm's work for GOP governor

Less than two months after the firm heralded his arrival, ex-Democratic National Committee chair Tom Perez says he has resigned from Venable... [Learn more](#)

HR/ER & Leadership

Back to the Office by Labor Day?

HR departments roll out hybrid, flexible, mandatory return-to-workplace plans... [Learn more](#)

"Fire and rehire" under scrutiny

The use of "fire and rehire", also less sensationally known as dismissal and re-engagement, has hit the headlines... [Learn more](#)

Who Can Know About Employee Vaccination Status?

Employers are grappling with questions about when supervisors can be told about employees' vaccination status and whether workers can wear badges indicating they've been vaccinated. [Learn more](#)

HEALTH & WELLNESS

The Heat Wave Shows Climate Change Is a Workers' Rights Issue

The workers laboring outside in this extraordinary heat are on the front lines of the climate crisis. [Learn more](#)

COVID-19 Vaccine Passports & Policy in the Workplace

A COVID-19 vaccine passport is a document that serves as proof that an individual has been fully vaccinated against COVID-19. [Learn more](#)

Revised OSHA COVID-19 Guidance Focuses on Unvaccinated Workers

OSHA released a companion revision to its general guidance on mitigating and preventing the spread of COVID-19 in the workplace. [Learn more](#)

NLRB & LEGISLATIVE

NLRB Regional Director Expands Unit By Thousands Of Voters, But 'Micro Units' Held At Bay, For Now

NLRB dismissed a union's push to organize a micro unit of 87 employees at a Nissan assembly plant in Tennessee based on the traditional community-of-interest standards... [Learn more](#)

First Circuit Upholds Employee's Right to Publicly Complain About Working Conditions

Section 7 of the NLRA protects the rights of employees to engage in "concerted activity," regardless of whether they are members of a union. Concerted activity means two or more employees working [Learn more](#)

Employer Entitled to Hearing Over Challenge to Signature on Mail Ballot

The Board decided that an employer's challenge to a ballot signature raised

substantial and material issues as to whether the ballot was cast by an eligible employee. [Learn more](#)

Full List of Hot Links and Headlines

Leadership, Organizing and Technology:

[Should You Pay Volunteer Employee Resource Group Leaders?](#)

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

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

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

[Employers' power to suspend employees under HK law](#)

[Walmart Accused Of Voice-Tracking Warehouse Workers](#)

[Employer Erred in Failing to Notify Injured Employee of FMLA Rights](#)

[How employers can reduce the stress of the return to the office](#)

[Job seekers are hungry for bonuses, Employers are embracing them.](#)

[Employment-at-Will Does Not Mean What You Think It Means](#)

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

[Employers Are Hiring More Teens to Ease Labor Shortages](#)

[Employees expect companies to enforce hygiene protocols with return to office](#)

[Open Enrollment Planning Gets Underway](#)

[Processes have changed but core HR work remains vital](#)

[The Great Resignation: How to defend against the turnover tsunami](#)

[Shortening Work Week Doesn't Affect Productivity, Improves Well-Being, Study Shows](#)

[Having Every Friday Off Work Become the New Normal? 5 Things Employers Should Consider](#)

OSHA/Wellness & COVID-19

[OSHA Provides Inspection Guidelines on COVID-19 Health Care Safety Rule](#)

[COVID-19 and the Workplace: Where are we now](#)

[EEOC Issues Updated COVID-19 Guidance Regarding Vaccination Incentives](#)

[3 COVID-19 Injury And Wrongful Death Cases To Watch](#)

[Health Care Providers Must Comply With OSHA's Emergency Temporary Standards by July 5](#)

[MIOSHA rescinds COVID-19 Emergency Rules and Adopts Rules for Healthcare Workers So, Can I Make My Employees Get Vaccinated Yet?](#)

Organizing/NLRB:

[Biden Signs Executive Order to Promote DE&I in Federal Hiring, Training](#)
[Mission Hospital nurses approve 1st union contract](#)
[Jurassic Unions: Two “Pro-Union” Ideas To Save Unions Could Actually Help Kill Them Off](#)
[‘Why buy the cow, when you can get the milk for free?’](#)
[President Signs Resolution Withdrawing EEOC Conciliation Reforms](#)
[Supreme Court’s Decision on FCRA May Limit ‘No-Harm’ Class Actions](#)
[Film Producers Announce Intention To Unionize—Again](#)
[Consequences of the PRO \(Union Boss\) Act](#)
[Employer Entitled to Hearing Over Challenge to Signature on Mail Ballot](#)
[The Top 19 Labor And Employment Law Stories](#)

State-Specific

Arizona:

[Arizona Cities Expand Discrimination Protections](#)

Colorado:

[In Colorado, Employers May Giveth - But They May Not Taketh Away](#)
[Top 12 Things Employers Need to Know About the Colorado Equal Pay for Equal Work Act](#)

Illinois:

[Biggest Illinois Decisions So Far In 2021](#)

Iowa:

[Iowa Supreme Court Narrowly Upholds Portion of Waterloo, “Ban the Box” Ordinance](#)

New York:

[NY HERO Act Standards & Template Policies Released – Employer Action Required](#)
[New York City Says Goodbye to At-Will Employment for the Fast Food Industry](#)

Oregon:

[Oregon OSHA Repeals Mask and Social Distancing Requirements—What This Means for Employers](#)

Texas:

[Texas Legislature Expands Employee Protection for Sexual Harassment Claims](#)

Virginia:

[Virginia Implements New Overtime Laws](#)

[Marijuana Use Laws Budding In Virginia](#)

United States

[Can boss stop me taking day off to watch England Euro 2020 game - law explained](#)

[Many employees want to work remotely forever. Some business owners will fire those who try](#)

[EEOC Extends Filing Deadline for EEO-1 Component 1 Data to August, 2021](#)

[Facing Your Face Mask Duties – A List of Statewide Orders](#)

[Employment News: sex discrimination, trade unions](#)

[Must Employer Offer Reasonable Accommodation if a Federal Safety Regulation Prohibits?](#)

[Employers Must Continue to Be Thoughtful About Criminal Record Screening Policies](#)

[Employment Authority: A Look Ahead At 2021's Second Half](#)

[Top Transportation Rulings Of 2021: Midyear Report](#)

[Amazon Transformed Seattle. Now, Its Workers Are Poised to Take It Back](#)

[Changes to the Coronavirus Job Retention Scheme -- 1 July 2021: What UK Employers Need to Know](#)

[Tips For Updating Employee Handbooks In 2021](#)

[3 Questions Employers Need To Consider When It Comes To Marijuana In The Workplace](#)

[City of Los Angeles Mandates Paid Leave for COVID-19 Vaccine Purposes](#)

[How technology was key to restaurants' success in 2020](#)

Ontario:

[Contradictory Decisions: Ontario Judges on Infectious Disease Emergency Leave](#)

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