



**Hello CUE-mmunity,**

**July 16, 2021**

We trust that everyone is having a wonderful summer, and time with family and friends has brought a sense of renewed energy for you.

What's on our minds today? For me it's "Where is this year going...?"

It's hard to believe we are more than halfway through the year. And as I reflect on the year, I think about all we've accomplished as an organization. **CUE held its third successful virtual conference this Spring** with increased attendance. We also **held an in-person regional event in Dallas** as our first time back together in more than a year.

**Our members provided feedback on our member portal** and inability to connect with other member companies in a seamless manner. We listened and **launched a new membership portal and have enhanced the features with a member social platform** so that our members can choose to engage in a way that is beneficial to their needs.

And soon we will meet together again for our **Fall Conference in Orlando**... in person and virtually. In a year where change was thrust upon everyone, **CUE took the necessary steps to provide a more engaging resource for receiving and sharing valuable information** without hesitation, demonstrating that change is good.

As we round the corner to the last half of this year, we look forward to leaving all the chaos of the pandemic and uncertainty behind. **Let's forge a better path forward to our future... together!**

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**If Not CUE, Then WHO?**



So much information is at our fingertips today. Have a question about a health issue? I'm sure Google has a quick answer and you'll be able to find that perfectly matched product to have at your doorstep in a day or two.

There are probably 50 blogs on the topic detailing every answer under the sun. But how do you know if you can trust those results? Maybe you can... Perhaps you can't. As HR/ER/LR leaders, relevant and correct information is vital to successfully navigate the challenges we are faced with today. And many, many more are on the horizon.

CUE has developed a comprehensive lineup of industry and subject-matter experts ready to share, educate and provide valuable resources to all leaders. It does not matter what level of the organization you are responsible for, there are numerous topics that are sure to provide what is needed to continue to navigate the challenges of today.

Take a look at who else will be there... And keep an eye out for more updates to topics and speakers.

**NLRB — Fast Changing Board and Agenda**



**Bob Nagle**  
Fox Rothschild, LLP

**PRO Act Update & "Just Cause" Laws**



**Peter List**  
Kulture Consulting

**Pandemic/Post-Pandemic Employment Legal Issues**



**Tammy Rattray**  
Ford Harrison

**The Developing  
Cannabis Workplace  
Issues**



**Dan Fritz**  
McMahon Berger

**Independent Contractor  
Rule and Joint Employer  
Update**



**Mark Stuble**  
Ogletree Deakins

**How Well-Informed  
Employees Drive  
Productivity, Reduce Costs  
& Keep Unions At Bay**



**Nick Kalm**  
Reputation and Crisis  
Management Expert

**REGISTER**

Summer is for vacation... **I will be on vacation next week, so there not will not be a newsletter.**

**Please note CUE's address:** P.O. Box 237 Mount Mourne, NC 28123

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

Sincerely,

**Robin Briscoe**

Executive Director

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**IN THE NEWS**



## **\$3.5 trillion reconciliation bill to include PRO Act, undoing state right-to-work laws**

Sen. Bernie Sanders said that the organized labor-backed PRO Act will be included in a \$3.5 trillion spending package set to be pushed through the Senate by Democrats. [Learn more](#)

## HR/ER & Leadership

### **Turnover 'Tsunami' Expected Once Pandemic Ends**

Studies show as many as half of workers intend to look for a new job this year. [Learn more](#)

### **Back to the Office by Labor Day?**

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

### **3 Ways to Foster an LGBT-Friendly Workplace**

Most LGBT workers remain closeted at work, but they can be more productive if they're not.. [Learn more](#)

## HEALTH & WELLNESS

### **What Employers Need To Know - And Do - About the COVID Delta Variant**

As the Delta variant continues to spread, both in infections and news headlines, employers are wondering how it affects their return-to-work plans. [Learn more](#)

### **How Employer Health Benefits Are Changing Due to Coronavirus**

As employers transition their workforces back into in-person or hybrid workplace models, employer health benefits will have to evolve to accommodate mental health needs. [Learn more](#)

### **Focusing on employee health & wellness as hiring surges**

Discover how robust HR solutions can ensure continuity of daily operations during "the turnover tsunami." [Learn more](#)

## NLRB & LEGISLATIVE

## **Noncompete agreements**

Ubiquitous, harmful to wages and to competition, and part of a growing trend of employers requiring workers to sign away their rights... [Learn more](#)

## **Nominations Move NLRB Closer to Control by Democrats**

President Joe Biden has nominated two Democrats—both union lawyers—to the NLRB. If confirmed, they will give Democrats control of the NLRB. [Learn more](#)

## **Senate Hearing to Consider Weil for Wage Chief, Two NLRB Picks**

David Weil, the Biden administration's nominee for wage-hour administrator at the U.S. Labor Department, will receive a confirmation hearing July 15... [Learn more](#)

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

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

[Virtual Internships 2.0: How Can Employers Improve from Last Year?](#)

[Successful Remote Onboarding Is More than Paperwork](#)

[What If a Job Applicant Discloses a Disability?](#)

[More Companies Use DE&I as an Executive Compensation Metric](#)

[Consider Pros and Cons Before Requiring Pronouns in Signature Blocks](#)

[Embracing Gender Equity: A Workplace Culture that Levels the Playing Field for Women](#)

[Workers are walking away — what are they looking for?](#)

[Great Leaders Inspire Greatness Within Others](#)

[What Are CEOs Doing Wrong With Their Crisis Communications?](#)

[Six Concepts Every Employee Of A Customer-Centric Organization Must Follow](#)

[Crafting an Effective Social Media Policy for Employees](#)

### **OSHA/Wellness & COVID-19**

[Mandating the COVID-19 Vaccine](#)

[Who Should Know About an Employee's Vaccination Status?](#)

[No shot, no return: Employers requiring vaccine to come back to office](#)

### **Organizing/NLRB/Biden Admin:**

[Forthcoming Executive Order Targets Employee Noncompete Agreements](#)

[President Biden Takes Aim at Employment Non-Compete Agreements](#)

[President Issues Order Aiming to Limit Employer Use of Noncompetes](#)

[How Labor Can Win At The Bargaining Table](#)

[Workers call for joint action to fight Volvo Trucks strikebreaking and UAW surrender](#)

[National Right to Work Foundation Multiple Units Oust Teamsters Bosses Thanks to NLRB Rule](#)

[Biden to nominate House aide Trumka to serve on consumer safety commission -source](#)  
[PRO Act Could Reduce Income Through Forced Union Dues](#)  
[Here's What Employers May Expect from the DOL's Wage and Hour Division](#)  
[CAW shelves right to strike](#)  
[Teamsters announce plan for unionization effort at Amazon](#)  
[Union Organizing Trends: Use of Technology and Social Issues](#)

## **State-Specific**

### **Arizona:**

[Arizona Employers Should Note Expanded State and Local Anti-Bias Laws](#)

### **California:**

[Dispute over reopening California Tesla factory may be over](#)  
[Key California Employment Law Cases: June 2021](#)  
[Vaccine-Related Paid Leave Required for Employees in City of Los Angeles](#)

### **Illinois:**

[LMRA Defense to BIPA Lawsuits in Illinois](#)  
[New requirement for Illinois to publicly report employee demographic data](#)

### **Minnesota:**

[Minnesota Legislature Amends Lactation Breaks And Pregnancy Accommodation Provisions](#)

### **New York:**

[New York Issues Standard On Airborne Infectious Disease Exposure - Plans In Wake Of HERO Act](#)  
[New Jersey Enacts Higher Penalties for Employee Misclassification](#)  
[NJ Supreme Court: Isolated, Offensive Comments May Be Enough to Sustain Hostile Work Envir](#)

### **Oregon:**

[Oregon Temporarily Allows Vaccine Incentives And Hiring Bonuses](#)

### **Pennsylvania:**

[Forced Union Dues Fuel A Culture Of Big Labor Corruption In Pennsylvania](#)

### **Texas:**

## [Texas Supreme Court Issues Two Key Pro-Arbitration Decisions](#)

### **Virginia:**

[Marijuana Use Laws Budding in Virginia](#)

[Striking Volvo workers in Virginia call for rejection of new tentative agreement](#)

### **United States**

[Here's What Employers May Expect from the DOL's Wage and Hour Division](#)

[Ensuring Workplace Inclusion for LGBTQ Employees](#)

[Employers Turn to Financial Wellness for Workers](#)

[Forget payday. On-demand pay gains traction amid labor shortage](#)

[Labor Unions Seek Appellate Review Of OSHA COVID-19 Emergency Temporary Standard](#)

[The Bathroom Wars Resume](#)

[Are Recent Labor Actions Getting Nursing Unions What They Want?](#)

[Navigating Post-Pandemic Compensation Challenges](#)

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

[How to Ensure Pay Equity for People of Color](#)

[How Should HR Handle Political Discussions at Work?](#)

[Companies Try a New Approach to DE&I: Honest Conversations](#)

[Barriers for Black Professionals](#)

[How to Talk Politics at Work](#)

[U.S. Employers Surprised by Expansive Job-Posting Requirements in Colorado's New Equal Pay Law](#)

[Visa Processing Delays Expected into Next Year](#)

[Why Entrepreneur Stands Against the PRO Act](#)

[Personal COVID Concerns Not Enough for NLRA](#)

[Six ways employers can support their remote workers' well-being](#)

[Will Harrisburg Republicans save SEPTA and other transit agencies in time?](#)

### **Italy:**

[Italy: Freeze on Layoffs Will Come to an End for Certain Industries](#)

### **Mexico:**

[Mexico To Allow Union Vote At G.M. Plant After U.S. Complaint](#)

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