



## Hello CUE-mmunity

**November 5, 2021**

We, as an organization and community have accomplished a great deal this year and we did it during a pandemic, constant change, uncertainty, and sometimes chaos. We began by making a quick change to our conference model.

We successfully accomplished several virtual conferences, and we continued to provide up-to-date valuable content that our membership depends on. We listened to you, our community, and accomplished a successful hybrid conference in Florida this past fall. We onboarded a new membership portal which has, and will, continue to allow our member companies to engage seamlessly. In addition, there are several behind the scenes accomplishments that enable the Board of Directors to deliver value and sustainability.

It has been my utmost honor to have traveled this road as Executive Director with you, the Board of Directors, and our CUE membership. Together, in the last 18+ months we have forged a path of sustainability and forward-moving progress. I am confident that no matter the challenge, CUE has the foundation to address and appropriately respond to whatever hurdles may arise.

As some have already been made aware of my decision to explore and pursue other career opportunities, I wanted to be sure to share this announcement with you- myself. I am thankful to the Board of Directors and you, the CUE membership for allowing me to serve you and do what I love. I know that CUE will continue to serve our member companies with the information, guidance, and support that is needed today and tomorrow. I will remain connected, behind the scenes, and engaged in any way that I can.

I look forward to hearing about all the important things CUE is doing in the future.

Thank you, Everyone.

Robin M. Briscoe

## CUE Presents an Informative Regional Meeting

As the future is still uncertain, what we do know is that finding a community of like-minded leaders is paramount to any organization's success. And there's no better place to find that than with CUE. Now is the time to sharpen your arsenal of knowledge and connection.

### **Greenville, SC Regional Meeting**

**Register Today. We've saved you a seat**

**Save My Seat**

Join us, Tuesday, Nov. 9th for an information packed discussion and view from the trenches. Discussing legal and political challenges of the NLRB and Reinvigorated Labor Movement. This meeting will discuss important updates and will focus on Federal and State legislative initiatives, employee relations to include statistical leadership behavior, how to create and destroy workplace trust and very relevant and up to the minute updates on workplace safety, COVID-19, marijuana and drug testing tips.



**Mark Stublely**

Ogletree Deakins, Greenville, SC.



**Melissa Bailey**

Ogletree Deakins, Washington, D.C.



**Terry Dunn**

Positive Management Leadership  
Inc.

**AM**

Breakfast

**8:30 AM**

**Mark Stublely, Ogletree Deakins-Greenville SC**

A view from the Trenches -- The Legal and Practical Challenges of the NEW NLRB and Reinvigorated Labor Movement

**9:15 AM**

Break and Networking

**9:30 AM**

**Terry Dunn, Positive Management Leadership, Inc. PML**

Statistically Significant Leadership Behaviors that create and destroy workplace trust

**10:15 AM**

Break and Networking

**10:30 AM**

**Melissa Bailey, Ogletree Deakins, Washington DC**

Workplace Safety Updates -- OSHA's Vaccine / Testing Mandates  
and Dealing the Drug-Testing for Marijuana

**11:30 AM**

Discussion/Q&A

**Save My Seat**

**November 9, 2021 | 8:00 am- 11:30 am EST**

The Ogletree Building  
300 North Main Street, Suite 500  
Greenville, SC 29601

CUE Member Price: \$99.00 | Non-Member Price: \$119.00

## **Sharing Gems**

Reinventing?

*"If you limit your choices only to what seems possible or reasonable, you disconnect yourself from what you truly want, and all that is left is compromise. The way to activate the seeds of your creation is by making choices about the results you want to create."*

**-Robert Fritz**

**Purchase the Fall 2021 Conference**

## Missed the Fall CUE Conference held in Lake Buena Vista, FL?

Fall 2021 NOW AVAILABLE FOR PURCHASE!

Over the past two years, we've continued to hold our conferences virtually, with the most recent being a hybrid event. It was great to get back together again and engage those who could not meet us in Florida via live stream. If you missed any part of the Fall Conference, you can still take advantage of just those missed or the entire conference. Click below to choose those sessions you will need for success.

**PURCHASE THE FALL 2021 CONFERENCE**

**Get INVOLVED!** As a CUE company member, your engagement brings a wealth of shared best practice, insights, creativity and success. We would very much like to add you to the complement of our upcoming Spring Conference as a Committee Member.

**Rather sign on as a topic presenter?** We are preparing for our Spring 2022 Conference and would like to hear from you. Want to get involved...Conference Committee Volunteer is a great way to get involved. Send us a note to [director@cueinc.com](mailto:director@cueinc.com) and someone will reach out to learn more about your volunteer interest.

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

Sincerely,

**Robin Briscoe**

Executive Director

CUE Office: **+1-210-545-3499** Ext. 2

## IN THE NEWS



These are the people still most likely to quit during the next wave of the Great Resignation

It's not all bad. This presents an opportunity for employers that are willing to think more creatively about the composition of their workforce. [Learn more](#)

## HR/ER & LEADERSHIP

### Millennials Hit Middle Age

Stressed, in debt and in demand, Millennials are rethinking their priorities—and their careers—as they start turning 40... [Learn more](#)

### Post-Pandemic Pay Equity Requires Vigilance

The labor shortage provides women with opportunities to make up lost ground... [Learn more](#)

### Creating 6 Flex-Work Policies for Employees with Different Needs

As those groups that were able to work remotely during the pandemic navigate their returns to the workplace, one thing is clear and consistent... [Learn more](#)

## HEALTH & WELLNESS

## **Protecting Workers: Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace**

This guidance is designed to help employers protect workers who are unvaccinated or otherwise at-risk, including if they are immunocompromised, and also implement new guidance... [Learn more](#)

## **OSHA Challenges Several States on COVID-19 Rules**

The Occupational Safety and Health Administration (OSHA) might take over workplace safety enforcement in three states the agency said failed to adopt adequate COVID-19 standards for health care workers... [Learn more](#)

## **Frequently Asked Questions About the Biden Administration's Vaccine Mandate**

We're answering your questions about the new OSHA rules for employers with 100 or more workers... [Learn more](#)

## **LABOR & LEGISLATIVE**

### **NLRB is poised to usher in new reforms and implement pro-labor priorities**

Good, bad or otherwise... no matter your own personal or professional viewpoint, the fact is the National Labor Relations Board (NLRB) is poised to usher in new reforms and implement pro-labor priorities... [Learn more](#)

### **White House Indicates Flexibility on COVID-19 Vaccination Deadline**

The White House issued guidance on Nov. 1 that its Dec. 8 deadline for federal contractors to be vaccinated against COVID-19 isn't set in stone, providing companies with the opportunity to educate workers.. [Learn more](#)

New NLRB Members Could Heighten Burden For Employers Seeking To Challenge "Micro-Units"

Our labor and employment practice has extensive experience handling the most sensitive workplace employment matters so that clients can focus on running their businesses... [Learn more](#)

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## Full List of Hot Links and Headlines

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

[How Do I Know If a Work Accommodation Will Create an Undue Hardship?](#)

[7 Ways to Reduce Friction Between Remote and Onsite Workers](#)

[3 Ways DE&I Programs Can Run Afoul of Employment Laws](#)

[Quitting Your Job Never Looked So Fun](#)

[Why Aren't More People Comparison Shopping for Health Plans?](#)

[DOL Limits When Employers Can Pay Lower Wages to Tipped Workers](#)

[The Dos and Don'ts of a Hybrid Workplace](#)

['Action' Is Operative Word for Workplace Allyship](#)

[Teamsters Employees Say Union Creates Hostile Work Environment Against Unvaccinated Staffers](#)

[Inside Amazon's Worst Human Resources Problem](#)

[The Restless Generation](#)

[4 Critical Steps to Manage Employee Conflict and Improve Morale](#)

[4 Steps for Handling Religious Objections to Workplace Vaccine Mandates](#)

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

[OSHA unveils details on vaccine mandate for large employers](#)

[Hiring Under a Vaccine Mandate? Be Clear About Expectations](#)

[Biden vaccine mandate issued for private employers: Jan. 4 deadline for workers to get shots](#)

### **Unions/NLRB & Legislative, Biden Admin:**

[Fire Apple worker takes retaliation complaint to NLRB](#)

[Supreme Court refused block Maine's coronavirus vaccine mandate for health workers. Sued on religious](#)

[Labor Dept.: Biden rule on vaccines to be published in 'coming days'](#)

[Making Pregnancy-Related Accommodations Under Vaccine Policies](#)

[Judge Allows Southwest to Mandate COVID-19 Vaccination for Pilots](#)

[Will the Reconciliation Bill Do Anything to Secure Workers' Rights](#)

[McAuliffe Makes Final Pitch To Virginia Alongside Head Of Union That Kept Schools Closed](#)

[Union seeks Biden admin's help in S.C. port dispute](#)

[Are We Really Having A Strike Wave?](#)

### **State-Specific**

#### **California:**

[OSHA Looks to California, Other States on Proposed Heat Standard](#)



**New York:**

[Labor board to hear Amazon workers' bid for NY union vote on Nov. 15](#)

**Pennsylvania:**

[Pennsylvania Medical Marijuana Act Did Not Protect Fired Worker](#)

**Rhode Island:**

[Rhode Island: Making COVID-19 Vaccine Religious Accommodations in Health Care](#)

**Texas:**

[Will the Texas Ban on COVID-19 Vaccine Mandates Hold Up in Court?](#)

**United States:**

[Kentucky Chipotle temporarily closes amid staff walkout](#)

[How Tyson Foods Got 60,500 Workers to Get the Coronavirus Vaccine Quickly](#)

[Another Apple Worker Says the Company Retaliated Against Her](#)

[How the Pandemic Has Added to Labor Unrest](#)

[Why Paid Family Leave's Demise This Time Could Fuel It Later](#)

[Starbucks Workers Will Vote On Union At 3 Buffalo Stores](#)

[Worker Can Proceed with Claim that City Preferred Mormon Job Applicants](#)

[United Airlines Workers Want Class Cert. In Vax Mandate Suit](#)

[Alaska businesses can't afford the PRO Act](#)

[Leaders of world's wealthiest nations endorsed plan stop companies from sheltering profits in tax havens](#)

**Canada:**

[Ontario: Infectious Disease Emergency Leave Extended to Jan. 1, 2022](#)

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