



Happy Friday CUE-mmunity and Greetings Fall!

October 1, 2021

The Fall Hybrid Conference 2021 was a huge success. We were excited to see you, and we look forward to the next time we can all get together.



If you are like me, you are loving the cooler temperatures and vibrant colors of the Fall season, making way for a brand new beginning. Our Fall Conference was much the same. The theme for this conference was "Back To Our Future, Forging Our Journey Together". This theme was truly a defining statement which headlined the content that this conference offered.

Our lineup of speakers/presenters provided the relevant information needed to tackle the many challenges and numerous changes we have been bombarded with over the last year. In addition, the opportunity to connect, foster and renew relationships was also exciting to witness. Conference attendees spoke loudly; providing feedback that included statements such as, "Best conference I've been to in years!", "Valuable, relevant and up to date information!", "knowledgeable and experienced speakers". "I'm much smarter and confident." "Never a dull moment in the program". "CUE pulled it off...better than I had anticipated!" "I learned so much, can't wait to share it with my team(s)".

Thank you to everyone, in person and virtually, for joining us. Don't keep it to yourself, though. Share your experiences and remember, the entire conference will be available for purchase soon. Look for details coming to your email next week.

Did you miss our annual Fall Conference in Lake Buena Vista, FL?

The conference was a jam-packed two days of Labor, Employment, Leadership Upskilling, Health/Wellness, Employee Relations, and Legislative/Regulatory Updates from some of our most trusted Legal and Consultant partners.

Don't worry... Our Oct 19th Regional Meeting will provide valuable up-to-the-minute updates. You will not want to miss it!

Join Us

Oct.19, 2021

CUE Regional Meeting, Minneapolis

	
<p>Greg Peters Managing Shareholder Peters Revenue, Kappenman, Anderson, P.A.</p>	<p>Joe Schollaert President AFIMAC Global</p>

[Save My Seat](#)

This informative presentation will highlight updates on the fast-changing legislative and regulatory initiatives affecting how you operate and manage your day-to-day operations. Including; NLRB Updates, GC Memos, Executive Orders, Department of Homeland Security, OFCCP, EEOC, Proposed Federal Legislation and Marijuana Updates, and much more.

[Save My Seat](#)

With the employee, worker-centric administration, and the current challenges facing many employers, unions have become much more aggressive and active. In this 3 - hour meeting, learn how to have a solid contingency plan in the instance of a labor disruption. Leave equipped with information and resources that will aid your success.

October 19, 2021

8:00 am- 11:30 am CST

Once Corporate Center III
7300 Metro Blvd., Suite 145
Edina, MN 55439

CUE Member Price \$99.00

Non-Member Price \$119.00

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? That is a great way to get involved. Send us a note to 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

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IN THE NEWS



NLRB General Counsel Issues Memos Calling for New Harsher Penalties for Unfair Labor Practice Violations

The September 8th memorandum instructed regional offices to seek the following more aggressive remedies for violations of the NLRA.

[Learn more](#)

HR/ER & LEADERSHIP

Study: Gen Z, Millennials Driving 'The Great Resignation'

The youngest workers report being the most dissatisfied with their work life. [Learn more](#)

Most employers lack a pay strategy for remote workers

When employers first sent workers home in the early spring of 2020, there was one question on everyone's minds: Is remote work here to stay? [Learn more](#)

What You Need to Know about the Gig Worker Ballot Question

Uber, Lyft, and other Silicon Valley titans have brought the campaign to reshape the way we treat their workers to Massachusetts... [Learn more](#)

HEALTH & WELLNESS

What Employers Need to Consider When Implementing Vaccine Incentives or Surcharges Through a Wellness Program

When the vaccines became widely available this past spring, employers contemplated offering incentives such as cash payments... [Learn more](#)

5 Common Mental Health Challenges in the Workplace

You can't see mental health challenges, but they are happening all around you... [Learn more](#)

Health Plan Premium Surcharges for the Unvaccinated? Employer Considerations

Charging higher premiums to unvaccinated workers raises some issues... [Learn more](#)

LABOR & LEGISLATIVE

Orrick's 101 Employment Law In Germany - Legal Q&A | Non-compete Clauses

This Legal Q&A two pager gives an overview of non-compete clauses with a focus on postcontractual non-competes. [Learn more](#)

Is the Relationship Between Religion and Employment About to Change?

The Supreme Court of the United States handed down an important decision this past term regarding the intersection of religious liberty and discrimination... [Learn more](#)

Congress Considering \$700,000 OSHA Penalties

A Congressional committee has approved maximum penalties of \$700,000 per item for violations of Occupational Safety and Health Administration (OSHA) standards... [Learn more](#)

Full List of Hot Links and Headlines

Leadership, Organizing and Technology:

[Remote Work May Now Last for Two Years, Worrying Some Bosses](#)

[The 5-Minute Habit \(Based on Neuroscience\) That Will Change Your Life](#)

[How to Recognize and Respond to Insider Threats from Employees](#)

[Tips on Preparing for a Skip-Level Meeting](#)

[For Cannabis Dispensaries, Ounce of Prevention Worth More than Pound of Cure](#)

[Supermarket temporarily blocked from using 'fire and rehire' tactics](#)

[Stop Fearing Your Mistakes and Start to Innovate](#)

[Is it time for a change when it comes to non-compete clauses?](#)

[How to deal with contracts affected by Covid](#)
[Everything You Should Know Before Talking to HR About a Problem at Work](#)
[Companies Try Luring Seasonal Workers](#)
[2021 Workforce Attitudes Toward Mental Health](#)
[What's Your Career Management IQ?](#)
[Purpose and Automation a Key Part of Workforce 2030](#)
[5 Leadership Skills Needed for Managing Remote Workers](#)
[Report: First Year with Employer Critical for LGBTQ+ Employees](#)

OSHA/Wellness & COVID-19:

[Large Employer COVID-19 Vaccination Policy](#)
[Navigating COVID-19 Vaccinations Checklist](#)
[COVID-19, ADA & Reasonable Accommodations: Your Top 10 Questions Answered](#)
[How to Prepare for OSHA's COVID-19 Vaccination Emergency Temporary Standard](#)
[OSHA Rules Expected on Workplace Vaccine Mandates](#)
[OSHA Publishes Heat Illness Inspection Guidance](#)
[What to Expect from OSHA on COVID-19 Vaccine and Testing Rules](#)
[COVID-19 Task Force Issues FAQs on Vaccine Mandate for Federal Workers](#)
[Hot COVID-19 Litigation Summer Could Foreshadow Trouble for Employers](#)

Unions/NLRB & Legislative, Biden Admin:

[Labor Board General Counsel Mandates More Onerous Unfair Labor Practice Settlement Terms](#)
[Top 7 Questions Employers Have About President Biden's Mandatory Vaccination Plan, Next Steps](#)
[Long COVID may be a disability, Biden Says](#)
[What Federal Contractors Need to Know About the Biden Administration's Vaccine Mandate](#)
[NLRB Judge Scolds Union Atty Over 'Unfounded Attacks'](#)
[Labor shortages are getting worse. Small businesses are feeling heat.](#)
[Are Unions Losing Hope for the PRO Act? Summary of happenings in the OFCCP regulatory environment](#)
[Biden's Big Labor Big Bailout](#)
[Employment Authority: Tips For Raising Pay, NLRB Remedies](#)

State-Specific

California:

[California Employer Resources on COVID-19 Vaccination and Testing Rules](#)
[Canadian Employers Establish COVID-19 Policies](#)
[California Regulates Use of Production Quotas in Warehouse Distribution Centers](#)
[California Equal Pay Act's 'Substantially Similar' Standard Follows Federal Law](#)
[Ninth Circuit Saves Most Of California's New Anti-Employment-Arbitration Law](#)

New York:

[New York Construction Contractors Liable for Subcontractor Unpaid Wages](#)
[Employers In The Empire State: Time To Activate Your NY HERO Act Safety Plan](#)

Pennsylvania:

[Pennsylvania Employers: Violations of the Medical Marijuana Act May Result in Private Civil Lawsuits](#)

[Pennsylvania: Violations of the Medical Marijuana Act May Result in Private Civil Lawsuits](#)

Texas:

[Texas Expands Coverage and Penalties for Sexual Harassment: Individual Liability Now Available](#)

[Texas Sues To Block EEOC Gender Identity Guidance](#)

United States:

[States Promise to Challenge Vaccine-or-Testing Mandate](#)

[How to Address Vaccine-Related Conflict in the Workplace](#)

[Seven Things To Know About The Biden NLRB's New "Road Map"](#)

[Amazon Is Taking Legal Action After Firing Workers Who Criticized The Company's Labor Practices](#)

[Teamsters Back Down -To Give UPS Workers Verification Audit Used To Collect Forced Union Fees](#)

[Employment Authority: High Court Petitions & NLRB Conflicts](#)

[Mass. Police Union Can't Halt Vax Mandate For Bargaining](#)

[Biden Raises Federal Contractors' Minimum Wage, Putting Pressure on the Private Sector](#)

[Front-Line Workers Eligible for Booster Shots](#)

[House Bill Could Significantly Alter Retirement, Paid Leave and Health Benefits](#)

[DOL Delays Effective Date of Rescission of Joint Employer Rule](#)

[If we all did this, labor shortages would be history](#)

[Employers May Face Higher Damages in NLRB Cases](#)

[Marijuana Legalization Rundown: Recent Judicial Decisions](#)

[Biden plans to mandate COVID vaccine for private employers](#)

[Employees Rely on Employer Culture to Navigate the Pandemic](#)

[Oregon to Require COVID-19 Vaccinations for Health Care Workers](#)

[In Pandemic Economy, Workers Have Leverage. Will It Boost Unions?](#)

[Labor Board Seems Certain to Soon Change Handbook Standards – What Should Employers Do?](#)

[Gen Z, Millennials Driving 'The Great Resignation'](#)

Ontario:

[Ontario Court Rules Severance Pay Is Based on Global Payroll](#)

Mexico:

[Mexican Labor Laws Enforced Against U.S. Companies](#)

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