



Greetings, CUE-mmunity!

October 8, 2021



Welcome to October.

The month snuck up on us about as quickly as the little ghosts and goblins soon will on Halloween. And not to spook you further, but the holidays are just around the corner - barely two months away - yet around the world, toymakers, large retailers, and manufacturers are already warning us that this year some products won't be in place in time for the holidays, while extra shipping costs and delays are adding to bills for both buyers and sellers. It could be a real mess. But our CUE-mmunity are people who prepare. I know you will take heed of the forthcoming delays and out-of-stock responses and prepare now.

You Are Invited to Join Us

Speaking of being PREPARED. CUE invites you to join Greg Peters and Joe Schollaert for an IN-PERSON meeting

Minneapolis Regional Meeting

Oct. 19, 2021 | 8:00 am- 11:30 am CST

[Save My Seat](#)

Greg Peters, Managing Shareholder with Revenue, Kappenman, Anderson. Greg's experience extends to labor law, employment litigation, and employment and business counseling and advice. Greg has published numerous articles for various professional and trade publications and shares sought after labor and employment information through speaking engagements throughout the year to employer groups and trade associations. Greg will update us on the numerous legislative and regulatory initiatives and challenges forthcoming. His two-part presentation will focus on federal and state updates including information about the NLRB and its newest members, NLRB General Counsel Memos, recent NLRB decisions, as well as federal contractor COVID requirements, OFCCP updates, and a breakdown of proposed legislation that could impact employers.

Joe Schollaert, Global President, AFIMAC, Inc. represents the private sector as a liaison by providing valuable insight on the issues from the private sector perspective as well as providing insight into the concerns and issues faced by the private sector. Joe has direct oversight of AFIMAC's strategic growth, sales and marketing, and operational planning and implementation. Joe will add to the legislative initiatives a practical approach to responding to the employee/worker centric administration and the current challenges facing employers. Unions are becoming much more active and Joe will provide guidance on how to have a solid contingency plan for a labor disruption as well as the legal aspects of such disruptions.

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. 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, you will hear what is coming from our current administration and learn how to have a solid contingency plan in the instance of a labor disruption. Bring a colleague.

Regional Meeting Agenda

7:30am - 8:00am	Check In - Continental Breakfast
8:00am - 9:00am	Legislative/Regulatory Updates I: Including Executive Orders, Department of Homeland Security, OFCCP, EEOC, Proposed Federal Legislation, and Marijuana Updates
9:00am - 9:15am	Break
9:15am - 10:15am	Contingency Plan and Resources
10:15am - 10:30am	Break
10:30am - 11:30am	Legislative/Regulatory Updates II: Including NLRB, OSHA, COVID & DOL

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

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

Save My Seat

Missed the Fall 2021 Conference in Lake Buena Vista, FL?

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

PURCHASE HERE

CUE is happy to present this opportunity to share the conference and useful information with you. Our entire conference is now available for purchase.

**You can purchase the entire conference:
 \$695 member rate | \$995 non-member rate**

**Individual sessions are available for purchase:
 \$59 member rate | \$79 non-member rate**

You will receive your purchase link(s) within 48 hours of your order.

Session Title and Presenters

<p>Independent Contractor Rule and Joint Employer Mark Stubley, Ogletree, Deakins, Nasi, Smoak & Steward, PC</p> <p>Organizing the Cannabis Industry Katie Lev, Lev Labor</p>	<p>Paving the Way to a Healthy Balanced Workforce Megan O’neil, MLC Fitness</p> <p>The Developing Cannabis Workplace Issues Dan Fritz, McMahon and Beger</p>
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<p>Just Cause Laws May Be Coming to A City Near You. Do you know what "Just Cause" is? Peter List, Kulture Consulting</p>	<p>Government Initiative to Increase Union Density Roger King, HR Policy Administration Clyde Jacob, Fisher & Phillips, LLP</p>
<p>The New Proactive Scott Purvis, IRI Consultants</p>	<p>Training Supervisors for the Proactive Era Jana Caswell, IRI Consultants Nick Munday, IRI Consultants</p>
<p>Employee Engagement and Measurement Tools for Vulnerability Dr. Fiona Jamison, Spring International</p>	<p>Whose Business Is It Anyway? Kristin Kelley, Amcor Rigid Packaging Nick Kalm, Reputation Partners, LLC</p>
<p>Legislative and Regulatory Updates Gregory Peters, Revenue, Kappenman, Anderson</p>	<p>Pro-Act, NLRB and Union Organizing Update Peter List, Kulture Consulting</p>
<p>Fast Changing Board and Agenda Robert Nagle, Fox Rothschild LLP</p>	<p>Pandemic / Post-Pandemic Employment Legal Issues Tammie Rattray, For Harrison</p>
<p>The New Aggressive OSHA and Workplace Safety Michael Abcarian, Fisher Phillips</p>	<p>European Legal and Employment Update Gerlind Wisskirchen, CMS Hasche Sigle</p>
<p>Canadian Legal and Employment Update Matthew Badrov, Sherrard Kuzz, LLP</p>	<p>Mexican Legal and Employment Update Jorge DePresno, Basham Ringe y Correa S.C.</p>

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

CUE Office: [+1-210-545-3499](tel:+12105453499) Ext. 2

IN THE NEWS



NLRB GC's Remedies Memos Should Concern Employers

Memo instructs the NLRB's regional offices to pursue the full panoply of remedies available for victims — unions and/or employees — of employer conduct that violates the National Labor Relations Act.

[Learn more](#)

HR/ER & LEADERSHIP

Vaccine mandates for companies will be messy but effective, experts predict

"I think he's on rock-solid legal ground," one expert said. [Learn more](#)

Discipline of Employee for Mass Union EMails to Co-Workers Violated NLRA

An employee at T-Mobile sent out a companywide communication asking her coworkers to support the Communication Workers of America. [Learn more](#)

What Is a 'Safety-Sensitive' Job Under State Marijuana Laws?

Employers have been grappling with confusing marijuana laws for years—and the rules are getting tougher to navigate as more states add employment protections. [Learn more](#)

HEALTH & WELLNESS

DOL, State Regulators Step Up Enforcement Around Mental Health Parity

Employers should examine their plan's practices relating to parity requirements... [Learn more](#)

Wellness Portals Help Fill Employee Need

Employee wellness, particularly mental health wellness, has become an area of increasing concern for companies... [Learn more](#)

Balancing the Vaccination Equation: Frequently Asked Questions About COVID-19 Vaccines in the Workplace

What Does It Mean to Be "Fully Vaccinated"? [Learn more](#)

LABOR & LEGISLATIVE

The Top 18 Workplace Law Stories from September 2021

It's hard to keep up with all the recent changes to labor and employment law. [Learn more](#)

Why Are Major Unions Undermining the Progressive Strategy on Reconciliation?

Labor leaders from the AFL-CIO and AFT are undermining left Democrats in the reconciliation fight. But members are pushing back. [Learn more](#)

Federal Contractors, Private Employers Confused About Vaccine Rules

The federal government recently issued guidance to agencies on implementing the White House COVID-19 vaccination mandate for federal contractors, but ... [Learn more](#)

Full List of Hot Links and Headlines

Leadership, Organizing and Technology:

[Viewpoint: How to Combat the 'Resignation Tsunami'](#)

[Syracuse University Agrees to Pay \\$3.7 Million to Settle Pay Equity Claims](#)

[More Job Seekers Disclose Their Vaccination Status When Applying](#)

[Where does HR come from? A brief history of the people profession](#)

[The COVID-19 Crisis Has Brought Substance Abuse to Light](#)

[3 Ways To Get Reluctant Employees Sharing](#)

OSHA/Wellness & COVID-19:

[Is That All There Is? Why Burnout Is A Broken Promise](#)

[President Biden Announces COVID-19 Action Plan Including Mandatory Vaccinations or Weekly Testing](#)

[Updates on Legal Challenges to Health Care Employers' Voluntary COVID-19 Vaccine Mandates](#)

Unions/NLRB & Legislative, Biden Admin:

[NLRB General Counsel Seeks to Expand Labor Rights for Student Athletes](#)

[Koh Questioned Over COVID-19 Ruling At 9th Circ. Hearing](#)

[Discipline of Employee for Mass Union E-Mails to Co-Workers Violated NLRA](#)

[NLRB GC Urges Use of 'Full Panoply of Remedies'](#)

[Forcing Vax Status Disclosure Is Political Speech, Suit Says](#)

[Congress and The Administration Race to the 2021 Finish Line on New Workplace Requirements](#)

[Democrats back workers readying for historic strike that would shut down Hollywood](#)

[Can the Teamsters Organize Amazon?](#)

[President Biden's COVID-19 Action Plan: Will Your Company Be Required to Mandate Vaccination?](#)

State-Specific

California:

[San Diego COVID-19 Recall Ordinance Survives Legal Challenge](#)

[9th Circ. Axes Freelancers' Challenge To Calif. Contractor Law](#)

Missouri

['This whole thing has become politicized': inside Missouri's Covid culture wars](#)

[United Moves To Trim COVID-19 Vax Mandate Suit](#)

Montana:

[Montana Firm Challenges State's Employer Vax Mandate Ban](#)

United States:

['Tesla needs to wake up,' says ex-contract worker in harassment case petition to decertify](#)

[United Steelworkers union underway amid lockout](#)

[Understanding Paid Sick Leave and COVID Leave Laws](#)

[Tesla is the sore loser of a \\$137 million racism lawsuit](#)

[September Hiring Well Under Expectations](#)

[Facebook whistleblower urges lawmakers to regulate the company](#)

[Student loan forgiveness: Half a million people to benefit from overhaul, some immediately](#)
[Kellogg's U.S. cereal plant workers go on strike](#)

Puerto Rico:

[Puerto Rico Adopts Minimum Wage Act](#)

China:

[New Data Privacy Law Will Soon Take Effect in China](#)

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