

CUE Northeast Regional Meeting

Boston Marriott Newton
2345 Commonwealth Avenue
Newton, Massachusetts

December 7, 2021

Program Agenda

7:30 a.m. – 8:00 a.m.

Check In and Breakfast

8:00 a.m. – 8:10 a.m.

Welcome and Introduction to CUE

Andrew L. Eisenberg and Dr. Fiona K. Jamison

8:10 a.m. – 8:45 a.m.

Significant Changes at the National Labor Relations Board under the Biden Administration

*Andrew L. Eisenberg
Constangy, Brooks, Smith & Prophete, LLP*

Major changes are taking place at the National Labor Relations Board as the Biden Administration appoints new members of the Board and a new General Counsel. We will discuss these changes and what they mean for union and non-union employers.

8:45 a.m. – 9:30 a.m.

Current Union Organizing Trends and Tactics

*Katie Lev
Lev labor, LLC*

Unions, like all of us, have had to make significant changes to the way they operate since Covid. During this session we will discuss current union organizing trends and tactics with a focus on the most significant of those strategy adjustments and what we are likely to see in the future.

9:30 a.m. – 10:00 a.m.

How to Leverage Your Data to Predict Labor Vulnerability

*Dr. Fiona K. Jamison
CEO, Spring International*

Most organizations today measure employee satisfaction or engagement through an all-employee survey, and many are proud of their strong results. Yet, HR and Employee Relations departments are still busy dealing with issues. So, is employee engagement the right measure? What else should we be measuring and what other

data can help us to predict labor risk and vulnerability? This session will share some best practices about what data can be leveraged to better understand the employee experience and predict risk at the unit level. Dashboards from different industries will be shared to demonstrate how both attitudinal, behavioral, and operational data can be used to prioritize HR/ER resources and support.

10:00 a.m. – 10:45 a.m.

Federal and Massachusetts Wage and Hour Developments

Jonathan Persky

Constangy, Brooks, Smith & Prophete, LLP

This presentation will focus on recent developments in federal and Massachusetts wage and hour law, including exemption tests, coverage of the Wage Act, and more.

10:45 a.m. – 11:30 a.m.

The Intersectionality of Immigration and DEI under the Biden Administration

Punam S. Rogers

Constangy, Brooks, Smith & Prophete, LLP

In a global, mobile and diverse world, understanding the impact of US immigration law and DEI on your bottom line is not only essential for an employer, but arguably the most challenging to navigate. That is because today's immigration regulations intersect with both state and federal employment law, healthcare law, and general compliance; and DEI rules are just starting to get traction. We will provide an update on both immigration and diversity, equity and inclusion policy through the lens of the Biden Administration—what they have done, what they are up to, and what to expect in 2022.

11:30 a.m. – 11:45 a.m.

The Continuing Challenge of Covid-19

Andrew L. Eisenberg

Constangy, Brooks, Smith & Prophete, LLP

Although the worst may be behind us, Covid-19 isn't disappearing. We will look at some of the current challenges facing employers as vaccine mandates become more widespread, including the obligations of employers to bargain with their unions.

11:45 a.m. – 12:00 Noon

Questions