

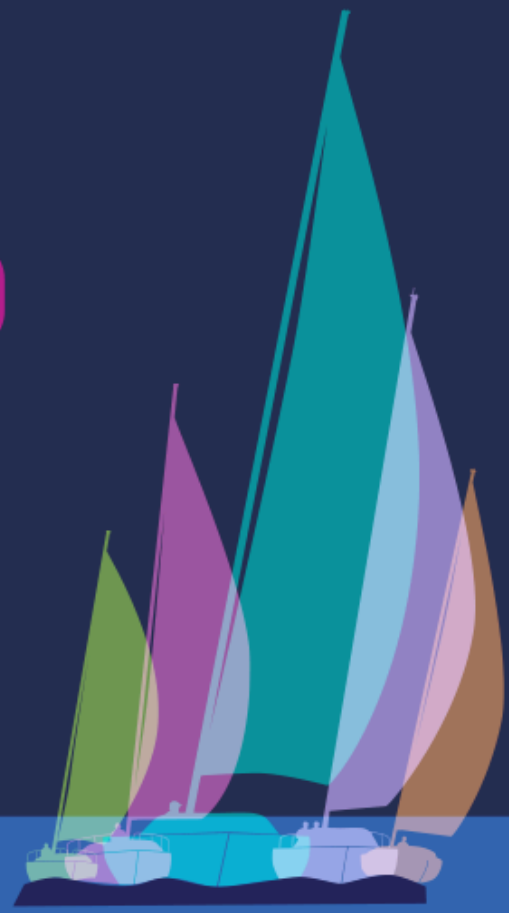


## SPRING 2026 CUE CONFERENCE

APRIL 19-21, 2026 • TAMPA HILTON DOWNTOWN

# ANCHORED IN TRUST: STRENGTHENING POSITIVE EMPLOYEE RELATIONS

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## SPRING 2026 CONFERENCE AGENDA

All Times Eastern

All times, session topics and speakers are subject to change. Any changes will be posted as quickly as possible.

Updated: April 10, 2026

### Sunday, April 19, 2026

12:00 PM Registration Desk Opens

2:30 PM **First Timers, Fast Start**

A relaxed orientation for first-time attendees focused on navigating the conference, making connections, and getting immediate value from the CUE community.

3:15 PM Break

3:30 PM **CUE Connections Discussion Groups - 3 Sessions**

Each of the CUE Connections sessions will be designed to facilitate discussion among attendees, enabling sharing of experiences, challenges, and best practices in each area. Session topics:

- **Fresh Ideas That Stick: Employee Engagement**

A peer-driven discussion spotlighting creative, practical employee engagement ideas—big and small—that are making a real difference inside organizations.

- **Ready When It Counts: Rapid Response in Action**

An interactive conversation on building and maintaining rapid response readiness before organizing or issues emerge.

- **Managing with Confidence in a Unionized Workplace**

A candid exchange on leadership, communication, and operational decision-making in unionized environments

3:30 PM - CUE Connections Discussion Group - Session 1

4:20 PM - CUE Connections Discussion Group - Session 2

5:15 PM - CUE Connections Discussion Group - Session 3

6:00 PM **Welcome Reception: Kickoff & Connections**

Open the conference by reconnecting with peers, meeting new members, and starting conversations that will carry through the week.

### Monday, April 20, 2026

6:45 AM Registration Desk Opens

6:45 AM Breakfast

8:00 AM Welcome & What's Ahead

Conference opening remarks outlining key themes, session formats, and how to get the most from the next two days

8:30 AM **Trust Isn't Soft: Building Credibility, Integrity, and Transparency**

*Robyn Pollack, Loutel and Quyrus Epps, The Ellwood Group*

A practical look at what trust really means in the workplace and how leaders build—and maintain—it through everyday decisions.

9:30 AM **Decision Dialogue: Expect the Unexpected**

10:15 AM Break

10:25 AM **Right to Work, Decertification, and Dues: What Employers Need to Know Now**

*Glenn Taubman, National Right to Work Foundation*

A clear-eyed discussion of right-to-work considerations, decertification issues, and current questions surrounding dues, fines, and enforcement.

11:20 AM **The Southern Trojan Horse™: Corporate Campaigns with a New Twist, and Why It Matters**

*Terry Dunn, Positive Management Leadership, Inc. and James Richter, South Carolina Manufacturers and Commerce*

An update on evolving corporate campaign strategies and how employers can prepare internally and respond effectively.

12:15 PM Lunch

1:15 PM **Decision-Making Under Pressure: A Live Simulation of an Organizing Campaign**

*Erin Watson, lululemon*

What happens when early employee concerns escalate into visible protest actions, walkouts, legal challenges, and a union election? In this hands-on simulation, participants will step into the role of organizational leaders responding to a fictional—but highly realistic—organizing campaign. Teams will make decisions at each phase of escalation, drawing surprise developments that test strategy, consistency, and leadership alignment. This session focuses on practical decision-making, common missteps, and how organizational responses can either escalate or de-escalate risk.

4:15 PM **Ask the Experts: Your Questions, Straight Answers**

An open Q&A session covering labor and employee relations issues currently facing employers.

4:45 PM Wrap-Up & What's Next

Key takeaways and reminders before the evening networking begins.

6:00 PM **Seventh Avenue Social**

Columbia Restaurant

Continue conversations and connections in a relaxed, informal setting.

## Tuesday, April 21, 2026

6:45 AM Registration Desk Opens

6:45 AM Breakfast

8:00 AM Day Two Kickoff

Opening remarks to frame the day's discussions and priorities.

8:30 AM **Strikes: Preparation, Pressure, and Practical Reality**

*Joseph Schollaert, AFIMAC*

A grounded discussion on strike activity, employer preparedness, and managing operational and employee relations challenges.

9:30AM **Decision Dialogue: Expect the Unexpected**

10:00 AM Break

10:15 AM **The NLRB Landscape: What's New and What's Next**

*Bob Nagle, Fox Rothschild, LLP*

A timely update on recent and anticipated NLRB developments and what they mean for employers.

11:15 AM **Decision Dialogue: Expect the Unexpected**

11:45 AM Lunch

12:45 PM **Preparing Your Workforce for AI—Without Losing Trust**

*Patricia Garland, PRG Consulting and Michael Vandervort, Labor Relations Institute*

A forward-looking session on responsibly introducing AI while maintaining transparency, engagement, and employee confidence.

1:45 PM **Washington Watch: What Employers Should Be Tracking**

*Glenn Spencer, US Chamber of Commerce*

An overview of federal policy activity and labor-related developments emerging from Washington given by the US Chamber of Commerce.

2:45 PM **Decision Dialogue: Expect the Unexpected**

3:15 PM **Talking About Unions: Should we say the U-Word?**

*Trey Bryan, U-Haul; Brian Dale, The Reading Truck Group; Nick Kalm, Reputation Partners; Tom Lillywhite, Old Dominion Freight Lines; and Phil Wilson, Labor Relations Institute*

Guidance on lawful, effective, and authentic communication with employees about unions and labor relations topics.

4:15 PM **Ask the Experts: Final Round**

One last opportunity to bring your questions to experienced practitioners.

4:45 PM Closing & Thank You

Final reflections and appreciation as the conference concludes.

5:00 PM Closing Reception

Wrap up the conference with informal networking and connection.

8:00 AM

[People at the Center: Navigating Mergers & Acquisitions Through a Labor and Engagement Lens](#) *(Additional cost)*

*Catherine Burgett, FTB Gibbons; Michael Fischetti, The Reading Truck Group; Nick Kalm, Reputation Partners; Robyn Pollack, Loutel; and Michael VanDervort, Labor Relations Institute*

An in-depth workshop exploring labor and employee relations considerations during mergers and acquisitions, with practical examples and discussion.