



SPRING 2026 CUE CONFERENCE

APRIL 19-21, 2026 • TAMPA HILTON DOWNTOWN

ANCHORED IN TRUST: STRENGTHENING POSITIVE EMPLOYEE RELATIONS

cueinc.com/spring2026



Register at cueinc.com/spring2026

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: Feb. 23, 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: Leadership in Real Time**

A structured small-group exercise using real-world scenarios to explore decision-making challenges and peer-tested solutions.

10:00 AM Break

10:25 AM	<p>Right to Work, Decertification, and Dues: What Employers Need to Know Now</p> <p><i>Glenn Taubman, National Right to Work Foundation</i></p> <p>A clear-eyed discussion of right-to-work considerations, decertification issues, and current questions surrounding dues, fines, and enforcement.</p>
11:20 AM	<p>The Southern Trojan Horse™: Corporate Campaigns with a New Twist, and Why It Matters</p> <p><i>Terry Dunn, Positive Management Leadership, Inc. and James Richter, South Carolina Manufacturers and Commerce</i></p> <p>An update on evolving corporate campaign strategies and how employers can prepare internally and respond effectively.</p>
12:15 PM	Lunch
1:25 PM	<p>Decision-Making Under Pressure: A Live Simulation of an Organizing Campaign</p> <p><i>Erin Watson, lululemon</i></p> <p>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.</p>
4:15 PM	<p>Ask the Experts: Your Questions, Straight Answers</p> <p>An open Q&A session covering labor and employee relations issues currently facing employers.</p>
4:45 PM	<p>Wrap-Up & What's Next</p> <p>Key takeaways and reminders before the evening networking begins.</p>
6:00 PM	<p>An Evening Reception</p> <p>Continue conversations and connections in a relaxed, informal setting.</p>

Tuesday, April 21, 2026

6:45 AM	Registration Desk Opens
6:45 AM	Breakfast
8:00 AM	<p>Day Two Kickoff</p> <p>Opening remarks to frame the day's discussions and priorities.</p>
8:30 AM	<p>Strikes: Preparation, Pressure, and Practical Reality</p> <p><i>Joe Schollaert, AFIMAC</i></p> <p>A grounded discussion on strike activity, employer preparedness, and managing operational and employee relations challenges.</p>
9:30AM	<p>Decision Dialogue: Pressure-Test Your Approach</p> <p>A scenario-based peer discussion focused on complex labor relations decisions.</p>
10:00 AM	Break
10:25 AM	<p>The NLRB Landscape: What's New and What's Next</p> <p>A timely update on recent and anticipated NLRB developments and what they mean for employers.</p>
11:15 AM	<p>Decision Dialogue: Applying the Law to the Workplace</p> <p>A focused discussion on translating legal developments into practical workplace action.</p>
11:45 AM	Lunch
1:00 PM	<p>Preparing Your Workforce for AI—Without Losing Trust</p> <p><i>Patricia Garland, PRG Consulting and Michael Vandervort, Labor Relations Institute</i></p> <p>A forward-looking session on responsibly introducing AI while maintaining transparency, engagement, and employee confidence.</p>
1:50 PM	<p>Washington Watch: What Employers Should Be Tracking</p> <p><i>Glen Spencer, US Chamber of Commerce</i></p> <p>An overview of federal policy activity and labor-related developments emerging from Washington given by the US Chamber of Commerce.</p>
2:50 PM	Break
3:05 PM	<p>Talking About Unions: When, How, and What Works</p> <p><i>Phil Wilson, Labor Relations Institute; Nick Kalm, Reputation Partners; Tom Lillywhite, Old Dominion Freight Lines; Trey Bryan, U-Haul; and Brian Dale, The Reading Truck Group</i></p> <p>Guidance on lawful, effective, and authentic communication with employees about unions and labor relations topics.</p>
4:20 PM	<p>Ask the Experts: Final Round</p> <p>One last opportunity to bring your questions to experienced practitioners.</p>
4:45 PM	<p>Closing & Thank You</p> <p>Final reflections and appreciation as the conference concludes.</p>

5:00 PM

Closing Reception

Wrap up the conference with informal networking and connection.

Wednesday, April 22, 2026

8:00 AM

[Inside the Deal: Labor & Employee Relations in M&A](#) *(Additional cost)*

Robyn Pollack, Loutel; Michael Fischetti, The Reading Truck Group; Nick Kalm, Reputation Partners; 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.