



# CUPA-HR Washington Update

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Thursday, March 21, 2023 | 12:00 p.m. ET

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CUPA-HR Webinar

# Presenters



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# Agenda

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1. National Labor Relations Board Update
2. Immigration Update
3. Title IX and Overtime Final Rule Updates



# National Labor Relations Board Update

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## 1. Joint Employer Final Rule Invalidated

- a) Judge's ruled that final regulation was too broad and violated the NLRA
- b) Ruling will likely be appealed by the NLRB

## 2. Student-Athlete Ruling

- a) Dartmouth Men's Basketball Team voted 13-2 in favor of joining the Service Employees International Union
- b) Decision has been appealed and it will likely take some time before we get clarity on whether the election results in certified representation.

# National Labor Relations Board Update

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1. Dartmouth Men's Basketball Union Election
  - a) Dartmouth Men's Basketball Team voted 13-2 in favor of joining the Service Employees International Union
  - b) NLRB certified election on March 14
  - c) Regional Director's decision to classify student-athletes as employees has been appealed

# Immigration Update

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1. DHS Final H-1B Modernization Rule
  - a) Implements a beneficiary-centric selection process for H-1B registrations
  - b) Does not finalize all provisions of the October 2023 proposed rule – DHS will publish a separate final rule
  - c) Effective date is March 4, 2024

# Immigration Update

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1. USCIS Final Immigration and Naturalization Fee Rule
  - a) Increases immigration and naturalization benefit request fees for employment-based petitioners.
  - b) Includes exemptions for Asylum Program Fee for IHEs
  - c) Increased fees will apply to benefit requests beginning on April 1, 2024

# Title IX and Overtime Final Rules

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1. Title IX Final Rule Sent to OIRA on February 2
  - a) Target date: March 2024
  
2. Overtime Final Rule Sent to OIRA on March 1
  - a) Target date: April 2024
  
3. OIRA has 90 days to conduct its review
  - a) Meetings held with interested stakeholders; CUPA-HR is participating in a meeting for the overtime rule



# Have a Question?



Submit questions to our presenters  
using the Chat.



# Thank You

*Please complete your event evaluation*

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