



# CUPA-HR Washington Update

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November 18, 2021 | 12 PM ET

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CUPA-HR Webinar

# Presenters



**Josh Ulman**  
Chief Government Relations  
Officer,  
CUPA-HR



**Basil Thomson**  
Government Relations  
Team,  
CUPA-HR



**Bailey Graves**  
Government Relations  
Team,  
CUPA-HR

# Agenda

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1. COVID-19 Vaccine Update
2. Immigration Update
3. Legislative Update



# COVID-19 Vaccine Update

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1. OSHA ETS published November 4
  - a) Requires employees to be fully vaccinated or tested weekly by January 4, 2022
  - b) Covered employers must be in compliance with PTO for vaccination and masking for unvaccinated workers by December 5
  
2. Federal Contractor Vaccine Requirement Deadline Extended
  - a) Deadline now January 18, 2022
  - b) Federal contractor employers not required to follow rules established by the ETS

# COVID-19 Vaccine Update

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1. EEOC Update Guidance on Vaccines and Religious Accommodations
  - a) Addresses questions about religious objections to employer COVID-19 vaccine requirements
  - b) Makes clear that objections to COVID-19 vaccination that are based on social, political, or personal preferences, or on nonreligious concerns about the possible effects of the vaccine, do not qualify as 'religious beliefs' under Title VII of the Civil Rights Act of 1964

# Immigration Update

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1. DHS RPI on Form I-9 Employment Verification
  - a) Issued October 26
  - b) Next step in determining whether the remote document examination flexibilities that have been in place since March 2020
  - c) Comments due December 27; CUPA-HR will be submitting
2. NLRB General Counsel Memo, “Ensuring Rights and Remedies for Immigrant Workers”
  - a) Issued November 8
  - b) Outlines forms of immigration-related relief that the GC will seek to protect immigrant workers who are victims of workplace intimidation and retaliation

# Legislative Update

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## 1. Infrastructure Investment and Jobs Act

- a) Passed House on November 5 by 228 – 206 vote
- b) Signed by President on November 15

## 2. Budget Reconciliation Bill

- a) Final details still unknown, but likely to be roughly \$2 trillion
- b) Child care assistance, enhanced child tax credit, climate change policies included
- c) Free community college cut
- d) Paid family and medical leave program reduced and likely to be cut

# Legislative Update

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1. PUMP for Nursing Mothers Act
  - a) Passed House on October 22
  - b) Amends the Fair Labor Standards Act (FLSA) to expand access to breastfeeding accommodations in the workplace for lactating employees
  
2. Protecting Older Job Applicants Act
  - a) Passed House on November 4
  - b) Amends the Age Discrimination in Employment Act of 1967 (ADEA) to extend the prohibition of limiting, segregating or classifying by employers of employees to job applicants



# Have a Question?



Submit questions to our presenters  
using the Chat.



Thank You

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