

24

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We won't be silenced.

## THE VOICE

An Official HTA Newsletter



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## PLATINUM SPONSORS






## IMPORTANT LABOR TRENDS FACING EMPLOYERS IN 2022 AND WHAT YOU CAN DO NOW

The consequences of the 2020 election for employers became abundantly clear this summer as the new general counsel of the National Labor Relations Board (NLRB) rolled out a sweeping pro-union agenda.

General Counsel Jennifer Abruzzo's memo to the NLRB regional offices is one of the most significant labor events in 2021. She seeks to overturn a host of NLRB precedents and push the agency into a pro-union position that experts believe will go even farther than the agenda under the Obama administration.

With Abruzzo at the legal helm and a Democratic majority in the Board, the NLRB could implement some of the objectives of the PRO Act even as the bill stalls in Congress.

Some examples include:

-  **Bringing back card check:** The concept would be to expand an abandoned 70-year-old decision in Joy Silk Mills, (85 NLRB 1263 (1943) to allow the NLRB to issue a bargaining order and force an employer to recognize a union if a majority of cards were signed and the employer commits even minor ULPs that wouldn't affect the outcome of an election.
-  **Expanding monetary damages for unfair labor practices:** Remedies for ULPs would expand from the current "make whole" remedial concept to one with potentially substantial increases in damages.
-  **Ending permanent strike replacements:** The longstanding ability to replace striking employees permanently would become illegal if an employer replaces them to undermine the union, and the ability to pay replacement workers more could end.



Beyond sweeping changes at the NLRB, the trucking industry has faced another year of labor challenges driven by the ongoing pandemic, vaccine requirements, and a devastating shortage of workers.

These challenges are likely to persist well into and beyond 2022, and at least some of the disruption brought on by COVID-19 is likely to become the norm in the workplace.

Even with all of these complex challenges, employers can now take steps to help regain, improve, and maintain a direct working relationship with employees.



Among them:

- Assess vulnerabilities and develop a proactive labor relations strategy aligned with the intensifying union environment.
- Provide skill-based interactive training for managers and supervisors, so they are well-versed in current and pending changes in labor law and union-related trends to enable them to communicate legally and effectively.
- Focus on strengthening positive employee relations with leadership training on communication, leading with empathy, gathering feedback from employees with a process for a meaningful response.
- Make mental health and employee well-being a priority during the ongoing crisis to help employees overcome the burnout and stress created by COVID-19 and the national staffing shortage.
- Strengthen your employer brand strategy to mitigate potential corporate campaigns and assist in recruitment and retention.
- Develop digital strategy solutions to effectively communicate in a future workforce that is working more remotely.
- Improve engagement by finding ways, big and small, to engage with your employees, hear their concerns, and act where possible to make meaningful change.

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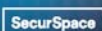


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## DRAYAGE CARRIERS COLLABORATE WITH CARRIERGO LIVE

Solving the current supply chain crisis, where unprecedented domestic port congestion has caused drayage drivers countless delays and driven down efficiency, requires a collective effort among all parties. And though there isn't a quick fix, there are solutions to make some progress.

Technology can foster a digitized logistics process, connecting all pieces of the puzzle to keep things running efficiently and effectively. Getting all stakeholders working together on a common digital platform is the only way to optimize and add fluidity to the entire network. While there are benefits for port terminal operators and shippers, using a common digital solution would also allow drivers access to the real-time availability of their shipments and could better meet their delivery windows. Carriers could also use the solution to generate new opportunities.

There has been a need for a web-based solution that provides shippers, motor carriers and port terminal operators with the tools to alleviate unprecedented supply chain congestion. With Blume Global's **CarrierGo Live**, carriers benefit from a drayage listing directory so they can generate new business and a marketplace where they can send excess capacity. Even in this market, carriers still have last-minute cancellations and end up with unallocated capacity. Now they can easily and quickly respond to bids from shippers, finding a home for that capacity.

The congestion issues we are seeing at our ports are nothing new. In fact, these recent developments have brought the problems long plaguing our supply chain to the surface. A large contributor to inefficiency in port operations is drayage management. NVOCCs, ocean freight forwarders and BCOs often face difficulty in finding drayage carriers and available chassis on demand. Smaller operators are especially affected by this since they don't usually have access to the technology necessary to communicate digitally with shippers.

Focusing on a single supply chain stakeholder will do little to get goods flowing again. What we're doing is primarily connecting carriers and shippers, so they can work together on a common digital platform to uncover hidden capacity and unearth hard-to-find chassis. CarrierGo Live will help by providing the technology needed to help start straightening out supply chain tangles. Once carriers join the **Blume Global Network**, they can begin to unknot the current issues and get back on track.

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## Upcoming Events

**Register by clicking the event.**

**HTA Terminal Talk:**  
**Trapac Oakland Terminal**  
**Improvements**

December 1st, 2021; 10:00 am  
GoToWebinar

**SoCal Holiday Membership**  
**Meeting**

December 15th, 2021  
Shoreline Yacht Club



The Voice is designed and edited by:  
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