

# VPS NEWSLETTER

## TOP NEWS

### EMBRACING THE FOUR-DAY WORKWEEK: A BOOST IN PRODUCTIVITY AND EMPLOYEE WELL-BEING

A recent CNBC-Generation Lab survey reveals that 81% of young adults (aged 18-34) support a four-day workweek, believing it would boost productivity. Companies like Exos, a U.S. coaching firm, report increased efficiency, revenue, and employee retention after six months of adopting this model. Despite the consensus on a shorter workweek, opinions on work settings vary, with 60% favoring the office and 40% preferring remote work.

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### DOING BUSINESS WITH HARRIS HEALTH'S IT DEPARTMENT

On Tuesday, July 30, VPS has been invited to participate as a vendor in the "Doing Business with Harris Health's IT Department" event. This open house, organized by Harris Health's Contractor Diversity and Information Technology (IT) departments, which held at the Bayou City Event Center in Houston. The event aims to showcase Harris Health's current and future strategic initiatives, connect local Minority/Women-owned Business Enterprises (M/WBEs), and discuss potential business opportunities. Attendees had the chance to learn about upcoming opportunities, build relationships with stakeholders, and showcase their businesses.



### EVOLUTIONARY STRATEGIES IN BUSINESS

VPS team had the honor of attending the HMSDC's 2024 Emerging 10 Awards event in support of one of our valued clients, JeNae Johnson, the CEO of CTM Unlimited. It was an inspiring evening that celebrated innovation, leadership, and the achievements of minority-owned businesses. Witnessing JaNae's recognition firsthand was a moment of pride for us, reinforcing our commitment to supporting our clients in their journey to success.

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Political support for this shift is growing, with Senator Bernie Sanders proposing a bill to reduce the standard workweek to 32 hours without pay cuts. Business leaders like Barry Diller and Steven Cohen foresee more flexible work arrangements in the future.

For HR departments, this trend offers a chance to realign work schedules with employee preferences. Recommendations include piloting the four-day workweek, offering flexible work arrangements, integrating wellness programs to support mental and physical health, collecting continuous feedback through surveys and meetings, and providing training on maximizing productivity within a shorter workweek. These steps can help ensure the new work schedule is effective and beneficial, promoting a healthier work-life balance and reducing burnout.



## HR TOP NEWS OF THE MONTH SUPREME COURT'S RULING ON STARBUCKS VS. MCKINNEY



On June 13, 2024, the Supreme Court's ruling in the case of Starbucks vs. McKinney has significant implications for labor disputes and the powers of the National Labor Relations Board (NLRB). The Court mandated that the NLRB adhere to the traditional four-factor test when seeking preliminary injunctions, instead of the less stringent two-part test used by lower courts.

This four-factor test requires showing the likelihood of success on the merits, likelihood of irreparable harm without the injunction, balance of equities tipping in favor of the party seeking relief, and that the injunction is in the public interest. The case arose in 2022 when Starbucks employees in Memphis, Tennessee, were fired after participating in a pro-union media event inside the store after hours.

The NLRB sought a preliminary injunction to reinstate the workers, arguing that Starbucks engaged in unfair labor practices. The district court granted the injunction using a two-part test, which the Sixth Circuit upheld. However, the Supreme Court vacated these decisions, emphasizing the necessity of the traditional four-factor test. The financial impact of this lawsuit on Starbucks includes substantial legal expenses and the implications of over 400 violations of federal labor law attributed to the company, with ongoing complaints adding to their costs.

To navigate these legal complexities, organizations should regularly review and update workplace policies to ensure compliance with labor laws, enhance documentation practices for disciplinary actions, implement comprehensive training programs about labor rights and employer responsibilities, and foster a workplace culture of proactive and open communication.

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