

2003 Essential Employment Law: A Practical Course in the Basics
August 21, 2003 • Thompson Conference Center • Austin, TX
September 5, 2003 • InterContinental Hotel • Dallas, TX
September 18, 2003 • InterContinental Hotel • Houston, TX
October 8, 2003 • Renaissance Casa De Palmas Hotel • San Antonio, TX
October 16, 2003 • • San Antonio,

Day 1 Morning

8:30 am In Austin Only 0.50 hr	<p>The At Will Employment Doctrine in Texas: The Employer's Greatest Strength</p> <p>Choosing and creating "At Will" and "For Cause" employment relationships, including model offer letters and handbook provisions.</p> <p>Connie Cornell, Cornell Smith & Mierl, LLP - Austin, TX</p>
9:00 am In Austin Only 0.75 hr	<p>Recognizing Exceptions to the At-Will Employment Doctrine: "You Can't Fire Me for That!"</p> <p>A discussion of race, sex, age and religious discrimination, including Title VII, ADEA, and Section 1981. Burden of proof, "But that's not why I fired her" and constructive discharge issues, "But I didn't fire him, he quit" will be discussed. This session will also address the "Employer's Bermuda Triangle" of medical issues, ADA, FMLA and Workers' Compensation and close with a discussion on retaliation - the most dangerous and avoidable claims.</p> <p>Michael W. Fox, Ogletree, Deakins, Nash, Smoak & Stewart - Austin, TX Steven L. Mierl, Cornell Smith & Mierl - Austin, TX</p>
9:45 am In Austin Only 0.75 hr	<p>Romance in the Workplace and Workplace Harassment: Setting Boundaries and Implementing Policies</p> <p>What is the line between flirting and harassment? What if co-workers are dating and then break up? What if the conduct did not happen on premises or company time? What if non-employees are involved? What about no-dating policies? You'll leave this session with a clear understanding and guidelines for adopting, training and enforcing a harassment policy.</p> <p>Connie Cornell, Cornell Smith & Mierl, LLP - Austin, TX Michael W. Fox, Ogletree, Deakins, Nash, Smoak & Stewart - Austin, TX</p>
10:45 am In Austin Only 1.00 hr	<p>Other Common Lawsuits against Employers: How to Avoid Being a Target</p> <p>Learn about libel and slander, dealing with criminal conduct by employees, and responding to reference checks. Intentional infliction of emotional distress, including disrespectful employee terminations, casual touching and violence in the workplace are other issues that will be addressed in this session.</p> <p>Connie Cornell, Cornell Smith & Mierl, LLP - Austin, TX Chris Andrew Scherer, Attorney at Law - San Antonio, TX</p>

Day 1 Afternoon

1:00 pm In Austin Only 1.00 hr	How Not to Get Sued by Your Employees Top ten handbook mistakes and defensive documentation of the problem employee. Connie Cornell, Cornell Smith & Mierl, LLP - Austin, TX Michael W. Fox, Ogletree, Deakins, Nash, Smoak & Stewart - Austin, TX
2:00 pm In Austin Only 1.00 hr	Planning and Implementing Reductions in Force A practical guide to implementing reductions in force: establishing the goal, selecting the decision makers, selecting the employees and delivering the message. Connie Cornell, Cornell Smith & Mierl, LLP - Austin, TX Michael W. Fox, Ogletree, Deakins, Nash, Smoak & Stewart - Austin, TX
3:15 pm In Austin Only 0.50 hr	Reducing Costs of Employment Law Claims Evaluating employment practices, liability insurance, and understanding the pro's and con's of mandatory arbitration. Michael W. Fox, Ogletree, Deakins, Nash, Smoak & Stewart - Austin, TX Steven L. Mierl, Cornell Smith & Mierl - Austin, TX
3:45 pm In Austin Only 1.00 hr	Overview of the Dispute Resolution Process in Employment Matters Investigating internal concerns; handling the unemployment compensation claim, responding to the agency's charge of discrimination; and the lawsuit and trial. Connie Cornell, Cornell Smith & Mierl, LLP - Austin, TX Michael W. Fox, Ogletree, Deakins, Nash, Smoak & Stewart - Austin, TX