

2004 Essential Employment Law: A Practical Course in the Basics
September 17, 2004 • Belo Mansion • Dallas, TX
September 24, 2004 • Crowne Plaza Houston-Downtown • Houston, TX
October 8, 2004 • Eidman Courtroom • Austin, TX
October 15, 2004 • Hyatt Riverwalk • San Antonio, TX

Friday Morning, Sep. 17, 2004

8:30 am In Dallas Only 0.50 hr	<p>Texas Is an "At-Will" State... So Why Document?</p> <p>An overview of the employment "at will" doctrine and its many exceptions. Understanding why documenting the reasons for a termination decision is critical even if the employee can be terminated "at will."</p> <p>Connie Cornell, Cornell Smith & Mierl, LLP - Austin, TX Michael W. Fox, Ogletree, Deakins, Nash, Smoak & Stewart - Austin, TX</p>
9:00 am In Dallas Only 0.75 hr	<p>Workplace Romance: How Harassment Law Turns Human Resources into Dating Referees</p> <p>What is the line between flirting and harassment? What if co-workers are dating and then break up? What if it happens after work at a restaurant or the employee's apartment? What if non-employees are involved? What about no-dating policies? What is a love contract? Learn the answers to all this and more.</p> <p>Connie Cornell, Cornell Smith & Mierl, LLP - Austin, TX Michael W. Fox, Ogletree, Deakins, Nash, Smoak & Stewart - Austin, TX</p>
9:45 am In Dallas Only 0.75 hr	<p>Investigating Sensitive Employment Complaints</p> <p>The investigation of an employee's complaint may be critical to an employer's only means of avoiding liability. The investigator may be a witness and the notes may be evidence. Learn how to investigate and document the process.</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 Dallas Only 1.00 hr	<p>Defensive Drafting: Handbooks & Forms</p> <p>Avoiding the most common mistakes in drafting employee handbooks and learn the latest in drafting policies that will enhance the employer's defenses. What other human resource forms can help support the company's defenses and prove good faith efforts to comply?</p> <p>Connie Cornell, Cornell Smith & Mierl, LLP - Austin, TX Michael W. Fox, Ogletree, Deakins, Nash, Smoak & Stewart - Austin, TX</p>

Friday Afternoon, Sep. 17, 2004

1:00 pm In Dallas Only 1.00 hr	<p>Common Claims against Managers & the Company</p> <p>Can a bad performance review be slander? What about terminating an employee for theft? Is there ever an obligation to give a reference on a former employee? How can a handshake get a manager sued for assault? What is intentional infliction of emotional distress? Can employee violence really be prevented? Is negligent retention really a cause of action?</p> <p>Connie Cornell, Cornell Smith & Mierl, LLP - Austin, TX Michael W. Fox, Ogletree, Deakins, Nash, Smoak & Stewart - Austin, TX</p>
2:00 pm In Dallas Only 1.00 hr	<p>Planning and Implementing Reductions in Force</p> <p>A step by step guide to implementing reductions in force: establishing the goal, training the decision makers, selecting the affected employees, complying with WARN, and delivering the message.</p> <p>Connie Cornell, Cornell Smith & Mierl, LLP - Austin, TX Michael W. Fox, Ogletree, Deakins, Nash, Smoak & Stewart - Austin, TX</p>
3:15 pm In Dallas Only 0.50 hr	<p>Reducing Costs of Employment Law Claims</p> <p>What are the pros and cons of arbitration programs and what options are available? What is employment practices liability insurance? Is the unemployment compensation claim worth fighting? When should a release be requested?</p> <p>Connie Cornell, Cornell Smith & Mierl, LLP - Austin, TX Michael W. Fox, Ogletree, Deakins, Nash, Smoak & Stewart - Austin, TX</p>
3:45 pm In Dallas Only 1.00 hr	<p>Compensation: The New FLSA Regulations & Much More</p> <p>Learn the most common mistakes in drafting commission & bonus policies. Get introduced to the new regulations under the Fair Labor Standards Act and learn about exempt / nonexempt status, formulas for calculating overtime, and when an employee's pay can be docked.</p> <p>Connie Cornell, Cornell Smith & Mierl, LLP - Austin, TX Michael W. Fox, Ogletree, Deakins, Nash, Smoak & Stewart - Austin, TX</p>