

2018

ESSENTIAL EMPLOYMENT LAW

A Practical Course in the Basics



June 29, 2018

Royal Sonesta Hotel ■ Houston, Texas

 Live Webcast June 29

Earn up to 7.50 Hours of Credit — Approved in TX, CA, and OK

TX Legal Specialization Credit Approved for: Civil Appellate Law, Civil Trial Law, and Labor and Employment Law

SHRM-CPSM/SHRM-SCPSM Credit Approved

PHR, SPHR and GPHR Recertification Credit Expected

Texas Accounting CPE Credit Available

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FRIDAY MORNING, JUNE 29, 2018

7:45 a.m. Registration Opens

Includes continental breakfast.

8:20 a.m. Welcoming Remarks

8:30 a.m. .75 hr

Texas is an "At Will" State... So Why Worry?

Hear an overview of the employment relationship and how tort law has been adapted in the workplace. Discuss how to answer the client or the supervisor who thinks employment law begins and ends with "employment-at-will." 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?

Katrina Grider, Ogletree, Deakins, Nash, Smoak & Stewart, P.C., Houston, TX

9:15 a.m. 1.00 hr

Discrimination and Harassment

Understand the difference between disparate treatment and disparate impact, and why it matters. Why do you need to know about the "shifting burden of proof?" How can you prevent liability for harassment even after it occurs?

Katrina Grider, Ogletree, Deakins, Nash, Smoak & Stewart, P.C., Houston, TX

10:15 a.m. Break

10:30 a.m. .50 hr

Retaliation: Winning the Battle, Losing the War

Why is retaliation the most dangerous cause of action, and what can you do about it?

Katrina Grider, Ogletree, Deakins, Nash, Smoak & Stewart, P.C., Houston, TX

Are you a 1st or 2nd year attorney? Attend most UT Law CLE conferences for just \$150!

Call 512.475.6700 to register.

11:00 a.m. 1.00 hr

Wage and Hour: An Old Law in a Modern World

Learn the basics of wage and hour law and why violations of the Fair Labor Standards Act have exploded. Topics include: Who is exempt and who is not, and what difference does it make? What is working time? How is overtime calculated? What are the most common mistakes, and how do you avoid them?

Katrina Grider, Ogletree, Deakins, Nash, Smoak & Stewart, P.C., Houston, TX

12:00 p.m. Pick Up Lunch

Included in registration.

FRIDAY AFTERNOON

LUNCHEON PRESENTATION

12:20 p.m. .75 hr

Q and A with the Instructors

Experts answer real-world questions. Submit your questions, comments, and/or experiences in advance to ConferenceQA@utcle.org, or come armed with your toughest questions. This session is designed to be interactive—audience participation encouraged!

Connie L. Cornell, Cornell Smith Mierl & Brutocao, LLP, Austin, TX
Katrina Grider, Ogletree, Deakins, Nash, Smoak & Stewart, P.C., Houston, TX

1:05 p.m. Break

1:20 p.m. .50 hr

Family Medical Leave Act (FMLA): The Other Major Entitlement Act

The FMLA was the first federal act that required an employer to provide time off for employees. Learn the basics of the law, which has been amended to cover additional types of leave. When do you send the various notices and certifications? Avoid common mistakes in completing the paperwork and understand how FMLA can overlap with ADA issues.

Connie L. Cornell, Cornell Smith Mierl & Brutocao, LLP, Austin, TX

1:50 p.m. 1.00 hr

Handbooks / Employment Policies

Avoid common mistakes in policy drafting. Adopt provisions that support the company's good faith compliance efforts and help reduce potential liability in audits and litigation. Understand how recent NLRB decisions affect even non-unionized employer policies.

Connie L. Cornell, Cornell Smith Mierl & Brutocao, LLP, Austin, TX

2:50 p.m. Break

3:00 p.m. .75 hr

Defensive Documentation from Hiring to Firing

Recognize the vulnerable points in the employment relationship and learn the best practices in documentation to minimize the problems and maximize the chances of successfully defending the employer's actions when challenged. Understand the value and risks posed by offer letters, disciplinary documentation, performance evaluations, and termination paperwork.

Connie L. Cornell, Cornell Smith Mierl & Brutocao, LLP, Austin, TX

3:45 p.m. 1.00 hr

Investigating Sensitive Employment Complaints

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.

Connie L. Cornell, Cornell Smith Mierl & Brutocao, LLP, Austin, TX

4:45 p.m. .25 hr

Changes in Employment Law Impacting Compliance Efforts

HR professionals and legal counsel can better advise employers on compliance efforts if up to speed on the latest changes and trends in employment law. Hear a brief update of the most critical court cases, legislation, and federal agency activity at EEOC, DOL, and NLRB.

Connie L. Cornell, Cornell Smith Mierl & Brutocao, LLP, Austin, TX

5:00 p.m. Adjourn

HOW TO REGISTER

Online:

www.utcle.org/conferences/EE18

Mail:

The University of Texas
School of Law
Attn. CLE
PO Box 7759
Austin, TX 78713-7759

Fax:

512.475.6876

Questions? 512.475.6700

If you have dietary requirements or would like to request accommodations under the ADA, please contact Customer Service at 512.475.6700 or service@utcle.org at least 10 business days prior to the conference.

REGISTRATION BENEFITS

Before the Conference: Access course materials—downloadable PDFs of papers and slides—and speaker and attendee roster in "Your Briefcase" 48 hours before the conference.

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eConference: Complimentary access to the eConference—with papers, slides, and video—for CLE credit (TX and CA) you may have missed at the live conference. Available in "Your Briefcase" 6–8 weeks after the conference.

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Your Account: Activate "Your Account" online at www.utcle.org. Your UT Law CLE Account is created for you as a first-time conference registrant (mail and fax registrations) with the email address you provide.

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eConference

The online eConference includes papers, slides, and video—and CLE credit (TX and CA)—from this year's live conference. Available in "Your Briefcase" 6–8 weeks after the conference.

Comprehensive Course Binders

Containing papers and slides from the live conference, eBinders are available for download 4–6 weeks after the conference date.

REGISTRATION FORM

PLEASE PRINT CLEARLY

EE18

Bar Card# _____ TX Other State: _____ N/A

Name [Mr. / Ms.] _____

Firm _____

Address _____

City _____ State _____ Zip _____

Telephone _____ Fax _____

Registrant's Email (required) _____

Assistant's Email (optional) _____

Invoices, confirmations, and receipts are emailed to these addresses.

REGISTRATION—Includes Electronic Course Materials and Luncheon Presentation

Special group registration rates available. Call 512.475.6700.

Select Registration Type

- Individual registration by June 20 \$345
 Individual registration after June 20 \$395

◆ LIVE WEBCAST REGISTRATION

Includes Electronic Course Binder Download (PDF) in "Your Briefcase" at www.utcle.org.

- Individual registration \$295

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Comprehensive Binder with papers and slides from the live event. Available for download 4–6 weeks after the conference date.

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[†]Texas customers—add 8.25% sales tax or include an Exemption Certificate \$ _____
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TOTAL \$ _____

METHOD OF PAYMENT

- Check (make check payable to The University of Texas at Austin)
 VISA MasterCard American Express P.O.

Card / P.O. # _____ Exp. Date _____ / _____
(mm/yy)

Authorized Signature _____

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512.475.6700

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HOUSTON

June 29, 2018

CONFERENCE LOCATION



Royal Sonesta Hotel
 2222 West Loop S
 Houston, TX 77027-3502
 713.627.7600

Parking:

Self-parking \$10 daily; \$16 overnight
 Valet \$16 daily; \$25 overnight
 (subject to change)

KEY DATES

June 20, 2018

last day for early registration
 add \$50 for registrations
 received after this time

June 22, 2018

last day for cancellation (full refund)

June 25, 2018

last day for cancellation (partial refund)
 \$50 processing fee applied

June 29, 8:20 a.m.

conference begins

REASONS TO ATTEND

Essential Employment Law is a one-day HR program led by employment law experts Connie Cornell and Katrina Grider, and is designed to provide overviews and updates on issues related to Texas employment law. Content is extensive and exhaustive with topics ranging from employment-at-will to discrimination issues, wage and hour violations, retaliation, FMLA, changes in employment law impacting compliance efforts, and more.

This practical course provides detailed written materials and is ideal for HR professionals and beginning employment lawyers.

INSTRUCTORS

Connie L. Cornell, PHR is a founding partner of Cornell Smith Mierl & Brutocao, LLP, an Austin labor and employment law firm. Ms. Cornell is Board Certified in Labor and Employment law by the Texas Board of Legal Specialization and is also certified as a Professional in Human Resources by the national Society for Human Resource Management.

Katrina Grider is Of Counsel in the Houston office of Ogletree Deakins with over thirty years of extensive experience from both management and enforcement perspectives. Ms. Grider represents employers in state and federal courts, as well as in proceedings before the Texas Workforce Commission, the Equal Employment Opportunity Commission and the Department of Labor. In addition, Ms. Grider conducts training for managers, supervisors, and employees. She is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization.