

2020

ESSENTIAL EMPLOYMENT LAW

A Practical Course in the Basics



August 21, 2020 ■ Live Webcast

Earn up to 7.50 Hours of Credit

MCLE Credit Approved in TX, CA, OK, and PA (Hours Vary by Jurisdiction)

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

Professional Accreditation Approved for Human Resources PHR, SPHR, GPHR and SHRM-CPSM / SHRM-SCPSM

Texas Accounting CPE Credit Available

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FRIDAY MORNING, AUGUST 21, 2020

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 to a former employee? How can a handshake get a manager sued for assault? What is an 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

Diversity and Inclusion in the Workplace

Hear a discussion about the impact of the Black Lives Matter movement in the workplace and why it matters for companies to manage cultural change. How do you have difficult conversations about race? How do companies address workplace harassment and discrimination?

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

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. Break for Lunch

Presentation resumes at 12:20 p.m.

FRIDAY AFTERNOON

LUNCHEON PRESENTATION

12:20 p.m. 1.00 hr

Hot Topics and Q&A

Get up to speed on the latest compliance issues impacting employers, including those relating to COVID-19 during a brief update of the most critical court cases, legislation, and federal agency activity. Then the instructors answer your real-world questions. Submit your questions, comments, and/or experiences in advance to ConferenceQA@utcle.org, or come armed with your toughest questions.

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

1:20 p.m. Break

1:35 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 Burton, LLP, Austin, TX

2:05 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 Burton, LLP, Austin, TX

3:05 p.m. Break

3:15 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 Burton, LLP, Austin, TX

4:00 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 Burton, LLP, Austin, TX

5:00 p.m. Adjourn

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

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MCLE

This course has been approved for Minimum Continuing Legal Education credit by the State Bar of Texas Committee on MCLE in the amount of 7.50 hours. The University of Texas School of Law is a State Bar of California approved MCLE provider (#1944), and an Oklahoma Bar Association MCLE presumptively-approved provider (#179).

HOW TO REGISTER

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School of Law
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Fax:

512.475.6876

Questions? 512.475.6700

REGISTRATION BENEFITS

Comprehensive Course Materials: Access course materials in "Your Briefcase" approximately 48 hours before the live webcast, and enjoy unlimited access to the final, complete course materials – downloadable PDFs of papers and slides.

Accredited eConference: Complimentary access to the eConference – with papers, slides, and video – accredited for one year in both TX and CA are available in "Your Briefcase" 4–6 weeks after the live webcast.

TX MCLE Credit Reporting: UT Law CLE can report credit on your behalf directly to the State Bar of Texas. Track the Texas MCLE credit reported on your behalf at "Your Account" after you've logged in at www.utcle.org.

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A UT Law CLE account is created for conference attendees and product customers with information provided on the order form. An email address will serve as the User Name.

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REGISTRATION FORM

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EE20

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Includes Electronic Course Binder Download (PDF) in "Your Briefcase." Special group registration rates may be available. Call 512.475.6700.

Individual Registration \$345

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Includes Electronic Course Binder Download (PDF) and program video/audio. Available 2-3 weeks after live event. Hours may vary depending on actual event runtime.

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Electronic Post-Course Download (PDF) \$135.31 (\$125*)

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Extensive resources including audio, video, papers, and slides from UT Law CLE programs.

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LIVE WEBCAST

August 21, 2020

KEY DATES

August 14, 2020

Last day for full refund cancellation

August 17, 2020

Last day for partial refund cancellation

\$50 processing fee applied

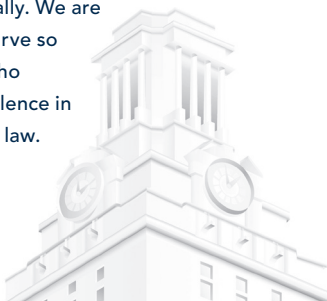
August 21, 2020, 8:20 a.m., CST

Webcast begins

UT Law CLE is committed to Practice Excellence.

We are here to support our community while we navigate the coronavirus pandemic together. Information and updates regarding our in-person conferences and live webcasts will be posted at www.utcle.org.

In addition, we continue to offer multiple educational opportunities online—both live and on-demand—by bringing practitioners together virtually. We are fortunate to serve so many of you who strive for excellence in the practice of law.



REASONS TO ATTEND

Essential Employment Law, 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 Burton, LLP, an Austin labor and employment law firm, representing employers and management through advice, training, and litigation defense. 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 HR Certification Institute.

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.