

2021

ESSENTIAL EMPLOYMENT LAW

A Practical Course in the Basics



August 20, 2021

 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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Texas Accounting CPE Credit Available

Times listed are in Central Time

FRIDAY MORNING, AUG. 20, 2021

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 an intentional infliction of emotional distress? Can employee violence really be prevented? Is negligent retention really a cause of action?

Katrina Grider, U.S. Equal Employment Opportunity Commission, Houston, TX

9:15 a.m. 5-Minute Break

9:20 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, U.S. Equal Employment Opportunity Commission, Houston, TX

10:20 a.m. 5-Minute Break

10:25 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, U.S. Equal Employment Opportunity Commission, Houston, TX

11:05 a.m. 5-Minute Break

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

Call 512.475.6700 to register.

11:10 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, U.S. Equal Employment Opportunity Commission, Houston, TX

12:10 p.m. Break for Lunch

Presentation resumes at 12:40 p.m.

FRIDAY AFTERNOON

LUNCHEON PRESENTATION

12:40 p.m. 1.00 hr

Hot Topics

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.

Connie L. Cornell, Cornell Smith Mierl Brutocao Burton, LLP, Austin, TX
Katrina Grider, U.S. Equal Employment Opportunity Commission, Houston, TX

1:40 p.m. 5-Minute Break

1:45 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

2:15 p.m. 5-Minute Break

2:20 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

3:20 p.m. 5-Minute Break

3:25 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

4:10 p.m. 5-Minute Break

4:15 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

5:15 p.m. Adjourn

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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

Online:

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School of Law
ATTN: CLE
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Austin, TX 78713-7759

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.

TROUBLE LOGGING IN?

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

PLEASE PRINT CLEARLY

EE21

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

LIVE WEBCAST REGISTRATION

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

Individual Registration \$345

TOTAL EVENT REGISTRATION \$ _____

FIRST AND SECOND YEAR ATTORNEYS MAY ATTEND FOR JUST \$150! CALL 512.475.6700 TO REGISTER.

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eConference – For Texas and California MCLE Credit

Includes Electronic Course Binder Download (PDF) and program video/audio. Available 4-6 weeks after live event. Hours may vary depending on actual event runtime.

Individual eConference \$345

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Comprehensive Electronic Binder with papers and slides, available for delivery 2–3 weeks after live event.

Electronic Post-Course Download (PDF) \$156.96 (\$145*)

Annual eLibrary Subscription – For Research and Self-Study

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

eLibrary 12-Month Subscription \$319.34 (\$295*)

TOTAL POST-CONFERENCE PRODUCTS \$ _____

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Check (make check payable to The University of Texas at Austin)

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LIVE WEBCAST

August 20, 2021

KEY DATES

August 13, 2021

Last day for full refund cancellation

August 16, 2021

Last day for partial refund cancellation

\$50 processing fee applied

August 20, 2021, 8:20 a.m., CT

Webcast 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.

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.



ACTION THROUGH EDUCATION

Our efforts for real change against racism.

Learn how we as lawyers can join the fight against racial injustice.

Visit www.utcle.org for more.

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 the Associate Director for Curriculum, Training, and Education for the Revolving Funds Division at the EEOC. She directs and oversees the development, content, and delivery of the EEOC’s fee-based training and education programs for public and private sector employers; manages training activities provided by the EEOC Training Institute; and establishes and maintains relationships with internal and external stakeholders to identify training needs and develop appropriate training and education to meet such needs. She is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization.