

2024

ESSENTIAL EMPLOYMENT LAW

A Practical Course in the Basics



August 23, 2024

 Live Webcast

Earn up to 7.00 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 Recertification Credit

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Times listed are in Central Time

FRIDAY MORNING, AUG. 23, 2024

8:20 a.m. Welcoming Remarks

8:30 a.m. .75 hr

Texas is an "At Will" State... So Why Worry?
 Understand the parameters of the Texas At-Will Employment doctrine, and gain practical tips on how to navigate its many exceptions.

Jamila Marie Brinson, Jackson Walker LLP,
 Houston, TX

9:15 a.m. 1.00 hr

Disparate Treatment and Disparate Impact
 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?

Ryan O. Estes, Kaplan Law Firm, Austin, TX
 Sarah Glaser, Lloyd Gosselink Rochelle & Townsend,
 P.C., Austin, TX

10:15 a.m. 15-Minute 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?

Leanne Thoreson, Baker Botts, Dallas, 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?

Kimberly Miers, Littler Mendelson P.C., Austin, TX

12:00 p.m. 60-Minute Break for Lunch

Presentations resume at 1:00 p.m.

FRIDAY AFTERNOON

1:00 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.

Vanessa Ann Gonzalez, Bickerstaff Heath Delgado
 Acosta LLP, Austin, TX

1:30 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, claims, and litigation. Understand how recent NLRB decisions affect policies even in non-unionized workplaces, and what government agencies such as TWC, EEOC, and DOL look for in matters involving employer policies.

William T. (Tommy) Simmons, Texas Workforce
 Commission, Austin, TX

2:30 p.m. .75 hr

Effective and Defensive Documentation from Hiring to Firing

Learn the best practices in documentation to effectively performance coach problem employees, while minimizing risks 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. Recognize the value and critical role of proper documentation in employment disputes.

Steven L. Mierl, Cornell Smith Mierl Brutocao Burton,
 LLP, Austin, TX

3:15 p.m. 15-Minute Break

3:30 p.m. 1.00 hr

Navigating Sensitive Employment Complaints

The investigation of an employee's complaint may be an employer's only path to avoiding liability. The investigator will likely be a witness, and the notes may be evidence. Learn when to outsource and when/how to investigate and document the process.

DeDe Church, DeDe Church & Associates, LLC,
 Austin, TX

4:30 p.m. .50 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.

Brian A. Aslin, Ogletree, Deakins, Nash, Smoak &
 Stewart, P.C., Austin, TX

5:00 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 7.00 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 (#169).

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Live Webcast Registration \$345 | \$395 after August 9

TOTAL EVENT REGISTRATION \$ _____

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LIVE WEBCAST

August 23, 2024

KEY DATES

August 9, 2024

Last day for early registration rates

August 16, 2024

Last day for full refund cancellation

August 19, 2024

Last day for partial refund cancellation

\$50 processing fee applied

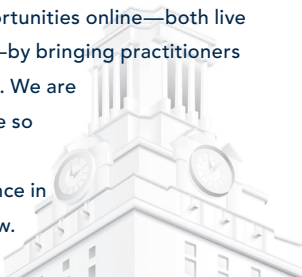
August 23, 2024, 8:20 a.m., CT

Conference begins

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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.



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