

2024 Essential Employment Law: A Practical Course in the Basics

August 23, 2024 • Live Webcast

Friday Morning, Aug. 23, 2024

8:20 am	Welcoming Remarks
8:30 am 0.75 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 am 1.00 hr	Disparate Treatment and Disparate Impact
10:15 am	15-Minute Break
10:30 am 0.50 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 K. Thoreson, Bradley - Dallas, TX
11:00 am 1.00 hr	Wage and Hour: An Old Law in a Modern World Kimberly Miers, Littler Mendelson P.C. - Austin, TX
12:00 pm	60-Minute Break for Lunch—Presentation Resumes at 1:00 p.m.

Friday Afternoon, Aug. 23, 2024

1:00 pm 0.50 hr	Family Medical Leave Act (FMLA): The Other Major Entitlement Act
1:30 pm 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. Tommy T. (Tommy) Simmons, Texas Workforce Commission - Austin, TX

<p>2:30 pm 0.75 hr</p>	<p>Effective and Defensive Documentation from Hiring to Firing</p> <p>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.</p> <p>Steven L. Mierl, Cornell Smith Mierl Brutocao Burton, LLP - Austin, TX</p>
<p>3:15 pm</p>	<p>15-Minute Break</p>
<p>3:30 pm 1.00 hr</p>	<p>Navigating Sensitive Employment Complaints</p> <p>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.</p> <p>DeDe Church, DeDe Church & Associates, LLC - Austin, TX</p>
<p>4:30 pm 0.50 hr</p>	<p>Changes in Employment Law Impacting Compliance Efforts</p>
<p>5:00 pm</p>	<p>Adjourn</p>