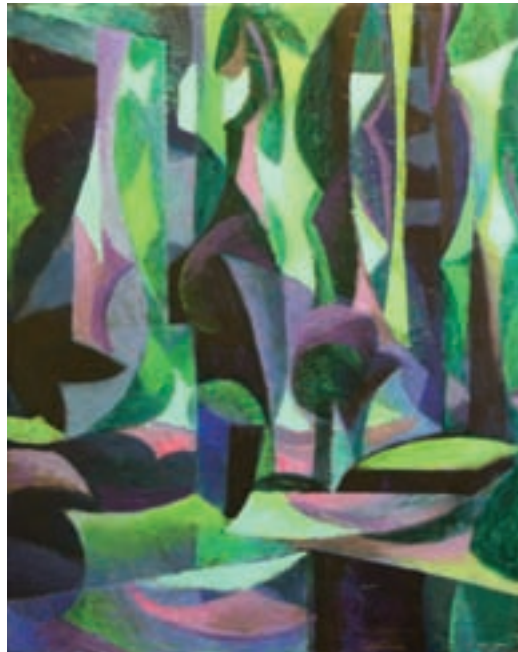


15TH ANNUAL
**LABOR AND EMPLOYMENT
LAW CONFERENCE**

Earn up to 11.75 Hours of Credit Including 1.00 Hour of Ethics Credit
Specialization Expected for Labor and Employment Law
PHR, SPHR, and GPHR Recertification Credit Expected



May 29-30, 2008
Hyatt Regency Austin
Austin, Texas

Program Includes Human Resources and Litigation/ Legal Tracks

15TH ANNUAL LABOR AND EMPLOYMENT LAW CONFERENCE

May 29-30, 2008 • Hyatt Regency Austin • Austin, Texas

Earn up to 11.75 Hours of Credit Including 1.00 Hour of Ethics Credit

THURSDAY MORNING-MAY 29, 2008	THURSDAY AFTERNOON	
<p>Presiding Officer: Christopher H. Hahn, Austin, TX</p> <hr/> <p>8:00 a.m. Registration Opens Includes continental breakfast.</p> <hr/> <p>8:50 a.m. Welcoming Remarks</p> <hr/> <p>9:00 a.m. .75 hr Federal Law Cutting-Edge Update A review of important cases and hot topics in federal employment and discrimination law. Linda Ottinger Headley, Houston, TX</p> <hr/> <p>9:45 a.m. .50 hr State Law Update A review of employment-related issues under state law with a discussion of significant new cases. Charles C. High Jr., El Paso, TX</p> <hr/> <p>10:15 a.m. Break</p> <hr/> <p>10:30 a.m. .50 hr National Labor Relations Act Update A review of the recent court and board decisions reflecting a surprising number of shifts, turns, and twists in federal labor law and policy. Hershell L. Barnes Jr., Dallas, TX</p> <hr/> <p>11:00 a.m. .75 hr Developments in Disability Discrimination Law This session will review administrative and judicial developments in disability discrimination law under the Americans with Disabilities Act and the Rehabilitation Act, including emerging issues and recommended strategies for legal counsel and employers. James H. Kizziar Jr., San Antonio, TX</p>	<p>Presiding Officer: James H. Kizziar Jr., San Antonio, TX</p> <hr/> <p style="text-align: center;">LUNCHEON PRESENTATION</p> <p>11:45 a.m. Pick up Box Lunch Included in conference registration fee.</p> <hr/> <p>12:00 p.m. .50 hr Lessons About the Law from Outside the Law Suggestions on trial tactics and trial strategy drawn from recent scholarship in history, philosophy, psychology, economics, baseball, and football. Hon. Keith P. Ellison, Houston, TX</p> <hr/> <p>12:30 p.m. Break</p> <hr/> <p>1:00 p.m. .50 hr FLSA Collective Actions A review of recent developments in wage and hour collection actions. Robert E. Sheeder, Dallas, TX</p> <hr/> <p>1:30 p.m. .50 hr Retaliation Update A review of recent decisions in retaliation cases after <i>Burlington Northern and Santa Fe Railway Co. v. White</i>. Jennifer M. Trulock, Dallas, TX</p> <hr/> <p>2:00 p.m. Break</p> <hr/> <p style="text-align: center;">Concurrent Sessions</p> <p>TRACK A: HUMAN RESOURCES</p> <hr/> <p>Presiding Officer: Jason Boulette, Austin, TX</p> <hr/> <p>2:15 p.m. .75 hr The Inexact Science of Employee Leaves of Absence Navigating the FMLA, including intermittent leave requests, can be tricky business for employers. Tips for handling all your leave requests. Denise Cotter Villani, Dallas, TX</p>	<p>3:00 p.m. .50 hr Diversity Programs Most Fortune 500 companies (and many of the law firms they retain) have diversity programs of one kind or another. These programs run the spectrum from cultural sensitivity training to hiring and staffing initiatives. This session will explore the origins of workplace diversity and the broad range of initiatives undertaken in the name of diversity. It will also cover how diversity differs from affirmative action and how far employers can legally go in their efforts to obtain a diverse workforce. Kate McCormick, Houston, TX</p> <hr/> <p>3:30 p.m. .50 hr What Non-Union Employers Need to Know About The National Labor Relations Act Traps and pitfalls for those who think the law is for union shops only. Brian Greig, Austin, TX</p> <hr/> <p>4:00 p.m. .50 hr The Current State of the Law for Internet, Blogging and Email The latest case law and guidance on Internet, blogging and email issues in the workplace. Thomas A. Nesbitt, Austin, TX</p> <hr/> <p>4:30 p.m. .75 hr Managing the Manager Most employment lawsuits arise from a manager's actions or failures to act. Holding management accountable is critical to compliance and can make all the difference. Connie L. Cornell, Austin, TX</p> <hr/> <p>5:15 p.m. Adjourn</p> <hr/> <p style="text-align: center;">TRACK B: LITIGATION/LEGAL</p> <hr/> <p>Presiding Officer: James H. Kizziar Jr., San Antonio, TX</p> <hr/> <p>2:15 p.m. .75 hr Electronic Discovery From theft of proprietary information to allegations of workplace discrimination, electronic evidence lies at the heart of your case. This session will address ten key things you need to know about electronic discovery and computer forensics. Craig Ball, Austin, TX</p>

3:00 p.m. .50 hr

The Art and Soul of Effective Voir Dire

Three goals of an effective jury selection—learn meaningful information from every single member of the jury panel; have more challenges for cause granted; and, intelligently exercise your precious peremptory strikes.

Robert B. Hirschhorn, Lewisville, TX

3:30 p.m. .50 hr .25 ethics

Inside-Out: Critical Stages of Litigation Through the Eyes of In-House and Outside Counsel

This presentation will discuss how in-house counsel and outside counsel approach significant questions in employment litigation such as discovery, settlement, and trial.

Christopher H. Hahn, Austin, TX
Michael McLaughlin, Austin, TX

4:00 p.m. .50 hr

Reemployment and Mitigation in Calculating Back and Front Pay Loses

The speakers will discuss the special issues that arise when calculating economic damages in employment termination cases.

Stephanie Butello, Austin, TX
Dwight Steward, Austin, TX

4:30 p.m. .75 hr

Trial Strategies

Trial strategies including jury selection, opening arguments, direct and cross-examination, jury charge, and closing arguments will be discussed with an emphasis on employment litigation.

Michael W. Fox, Austin, TX
Kenneth D. Hughes, Houston, TX

5:15 p.m. Adjourn

FRIDAY MORNING-MAY 30, 2008

Presiding Officer:
Brian Greig, Austin, TX

8:30 a.m. .50 hr

Unfair Competition

Exploring the common law causes of action.

Ravi K. Sandill, Houston, TX

9:00 a.m. .75 hr

Choice of Law: Which Law Governs When?

In the globalized workplace, understanding which law governs the employment relationship is essential for avoiding missteps. Which law applies to an American working abroad? How about the Austin-based employee whose duties take him to Silicon Valley? This session will address questions faced by multi-national and multi-state employers.

Sean M. Becker, Houston, TX

9:45 a.m. .50 hr

Religious Discrimination Law

This presentation focuses on recent religious discrimination cases and addresses the sources of protection against religious discrimination in the workplace, identification of sincerely held beliefs, and the employer's duty of reasonable accommodation.

Rod Tanner, Fort Worth, TX

10:15 a.m. Break

10:30 a.m. .50 hr

Military Leave Update: USERRA and More

Military leave continues to be a hot topic. Come hear about new developments and USERRA's broad requirements.

Vianei Lopez Robinson, Abilene, TX

11:00 a.m. .75 hr ethics

Ethics

An overview of ethics and professionalism issues including conflicts of interest, ex parte communication, inadvertent disclosure, professionalism and civility rules, and ethical issues relating to settlement negotiations.

Dennis P. Duffy, Houston, TX

11:45 a.m. Lunch on Your Own

FRIDAY AFTERNOON

Presiding Officer:
Linda Offinger Headley, Houston, TX

1:00 p.m. .75 hr

"No Match" Letters: National Origin Discrimination in the Immigration Age

The Department of Homeland Security's on-again, off-again Social Security "No Match" regulation exemplifies the growing tension between the call for increased immigration compliance and the fear of widespread national origin discrimination. This presentation will examine in detail the modern immigration-related obligations of employers, the recent application of the McDonnell Douglas burden-shifting analysis to discrimination claims based on employer work authorization verification efforts, the legal impact of employee profiling conducted in the name of immigration compliance, and the legal distinctions between national origin discrimination claims under Title VII and citizenship discrimination claims under Section 1981 and the Immigration Reform and Control Act. The presentation will also provide practical advice on how to comply with U.S. immigration laws without violating U.S. discrimination laws.

Jason Boulette, Austin, TX

1:45 p.m. .50 hr

Untried Paths to Resolution

Getting a case to trial is increasingly difficult and law firm overhead keeps rising. It's time to try paths other than trial. Here's what's available, how to pick the best method, and when and how best to use it, from the perspective of both the employer and the employee or applicant.

David T. Lopez, Houston, TX

2:15 p.m. .50 hr

The Intersection of Criminal Law and Employment Law

Since the Enron debacle, corporate executives and their counsel have become increasingly sensitive to the convergence of civil and criminal law in the field of corporate governance. However, too little attention is often paid to employers' potential criminal exposure for routine workplace activities, such as employee supervision, compensation and document retention. Employers should pay heed to the recent signals from Congress, the Justice Department and federal regulators warning of an increase in enforcement of federal criminal statutes in the context of employment.

Mark A. Shank, Dallas, TX

2:45 p.m. Adjourn

TOP ETHICS ONLINE COURSES

Listen to audio, watch video, and download papers from the best of UT Law's live CLE programs, while earning full participatory MCLE credit. Popular courses include:

Ethics of Negotiation: Are there Any?
Michael H. Rubin

11 Commandments of Legal Ethics
Evan Neil Koch, Michael Sean Quinn

Modern Obstacles to Ethical Advocacy, John G. Hyde

Attorney Ethics and Technology
Jason Scott Boulette, Terry D. Roberts

Are You Ready for Your Close-Up? Dealing with the Media, the Court, and the Other Side, Russell Hardin, Jr., Kelly Jalufka Siegler, Clara Tuma, Brian W. Wice

www.utcle.org

ABOUT THE CONFERENCE

The University of Texas School of Law's 2008 Labor and Employment Law Conference brings together leading members of the employment bench and bar, along with HR and personnel experts, for two days of presentations and discussions.

You'll take away the latest cases, regulatory updates, practice aids, and strategic guidance for advisors and HR professionals—along with a superb set of course materials. Don't miss it!

Updates: Important Cases, Hot Topics

Learn recent developments in federal and state employment law and get the latest updates surrounding disability discrimination law and the National Labor Relations Act.

Practical Advice and Strategies

Get effective strategies for electronic discovery, voir dire, and trial; plus get tips for leave issues, blogging, and military leave.

Special Tracks for Attorneys and HR Professionals

The conference includes core presentations of interest to everyone in the employment law area. Thursday afternoon, attorneys and HR professionals or advisors are offered special "break-out" tracks, specifically focused for each group.

Great Materials: Print and Electronic

This conference produces a set of printed materials considered by many to be the definitive resource guide of the year.

CONFERENCE FACULTY

CRAIG BALL
Attorney and Technologist, Certified
Computer Forensic Examiner
Austin, TX

HERSHELL L. BARNES JR.
Barnes & Harrington, P.C.
Dallas, TX

SEAN M. BECKER
Vinson & Elkins L.L.P.
Houston, TX

JASON BOULETTE
Boulette & Golden L.L.P.
Austin, TX

STEPHANIE BUTELLO
Econ One
Austin, TX

CONNIE L. CORNELL PHR
Cornell Smith & Mierl, LLP
Austin, TX

DENNIS P. DUFFY
Baker Botts LLP
Houston, TX

HON. KEITH P. ELLISON
United States District Court, Southern
District of Texas
Houston, TX

MICHAEL W. FOX
Ogletree, Deakins, Nash, Smoak &
Stewart, P.C.
Austin, TX

BRIAN GREIG
Fulbright & Jaworski L.L.P.
Austin, TX

CHRISTOPHER H. HAHN
Vinson & Elkins L.L.P.
Austin, TX

LINDA OTTINGER HEADLEY
Littler Mendelson, P.C.
Houston, TX

CHARLES C. HIGH JR.
Kemp Smith LLP
El Paso, TX

ROBERT B. HIRSCHHORN
Cathy E. Bennett & Associates, Inc.
Lewisville, TX

KENNETH D. HUGHES
Glickman & Hughes, L.L.P.
Houston, TX

JAMES H. KIZZIAR JR.
Bracewell & Giuliani LLP
San Antonio, TX

DAVID T. LOPEZ
Lopez Law Firm
Houston, TX

KATE MCCORMICK
Littler Mendelson P.C.
Houston, TX

MICHAEL MCLAUGHLIN
Dell, Inc.
Austin, TX

THOMAS A. NESBITT
DeShazo & Nesbitt L.L.P.
Austin, TX

VIANEI LOPEZ ROBINSON
Robinson Law Firm
Abilene, TX

RAVI K. SANDILL
Steele Sturm PLLC
Houston, TX

MARK A. SHANK
K & L Gates LLP
Dallas, TX

ROBERT E. SHEEDER
Bracewell & Giuliani LLP
Dallas, TX

DWIGHT STEWARD
Econ One
Austin, TX

ROD TANNER
Tanner & Associates, P.C.
Fort Worth, TX

JENNIFER M. TRULOCK
Baker Botts L.L.P.
Dallas, TX

DENISE COTTER VILLANI
Ogletree, Deakins, Nash, Smoak &
Stewart, P.C.
Dallas, TX

PLANNING COMMITTEE

JAMES H. KIZZIAR JR.
San Antonio, TX

SEAN M. BECKER
Houston, TX

JASON BOULETTE
Austin, TX

RICHARD R. BRANN
Houston, TX

CONNIE L. CORNELL P.H.R.
Austin, TX

B. LEE CRAWFORD, JR.
Austin, TX

MICHAEL J. ESPOSITO
Austin, TX

MICHAEL W. FOX
Austin, TX

BRIAN GREIG
Austin, TX

CHRISTOPHER H. HAHN
Austin, TX

LINDA OTTINGER HEADLEY
Houston, TX

KENNETH D. HUGHES
Houston, TX

JOHN V. JANSONIUS
Dallas, TX

DAVID T. LOPEZ
Houston, TX

THOMAS M. MELO
Houston, TX

THOMAS A. NESBITT
Austin, TX

RAVI K. SANDILL
Houston, TX

ROD TANNER
Fort Worth, TX

ABOUT THE COVER



*"untitled," acrylic
16" x 20", is by
Phillip Trussell.*

*For more information,
call 512-499-8357.*

GUIDE TO ESSENTIAL EMPLOYMENT LAW

The guide, from the 2007 Essential Employment Law Conference, is designed for HR professionals and new entrants to the employment law field. Chapters include: At-Will Employment in Texas; Discrimination, Harassment and Retaliation; Compensation; Hiring/Firing/Discipline; Drafting of Handbooks; Investigating Sensitive Employment Complaints; Annual Performance Reviews; and more! **\$125—See order form.**

HOW TO REGISTER

The University of Texas
School of Law
Attn: CLE – EL08
P.O. Box 7759
Austin, TX 78713-7759

WEB: www.utcle.org

FAX: 512-475-6876

PHONE: 512-475-6700

MATERIALS, AUDIO, AND IN-HOUSE CLE

Printed Materials in Course Binder

Leading authors and practitioners provide the definitive set of employment law updates and practice guides, including information for both litigators and HR professionals.

eBinder on CD

Add electronic versions of conference materials for only \$50 to your registration or purchase of printed materials, audio CDs, or in-house CLE packages. eBinders are distributed 2-4 weeks after the conference and include searchable versions of printed materials in PDF format.

Audio CD Set

Listen to informative, topical, and entertaining presentations recorded from UT Law's live CLE programs.

In-House CLE

Would your firm like to run an in-house version of this conference, with full participatory credit? Order In-House CLE and we'll accredit the course for you; we'll also provide an Audio CD Set for the group and a Course Binder for each participant.

REGISTRATION FOR EL08

Mail this registration form to:

The University of Texas School of Law, Attn. EL08
P.O. Box 7759, Austin, TX 78713-7759 **or fax a copy to: (512) 475-6876**

PLEASE PRINT CLEARLY

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 Course Binder and Thursday Box Lunch Presentation

Early Registration Fee due by May 21, 2008 \$475.00

Registration Fee after May 21, 2008 \$525.00

Thursday Concurrent Sessions: Select Track A or Track B Below

Track A: Human Resources

Track B: Litigation/Legal

CONFERENCE PUBLICATIONS AND MEDIA

Allow 2-4 weeks from the conference date for delivery.

Course Binder Without Conference Registration \$225.00
Note: Conference registration includes Course Binder.

Audio CD Set \$175.00

eBinder on CD (PDF format) \$225.00/\$50.00
(\$200 purchased alone, \$50 with registration or purchase of Course Binder or Audio CD Set)

Guide to Essential Employment Law (2007) \$125.00

IN-HOUSE CLE: Bring the conference in-house and learn at your convenience.

Allow 2-4 weeks from the conference date for delivery.

In-House CLE for 2—Includes Audio CD Set and Course Binder \$750.00

_____ Add participants (includes Course Binder) for \$225 each \$ _____

TOTAL ENCLOSED \$ _____

METHOD OF PAYMENT

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

VISA or Mastercard (sorry, no AMEX or Discover)

Card # - - -

_____ /
Authorized Signature Exp. Date (mm/yy)

AUSTIN

May 29-30, 2008

CONFERENCE LOCATION



Hyatt Regency Austin
208 Barton Springs
Austin, Texas 78704
512-477-1234

SPECIAL ROOM RATE: \$159
good through April 28, 2008
(subject to availability)

Parking: \$5 self-parking
(subject to change)

KEY DATES

Registration & Cancellation

May 21, 2008–5 p.m.

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

May 23, 2008–5 p.m.

last day for full refund

May 27, 2008–5 p.m.

last day for partial refunds
\$50 processing fee applied

May 29, 2008–9 a.m.

conference begins

Subscribe to the UTCLE eLibrary

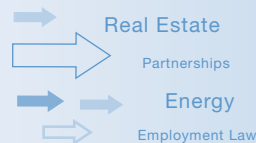
Cutting-edge research at your fingertips—papers, PPTs and podcasts.



FREE SEARCHES, PREVIEWS AND DEMO—TRY IT TODAY AT WWW.UTCLE.ORG/ELIBRARY

Papers, PPTs, and Podcasts in over 40 Practice Areas

The eLibrary offers resources from over forty practice areas, such as real estate, partnerships, employment law, estate planning, bankruptcy, patent law, energy, insurance, family law...and much more.



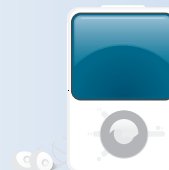
Easily Search the Best Articles and Resources

Superb resources at your fingertips, with lightning-fast searches by keyword, author, conference name, or practice area. Search and download them whenever, wherever and as often as you want!



Audio-to-Go Files (Podcasts)

Listen on your iPod: The eLibrary includes related audio files for most papers that are easily saved to your computer, your iPod or MP3 player. Listen to the presentation at your computer or on the go!



**SUBSCRIBE NOW FOR \$295*
AND GET UNLIMITED
DOWNLOADS FOR A YEAR.**

www.utcle.org/eLibrary

Subscribe today at www.utcle.org/eLibrary

Your one-year subscription provides access to all the materials in the eLibrary—papers, PPTs, and podcasts. Search and download them whenever, wherever and as often as you want!

*guaranteed rate through May 31, 2008

M
C
L
E

This course has been approved for Minimum Continuing Legal Education credit by the State Bar of Texas Committee on MCLE in the amount of 11.75 hours, of which 1.00 credit hours will apply to legal ethics/professional responsibility credit. The University of Texas School of Law is a State Bar of California approved MCLE provider (#1944).

UTCLE

THE UNIVERSITY OF TEXAS AT AUSTIN
THE UNIVERSITY OF TEXAS SCHOOL OF LAW
P.O. Box 7759 • Austin, TX 78713-7759

This program is not printed or mailed at state expense.

15TH ANNUAL LABOR AND EMPLOYMENT LAW CONFERENCE

May 29-30, 2008 • Hyatt Regency Austin • Austin, Texas

NON-PROFIT-ORG
U.S. Postage Paid
The University of
Texas
School of Law

E-mail us at

utcle@mail.law.utexas.edu

or call us at

512-475-6700

for more information