

32nd Annual Labor and Employment Law Conference
June 5-6, 2025 • Austin Marriott South • Austin, TX
June 5-6, 2025 • Live Webcast

Thursday Morning, June 5, 2025

Presiding Officer:

Amy Gibson, Gibson Wiley PLLC - Dallas, TX

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| 7:30 am In Austin Only | <p>Registration Opens</p> <p>Includes continental breakfast.</p> |
| 8:20 am | <p>Welcoming Remarks</p> |
| 8:30 am 0.75 hr | <p>Federal Employment Law Update</p> <p>Analyze recent U.S. Supreme Court and Fifth Circuit decisions, federal legislative developments, and administrative actions.</p> <p>Danielle K. Herring, Littler Mendelson P.C. - Houston, TX Elizabeth "BB" Sanford, The Sanford Firm - Dallas, TX</p> |
| 9:15 am 0.75 hr | <p>State Employment Law Update</p> <p>Examine employment-related developments under Texas state law, including a discussion of significant new Texas cases. Also, explore important trends developing in other states, and what they might mean for Texas.</p> <p>Clara "C. B." Burns, Kemp Smith LLP - El Paso, TX Walter L. Taylor, Taylor Law Firm - Colleyville, TX</p> |
| 10:00 am | <p>15-Minute Break</p> |
| 10:15 am 0.75 hr | <p>Wage and Hour Update</p> <p>An overview of annual developments in the field of wage-and-hour law, including case law updates, regulatory changes, and more.</p> <p>Aaron Johnson, Fair Labor Law - Austin, TX Abel Martinez, H-E-B - San Antonio, TX</p> |
| 11:00 am 0.75 hr | <p>NLRB Update</p> <p>A detailed review of the numerous changes that affect unionized and non-unionized workers and employers that have occurred in the last 12 months under the National Labor Relations Act.</p> <p>John V. Jansonius, Jackson Walker LLP - Dallas, TX Rod Tanner, Tanner and Associates, PC - Fort Worth, TX</p> |
| 11:45 am In Austin Only | <p>Pick Up Lunch (in Austin)</p> <p>Included in registration.</p> |

Thursday Afternoon, June 5, 2025

Presiding Officer:

Robert E. Sheeder, Dallas, TX

LUNCHEON PRESENTATION

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| 12:05 pm 0.50 hr | Outsmarting the Smartphone: Crucial Evidence Could Be In Your Back Pocket In the digital era, smartphones are not just communication devices; they've become repositories of vast amounts of personal and professional data ranging from texts and emails to photos and location history providing a comprehensive digital footprint of a user's life. Examine how we use smartphones, how they work, what data is stored on the phone, proper evidence handling methods, and mobile device forensic examinations and much more. Noel Kersh, Crowe LLP - The Woodlands, TX |
| 12:35 pm | 15-Minute Break |
| 12:50 pm 0.50 hr | Employment Law Doctrine Take a closer look at some common employment case issues, including when a reason is not legitimate and using other instances of discrimination. Amanda Hernandez, AH LAW, PLLC - Houston, TX |
| 1:20 pm 0.75 hr | To Train or Not to Train When a failure to train can land an employer in hot water and the best way to go about it. Christopher Benoit, Benoit Legal, PLLC - El Paso, TX Jennifer M. Trulock, Bradley Arant Boult Cummings LLP - Dallas, TX |
| 2:05 pm In Austin Only | 15-Minute Break (in Austin) |

Track A: Workforce Solutions

Presiding Officer:

Dennis P. Duffy, Kane Russell Coleman & Logan PC - Houston, TX

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| | SPECIAL NOTICE: Live Webcast Includes Workforce Solutions Only <i>The live webcast includes the Workforce Solutions track but not the Litigation Strategies track.</i> The materials for both tracks are available in the course materials, and approximately 6-8 weeks after the conference the <i>Workforce Solutions</i> video and <i>Litigation Strategies</i> audio will both be available in "Your Briefcase." |
| 2:20 pm 0.50 hr | A Lawyers Guide to Executive Compensation What you need to know to get the best possible deal for your client, or at least how to prevent unwelcome surprises. Joseph Y. Ahmad, Ahmad Zavitsanos & Mensing PLLC - Houston, TX |

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| <p>2:50 pm 0.50 hr 0.25 hr ethics</p> | <p>What Not to Say</p> <p>You can't be too careful in today's world of emails, texts, social media posts, recording devices, and shifting alliances. Recent cases provide cautionary tales, food for thought, and a bit of schadenfreude.</p> <p>Vianei Lopez Braun, Decker Jones, P.C. - Fort Worth, TX</p> |
| <p>3:20 pm 0.50 hr</p> | <p>TRAPs and Other Lesser-Known Siblings of the Noncompete</p> <p>Insights into the world of non-compete alternatives (NDAs, TRAPs, Garden Leave, employee-retention plans, and more!).</p> <p>Ashley Tremain, Tremain Artaza, PLLC - Dallas, TX</p> |
| <p>3:50 pm 0.75 hr</p> | <p>Employee Handbook Tips and Trends for 2025 and Beyond</p> <p>Employment law continuously evolves, so employers and counsel must routinely review and revise their handbooks to account for changes in the legal, political, and societal landscape. Address developments that should be considered when drafting or revising employee handbooks for the modern workplace.</p> <p>Danielle Needham, Bell Flight - Fort Worth, TX</p> |
| <p>4:35 pm</p> | <p>Adjourn</p> |

Track B: Litigation Strategies

Presiding Officer:

Austin Kaplan, Kaplan Law Firm - Austin, TX

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| <p>In Austin Only</p> | <p>SPECIAL NOTICE: Live Webcast Includes Workforce Solutions Only</p> <p>The live webcast includes the <i>Workforce Solutions</i> track but not the <i>Litigation Strategies</i> track. The materials for both tracks are available in the course materials, and approximately 6-8 weeks after the conference the <i>Workforce Solutions</i> video and <i>Litigation Strategies</i> audio will both be available in "Your Briefcase."</p> |
| <p>2:20 pm In Austin Only 0.50 hr</p> | <p>Rule 30(b)(6) Depositions: Procedure and Practice</p> <p>An overview of Rule 30(b)(6) deposition procedures and best practices in light of the most recent amendments to the Federal Rules of Civil Procedure.</p> <p>Andrew S. Golub, Dow Golub Remels & Gilbreath, PLLC - Houston, TX</p> |
| <p>2:50 pm In Austin Only 1.00 hr</p> | <p>Demonstrative: Trial, Cross Examination, and Voir Dire</p> <p>The best way to bring value to your litigation clients—on both sides of the docket—is to be ready, willing, and able to take cases to trial. Watch three trial lawyers share trial tips and demonstrate their application through live examples.</p> <p>Amy Gibson, Gibson Wiley PLLC - Dallas, TX Mike Golden, The University of Texas School of Law - Austin, TX Kevin Terrazas, Terrazas PLLC - Austin, TX</p> |

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| 3:50 pm In Austin Only 0.75 hr 0.25 hr ethics | <p>What's Your Case Worth? Case Valuation from Both Sides of the "v"</p> <p>Survey valuations from the plaintiff and defense bars of hypothetical employment claims. In doing so, discuss the levers of case value and practical considerations when assessing a settlement value.</p> <p>Malinda A. Gaul, Gaul and Dumont - San Antonio, TX Michael W. Twomey, Dykema - Houston, TX</p> |
| 4:35 pm In Austin Only | <p>Adjourn</p> |
| In Austin Only | <p>Networking Reception (4:35 p.m. - 5:35 p.m.)</p> <p>Join us for drinks and hors d'oeuvres with program faculty and attendees.</p> <p>Thank You to Our Sponsors!</p> |

Friday Morning, June 6, 2025

Presiding Officer:
David T. Lopez, David T. Lopez & Assoc. - Houston, TX

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| 7:30 am In Austin Only | <p>Conference Room Opens</p> <p>Includes continental breakfast.</p> |
| 8:30 am 0.75 hr | <p>Public Sector Update</p> <p>Hear the latest on matters affecting government employees, including developments in the First Amendment, due process, privacy, political patronage, and state law protections in the public workplace.</p> <p>Natalie G. DeLuca, Harris County Attorney's Office - Houston, TX Robert W. Schmidt, Robert W. Schmidt Law Firm - Austin, TX</p> |
| 9:15 am 0.75 hr | <p>Developments in Disability Discrimination Law</p> <p>A comprehensive review of significant regulatory and court developments under the Americans with Disabilities Act and insights into emerging disability issues.</p> <p>Amber K. Dodds, Bracewell LLP - San Antonio, TX Natalie Rougeux, Rougeux & Associates PLLC - New Braunfels, TX</p> |
| 10:00 am | <p>15-Minute Break</p> |
| 10:15 am 0.75 hr | <p>Workplace Accommodations: In-Depth Review and Recent Developments</p> <p>A deep dive on state and federal caselaw requiring workplace accommodations for disability, religion, pregnancy, childbirth, and related medical conditions. The speakers address hot-button issues related to requests to work from home and recent developments expanding employees' rights to reasonable accommodations.</p> <p>Caitlin Boehne, Kaplan Law Firm - Albuquerque, NM Victoria Martin Phipps, Texas A&M University - College Station, TX</p> |

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| <p>11:00 am 0.75 hr</p> | <p>The First Amendment in the Workplace: Not Just for Public Employees Anymore</p> <p>A discussion of emerging uses of the First Amendment and statutes to assert free speech and other First Amendment rights for both employees and employers in the private sector.</p> <p>B. Lee Crawford Jr., Austin, TX Michael Z. Green, Texas A&M University School of Law - Fort Worth, TX Jim Sanford, Gillespie Sanford LLP - Dallas, TX</p> |
| <p>11:45 am In Austin Only</p> | <p>Pick Up Lunch (in Austin)</p> <p>Included in registration.</p> |

Friday Afternoon, June 6, 2025

Presiding Officer:

Tom Nesbitt, Nesbitt Legal PLLC - Austin, TX

LUNCHEON PRESENTATION

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| <p>12:05 pm 0.50 hr</p> | <p><i>Chevron</i> Deference is Finally Gone. What Now?</p> <p>Discuss developments since the overturning of <i>Chevron</i> deference and what it means for your practice.</p> <p>Shafeeqa W. Giarratani, Ogletree, Deakins, Nash, Smoak & Stewart, P.C. - Austin, TX</p> |
| <p>12:35 pm</p> | <p>15-Minute Break</p> |
| <p>12:50 pm 0.75 hr 0.25 hr ethics</p> | <p>Fact Finder Chronicles: The Office Edition</p> <p>What might you discover when you delve deeply into an office's investigation into a discrimination or harassment complaint? Ride along with plaintiff's counsel and an external investigator as they examine the forensics of the complaint process. Who is responsible for getting to the truth? What should be done with the truth? Come with us as we discuss what went right and what went wrong.</p> <p>Natalie Lynch, Treaty Oak Employers' Law Group - Austin, TX Kalandra N. Wheeler, Wiley Wheeler, P.C. - Houston, TX</p> |
| <p>1:35 pm 0.50 hr</p> | <p>Retaliation Red Flags and Tips to Reduce Risk</p> <p>Why should I win, and how am I going to prove that?</p> <p>Mickey L. Washington, Washington & Associates, PLLC - Houston, TX</p> |
| <p>2:05 pm 1.00 hr ethics</p> | <p>The Ethical Use of AI</p> <p>Explore the patchwork of state-level professional rules and advisories addressing the use of artificial intelligence by lawyers in the practice of law, as well as the rise of standing court orders addressing the use of AI in connection with material submitted to the court. Also touch on the ways in which lawyers are in fact using AI in the practice (and some of the ways they are not).</p> <p>Jason Boulette, Boulette Golden & Marin L.L.P. - Austin, TX</p> |

