

32<sup>ND</sup> ANNUAL  
**LABOR AND EMPLOYMENT LAW  
CONFERENCE**



June 5–6, 2025  
Austin Marriott South ■ Austin, Texas

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 [Live Webcast June 5–6](#)

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Earn up to 12.75 Hours of Credit Including 1.50 Hours of Ethics Credit

MCLE Credit Approved in TX, CA, OK and PA (Hours Vary by Jurisdiction)

TX Legal Specialization Approved for Civil Appellate Law, Civil Trial Law, and Labor and Employment Law

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*Times listed are in Central Time*

**THURSDAY MORNING, JUNE 5, 2025**

**Presiding Officer:**

**Amy Gibson, Gibson Wiley PLLC,  
Dallas, TX**

**7:30 a.m. Registration Opens**

Includes continental breakfast.

**8:20 a.m. Welcoming Remarks**

**8:30 a.m. .75 hr**

**Federal Employment Law Update**

Analyze recent U.S. Supreme Court and Fifth Circuit decisions, federal legislative developments, and administrative actions.

Danielle K. Herring, Littler Mendelson P.C.,  
Houston, TX  
Elizabeth "BB" Sanford, The Sanford Firm, Dallas, TX

**9:15 a.m. .75 hr**

**State Employment Law Update**

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.

Clara "C. B." Burns, Kemp Smith LLP, El Paso, TX  
Walter L. Taylor, Taylor Law Firm, Colleyville, TX

**10:00 a.m. 15-Minute Break**

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*\*\*Subscriptions do not include registrations to live conferences or live webcasts.*

**10:15 a.m. .75 hr**

**Wage and Hour Update**

An overview of annual developments in the field of wage-and-hour law, including case law updates, regulatory changes, and more.

Aaron Johnson, Fair Labor Law, Austin, TX  
Abel Martinez, H-E-B, San Antonio, TX

**11:00 a.m. .75 hr**

**NLRB Update**

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.

John V. Jansonius, Jackson Walker LLP, Dallas, TX  
Rod Tanner, Tanner and Associates, PC, Fort Worth, TX

**11:45 a.m. Pick Up Lunch**

Included in registration.



UT Law CLE is committed to helping attorneys meet their annual Texas MCLE requirements. Following the event, registrants will receive a free, on-demand eSupplement that will bring their total available hours to 15.00, including 3.00 hours of ethics.

**M  
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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 12.75 hours, of which 1.50 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), and an Oklahoma Bar Association MCLE presumptively-approved provider (#169).

**THURSDAY AFTERNOON**

**Presiding Officer:**

**Robert E. Sheeder, Dallas, TX**

**LUNCHEON PRESENTATION**

**12:05 p.m. .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 p.m. 15-Minute Break**

**12:50 p.m. .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 p.m. .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 p.m. 15-Minute Break**

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## CONCURRENT TRACKS

*SPECIAL NOTICE: Live Webcast Includes Workforce Solutions Only*

The live webcast includes the *Workforce Solutions* track but not the *Litigation Strategies* track. The materials for both tracks are available in the course materials, and approximately 6–8 weeks after the conference the *Workforce Solutions* video and *Litigation Strategies* audio will both be available in "Your Briefcase."

### TRACK A: WORKFORCE SOLUTIONS

#### Presiding Officer:

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

**2:20 p.m.** .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

**2:50 p.m.** .50 hr | .25 hr ethics

#### What Not to Say

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.

Viane Lopez Braun, Decker Jones, P.C., Fort Worth, TX

**3:20 p.m.** .50 hr

#### TRAPs and Other Lesser-Known Siblings of the Noncompete

Insights into the world of non-compete alternatives (NDAs, TRAPs, Garden Leave, employee-retention plans, and more!).

Ashley Tremain, Tremain Artaza, PLLC, Dallas, TX

**3:50 p.m.** .75 hr

#### Employee Handbook Tips and Trends for 2025 and Beyond

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.

Danielle Needham, Bell Flight, Fort Worth, TX

**4:35 p.m.** Adjourn

### TRACK B: LITIGATION STRATEGIES

#### Presiding Officer:

**Austin Kaplan, Kaplan Law Firm, Austin, TX**

**2:20 p.m.** .50 hr

#### Rule 30(b)(6) Depositions: Procedure and Practice

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.

Andrew S. Golub, Dow Golub Remels & Gilbreath, PLLC, Houston, TX

**2:50 p.m.** 1.00 hr

#### Demonstrative: Trial, Cross Examination, and Voir Dire

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.

Amy Gibson, Gibson Wiley PLLC, Dallas, TX  
Mike Golden, The University of Texas School of Law, Austin, TX  
Kevin Terrazas, Terrazas PLLC, Austin, TX

**3:50 p.m.** .75 hr | .25 hr ethics

#### What's Your Case Worth? Case Valuation from Both Sides of the "v"

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.

Malinda A. Gaul, Gaul and Dumont, San Antonio, TX  
Michael W. Twomey, Dykema, Houston, TX

**4:35 p.m.** Adjourn

**FRIDAY MORNING, JUNE 6, 2025**

#### Presiding Officer:

**David T. Lopez, David T. Lopez & Assoc., Houston, TX**

**7:30 a.m.** Conference Room Opens

Includes continental breakfast.

**8:30 a.m.** .75 hr

#### Public Sector Update

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.

Natalie G. DeLuca, Harris County Attorney's Office, Houston, TX  
Robert W. Schmidt, Robert W. Schmidt Law Firm, Austin, TX

**9:15 a.m.** .75 hr

#### Developments in Disability Discrimination Law

A comprehensive review of significant regulatory and court developments under the Americans with Disabilities Act and insights into emerging disability issues.

Amber K. Dodds, Bracewell LLP, San Antonio, TX  
Natalie Rougeux, Rougeux & Associates PLLC, New Braunfels, TX

**10:00 a.m.** 15-Minute Break

**10:15 a.m.** .75 hr

#### Workplace Accommodations: In-Depth Review and Recent Developments

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.

Caitlin Boehne, Kaplan Law Firm, Albuquerque, NM  
Victoria Martin Phipps, Texas A&M University, College Station, TX

**11:00 a.m.** .75 hr

#### The First Amendment in the Workplace: Not Just for Public Employees Anymore

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.

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

**11:45 a.m.** Pick Up Lunch

Included in registration.

## NETWORKING RECEPTION

### THANK YOU TO OUR SPONSORS

**4:35 p.m. – 5:35 p.m.**

Join us for drinks and hors d'oeuvres with program faculty and attendees.

**FRIDAY AFTERNOON**

**CONFERENCE FACULTY AND PLANNING COMMITTEE**

**Presiding Officer:**

**Tom Nesbitt, Nesbitt Legal PLLC,  
Austin, TX**

**LUNCHEON PRESENTATION**

**12:05 p.m. .50 hr**

**Chevron Deference is Finally Gone. What Now?**

Discuss developments since the overturning of *Chevron* deference and what it means for your practice.

Shafeeqa W. Giarratani, Ogletree, Deakins, Nash, Smoak & Stewart, P.C., Austin, TX

**12:35 p.m. 15-Minute Break**

**12:50 p.m. .75 hr | .25 hr ethics**

**Fact Finder Chronicles: The Office Edition**

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.

Natalie Lynch, Treaty Oak Employers' Law Group, Austin, TX  
Kalandra N. Wheeler, Wiley Wheeler, P.C., Houston, TX

**1:35 p.m. .50 hr**

**Retaliation Red Flags and Tips to Reduce Risk**

Why should I win, and how am I going to prove that?

Mickey L. Washington, Washington & Associates, PLLC, Houston, TX

**2:05 p.m. 1.00 hr ethics**

**The Ethical Use of AI**

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).

Jason Boulette, Boulette Golden & Marin L.L.P., Austin, TX

**3:05 p.m. Adjourn**

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www.utcle.org/conferences/EL25/signup

### Mail:

The University of Texas  
School of Law  
ATTN: CLE  
P.O. Box 12883  
Austin, TX 78711

### Fax:

512.475.6876

Questions? 512.475.6700

If you have dietary requirements or would like to request accommodations under the ADA, please contact Customer Service at 512.475.6700 or service@utcle.org at least 10 days prior to the conference.

## REGISTRATION BENEFITS

**Comprehensive Course Materials:** Access course materials in "Your Briefcase" approximately 48 hours before the live event, 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" 6–8 weeks after the event.

**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?

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**Forget Your Password or Need it Reset?** Just select "Forgot Password" under "Sign In or Join" at www.utcle.org.

**Still Need Assistance?** Contact customer service at 512.475.6700 or service@utcle.org during business hours.

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PLEASE PRINT CLEARLY

EL25

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Firm \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Telephone \_\_\_\_\_ Fax \_\_\_\_\_

Registrant's Email (required) \_\_\_\_\_

Assistant's Email (optional) \_\_\_\_\_  
*Invoices, confirmations, and receipts are emailed to these addresses.*

### EVENT REGISTRATION

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

- Live, In-Person Event Registration . . . . . \$745 | \$845 after May 21  
 Live Webcast Registration . . . . . \$845

**Printed and Shipped Binder with Registration (Shipping Included)** – Available for order through Friday, June 6, 2025

*Please note that the printed binder will arrive 2–3 weeks after the conclusion of the live event. Delivery to P.O. boxes is not permitted. Binders will not be distributed on-site.*

- Printed and Shipped Course Binder . . . . . \$102.84 (\$95\*)

### Webcast Add-on

*Register for the in-person conference and add on the webcast format for attendance flexibility.*

- Webcast Add-on . . . . . \$100

**TOTAL EVENT REGISTRATION \$ \_\_\_\_\_**

**FIRST AND SECOND YEAR ATTORNEYS MAY ATTEND FOR JUST \$195! 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 6-8 weeks after live event. Hours may vary depending on actual event runtime and approved content.*

- Individual eConference . . . . . \$845

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*Comprehensive binder with papers and slides, available for delivery 4–6 weeks after live event.*

- Electronic Post-Course Download (PDF) . . . . . \$319.34 (\$295\*)  
 Printed Post-Course Binder . . . . . \$373.46 (\$345\*)

**TOTAL POST-CONFERENCE PRODUCTS \$ \_\_\_\_\_**

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- Check (make check payable to The University of Texas at Austin)  
 VISA  MasterCard  American Express  P.O. (include a copy of the purchase order upon submission)

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Authorized Signature \_\_\_\_\_

*\* Tax-exempt rate for, e.g., government employees and nonprofits. Include a Texas Sales and Use Tax Exemption Certificate with order.*

**AUSTIN**

June 5–6, 2025

**CONFERENCE LOCATION**



**Austin Marriott South**  
4415 S Interstate 35  
Austin, TX 78744-1802  
512.441.7900 (reservations)

**Special Room Rate: \$199**

good through May 14 (subject to availability)  
Please visit [utcle.org/conferences/EL25/#venue](http://utcle.org/conferences/EL25/#venue)  
to access the booking link

**Parking:**

Complimentary garage and  
ground level parking

**KEY DATES**

**May 21, 2025**

*Last day for early registration rates*

**May 30, 2025**

*Last day for full refund cancellation*

**June 2, 2025**

*Last day for partial refund cancellation*

\$50 processing fee applied

**June 5, 8:20 a.m., CT**

*Conference begins*

**June 6, 2025**

*Last day to order a printed and shipped course binder  
with in-person or webcast conference registration.*

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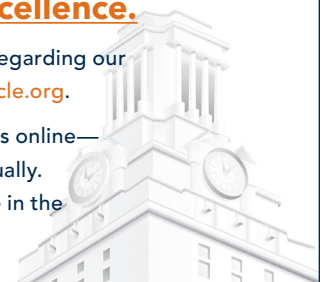
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In addition, we continue to offer multiple educational opportunities online—both live and on-demand—by bringing practitioners together virtually.

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