

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

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

LUNCHEON PRESENTATION

12:05 pm 0.50 hr	<i>Chevron</i> Deference is Finally Gone. What Now? Shafeeqa W. Giarratani, Ogletree, Deakins, Nash, Smoak & Stewart, P.C. - Austin, TX
12:35 pm	15-Minute Break
12:50 pm 0.50 hr	Doctrine Topic Amanda Hernandez, AH LAW, PLLC - Houston, TX
1:20 pm 0.75 hr	Training and Liability 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

	SPECIAL NOTICE: Live Webcast Includes <i>Workforce Solutions</i> Only <i>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."</i>
2:20 pm 0.50 hr	Executive Comp Joseph Y. Ahmad, Ahmad Zavitsanos & Mensing PLLC - Houston, TX
2:50 pm 0.50 hr 0.25 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. Vianei Lopez Braun, Decker Jones, P.C. - Fort Worth, TX
3:20 pm 0.50 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 pm 0.75 hr	Handbook Helper Danielle Needham, Bell Flight - Fort Worth, TX

4:35 pm	Adjourn
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Track B: Litigation Strategies	
In Austin Only	SPECIAL NOTICE: Live Webcast Includes <i>Workforce Solutions</i> Only 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."
2:20 pm In Austin Only 0.50 hr	Rule 30(b)6
2:50 pm In Austin Only 1.00 hr	Demonstrative: Trial, Cross Examination, and Voir Dire Mike Golden, The University of Texas School of Law - Austin, TX
3:50 pm In Austin Only 0.75 hr 0.25 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 Twomey, Kane Russell Coleman & Logan PC - Houston, TX
4:35 pm In Austin Only	Adjourn
In Austin Only	Networking Reception (4:35 p.m. - 5:35 p.m.) Join us for drinks and hors d'oeuvres with program faculty and attendees. Thank You to Our Sponsors!

Friday Morning, June 6, 2025

8:00 am In Austin Only	Conference Room Opens Includes continental breakfast.
8:30 am 0.75 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 am 0.75 hr	<p>Developments in Disability Discrimination Law</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>
11:00 am 0.75 hr	<p>First Amendment</p> <p>B. Lee Crawford Jr., City of Austin Law Department - Austin, TX Michael Z. Green, Texas A&M University School of Law - Fort Worth, TX Jim Sanford, Gillespie Sanford LLP - Dallas, TX</p>
11:45 am In Austin Only	<p>Pick Up Lunch (in Austin)</p> <p>Included in registration.</p>

Friday Afternoon, June 6, 2025

LUNCHEON PRESENTATION

12:05 pm 0.50 hr	<p>Outsmarting the Smartphone: Locating and Preserving Documents</p>
12:35 pm	<p>15-Minute Break</p>
12:50 pm 0.75 hr 0.25 hr ethics	<p>Workplace Investigations</p> <p>Natalie Lynch, Treaty Oak Employers' Law Group - Austin, TX Kalandra N. Wheeler, Wiley Wheeler, P.C. - Houston, TX</p>
1:35 pm 0.50 hr	<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>

2:05 pm
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 pm

Adjourn