UT LAW CLE Continuing Legal Education

2023 Essential Employment Law “Nuts and Bolts” (Live Webcast Replay)
August 22, 2023 • STUDIO WEBCAST

Tuesday Afternoon, Aug. 22, 2023

12:00 pm 0.75 hr	**Texas is an "At Will" State... So Why Worry? (REPLAY)** Hear an overview of the employment relationship and how tort law has been adapted in the workplace. Discuss how to answer the client or the supervisor who thinks employment law begins and ends with "employment-at-will." What about terminating an employee for theft? Is there ever an obligation to give a reference on a former employee? How can a handshake get a manager sued for assault? What is an intentional infliction of emotional distress? Can employee violence really be prevented? Is negligent retention really a cause of action? Connie L. Cornell, Cornell Smith Mierl Brutocao Burton, LLP - Austin, TX
12:45 pm	**10-Minute Break**
12:55 pm 1.00 hr	**Wage and Hour: An Old Law in a Modern World** Learn the basics of wage and hour law and why violations of the Fair Labor Standards Act have exploded. Topics include: Who is exempt and who is not, and what difference does it make? What is working time? How is overtime calculated? What are the most common mistakes, and how do you avoid them? Connie L. Cornell, Cornell Smith Mierl Brutocao Burton, LLP - Austin, TX
1:55 pm	**10-Minute Break**
2:05 pm 0.75 hr	**Handbooks / Employment Policies (REPLAY)** Avoid common mistakes in policy drafting. Adopt provisions that support the company's good faith compliance efforts and help reduce potential liability in audits and litigation. Understand how recent NLRB decisions affect even non-unionized employer policies. Connie L. Cornell, Cornell Smith Mierl Brutocao Burton, LLP - Austin, TX
2:50 pm	**10-Minute Break**
3:00 pm 0.75 hr	**Defensive Documentation from Hiring to Firing** Recognize the vulnerable points in the employment relationship and learn the best practices in documentation to minimize the problems 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. Connie L. Cornell, Cornell Smith Mierl Brutocao Burton, LLP - Austin, TX
3:45 pm	**10-Minute Break**

3:55 pm 1.00 hr	**Investigating Sensitive Employment Complaints** The investigation of an employee's complaint may be critical to an employer's only means of avoiding liability. The investigator may be a witness, and the notes may be evidence. Learn how to investigate and document the process. Connie L. Cornell, Cornell Smith Mierl Brutocao Burton, LLP - Austin, TX
4:55 pm	**Presentations Conclude**