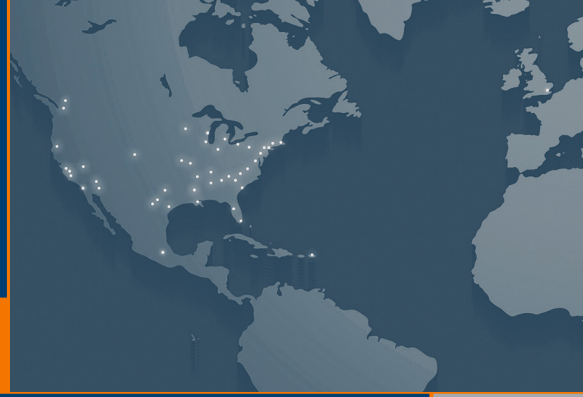




Ogletree
Deakins



TEXAS

The Texas offices of
OGLETREE DEAKINS

present their
**17TH ANNUAL LABOR AND
EMPLOYMENT LAW UPDATE**

An informative and educational seminar to
address the latest labor and employment
law topics impacting all employers

**You're
Invited**
October 18, 2019

LOCATION

Fairmont Austin
101 Red River Street
Austin, TX 78701
(512) 600-2000

DATE AND TIME

Friday, October 18, 2019
9:00 a.m. – 4:30 p.m.
(Registration and breakfast will begin at 8:30 a.m.)

COST

\$99.00
(Breakfast, lunch, and program materials are included.)

REFUND POLICY

A refund will be granted if the cancellation is
made at least 24 hours before the program
begins.

REGISTRATION

Register online at www.ogletree.com or contact Ashley Carrera at
ashley.carrera@ogletree.com or (512) 344-4718.

We have submitted this program to the HR Certification Institute and SHRM for review.
We are also applying for Texas CLE credit.

AGENDA

- 8:30 – 9:00 a.m. **REGISTRATION AND CONTINENTAL BREAKFAST**
- 9:00 – 9:15 a.m. **OPENING AND WELCOME**
Moderator: Shafeeqa W. Giarratani (Austin)
- 9:15 – 10:00 a.m. **HEADLINE NEWS: THE LATEST LABOR AND EMPLOYMENT LAW DEVELOPMENTS**
This session will provide a fast-paced summary of the latest employment law developments impacting Texas employers and set the stage for more detailed discussions later in the program. From significant trends to key rulings to legislative and regulatory developments, this important session will quickly summarize the topics that stand to impact your workplace today and in the coming year.
Presenters: Jeffrey C. Londa (Houston) and Rodolfo R. (Fito) Agraz (Dallas)
- 10:00 – 10:30 a.m. **BEYOND BROKEN BONES: MENTAL HEALTH ISSUES UNDER THE ADA AND FMLA**
Just when you thought you had mastered juggling ADA and FMLA compliance for physical impairments and injuries, you might now be confronted with an employee's mental health issue that impacts the workplace. Not only could the employee and management be impacted, but coworkers, customers, vendors, and others may also need to understand and help accommodate those with mental health conditions. This practical and informative session will discuss how best to handle these sensitive situations.
Presenters: Michael R. Buchanan (Dallas) and Derek T. Rollins (Austin)
- 10:30 – 10:45 a.m. **BREAK**
- 10:45 – 11:15 a.m. **THE TOP 10 BENEFITS COMPLIANCE ISSUES FOR 2019**
With the number of laws and regulations governing employee benefits constantly on the rise, benefits professionals must run—not walk—to keep pace with all the new and changing requirements. This session will cover the top 10 compliance issues facing the employee benefits world and offer some timely and practical insights into what Congress, the regulators, and the courts may have in store for your benefit plans in 2019 and beyond.
Presenters: Timothy G. Verrall (Houston) and F. Barham Lewis (Houston)
- 11:15 a.m. – Noon **ZOINKS! GENERATION Z JOINS THE WORKPLACE IN NUMBERS**
People born between the mid-1990s and late-2000s—also known as Generation Z—are expected to make up 36 percent of the U.S. workforce by 2020. Gen Zers—who grew up in the era of social media and smart technology—bring a new perspective to the workplace. This session will discuss what this diverse and independent-minded group desires and expects of their employers and how to effectively engage (and manage) them.
Presenters: Gauri D. Nautiyal (Houston) and Tiffany Cox Stacy (San Antonio)
- Noon – 1:30 p.m. **LUNCH AND SPECIAL PRESENTATION: A WASHINGTON, D.C., UPDATE**
Charles A. Gonzalez, Former Member, U.S. House of Representatives
- 1:30 – 2:00 p.m. **WAGE AND HOUR POWER HALF HOUR: OVERTIME AND OTHER HAPPENINGS**
Wage and hour issues are consistently top of mind for employers, and this year is no exception. Employers are anxiously awaiting the U.S. Department of Labor's (DOL) notice of proposed rulemaking on the Part 541 overtime regulations and guidance on what the rule will mean for their workforces. This session will also cover recent DOL Wage and Hour Division enforcement activities and regulatory initiatives, as well as steps employers can take to maximize compliance, avoid mistakes, and minimize legal risk.
Presenters: John B. Brown (Dallas) and Erika L. Leonard (Austin)

FRIDAY, OCTOBER 18, 2019

2:00 – 2:30 p.m.

CHANGES IN IMMIGRATION LAW: WHAT EMPLOYERS NEED TO KNOW NOW

Immigration is an evolving hot topic in the United States, and there are plenty of legal and operational developments that impact employers. We will review the latest and most impactful immigration law changes for employers. This session will also discuss what employers should know now and what strategies they should consider to plan for the future.

Presenters: Leigh N. Ganchan (Houston) and Caroline Tang (Austin)

2:30 – 3:00 p.m.

EYE ON PAY EQUITY: PRACTICAL TAKEAWAYS FROM RECENT LITIGATION

Equal pay continues to be a key topic for employers—and it shows no signs of slowing down. From new state pay equity legislation to key court rulings to new global developments such as gender pay gap reporting, employers need to stay in the know in this important area. This session will provide the latest on pay equity, focusing on practical takeaways that employers can glean from pay equity litigation on topics like class certification, affirmative defenses, and more.

Presenters: Jana S. Baker (Dallas) and Lara C. de Leon (San Antonio)

3:00 – 3:15 p.m.

BREAK

3:15 – 4:00 p.m.

SICK LEAVE ORDINANCES: WHAT TEXAS EMPLOYERS NEED TO KNOW TO COMPLY WITH NEW LOCAL LAWS

The city councils of Austin, San Antonio, and Dallas have all passed local sick leave ordinances that place significant new burdens on Texas employers. These laws were designed to go into effect on August 1, 2019, but they continue to face various legal challenges. This session will provide the latest updates, answer frequently asked questions, and provide practical tips for managing sick leave with employees in compliance with the law.

Presenters: James T. McBride (Dallas) and Corey E. Tanner (Austin)

4:00 – 4:45 p.m.

WHAT YOU SEE IS ALL THERE IS: REEVALUATING HOW SUPERVISORS INTERACT WITH EMPLOYEES

Communicating effectively with employees, receiving employee feedback, and retaining talent are important to both unionized and nonunionized employers. Understanding how people's minds work—and eliminating faulty assumptions—can improve how employers manage employee reactions to changes in the workplace. This session will discuss strategies for training a management team on how to understand behaviors that lead to union organizing and how to build positive employee relations.

Presenters: Gary D. Eisenstat (Dallas) and Carolyn A. Russell (Houston)

4:45 – 5:00 p.m.

CLOSING AND GRAND PRIZE DRAWING