

You're Invited

Ogletree Deakins

21st Annual Texas Labor and Employment Law Update

October 24, 2025

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

presented by Ogletree Deakins'

TEXAS OFFICES



LOCATION

Omni Barton Creek
8212 Barton Club Drive
Austin, TX 78735
(512) 329-4000



DATE AND TIME

Friday, October 24, 2025
9:00 a.m. – 4:30 p.m.
(Registration and breakfast will begin at 8:15 a.m.)



COST

\$150 per person (if registered by September 24)
\$175 per person (if registered on or after September 25)
(A breakfast and lunch are included.)



REGISTRATION

Register online at www.ogletree.com or contact
Kerry Stigler at (512) 354-8979 or
TexasRSVP@ogletree.com.

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

HOTEL RESERVATIONS

Please use this [link](#) to make your reservation at the Omni Barton Creek for the reduced rate of \$379 per night (plus taxes and fees).

AGENDA

8:15 – 9:00 a.m.

REGISTRATION AND BREAKFAST

9:00 a.m.

OPENING AND WELCOME

9:00 – 10:00 a.m.

LEGAL DEVELOPMENTS EMPLOYERS NEED TO KNOW IN TRUMP ADMINISTRATION 2.0

This session will offer a concise, up-to-the-minute briefing for employers on the key labor and employment law developments of 2025—both at the federal level and in the state of Texas. The speakers will highlight the most significant regulatory shifts, enforcement trends, and statutory amendments that have emerged throughout the year and outline practical steps to help position your organization for compliance and success in 2026.

Presenters: Stephen J. Quezada (Houston) and Sean C. Urich (Dallas)

10:00 – 11:00 a.m.

WHAT'S GOING ON? EMPLOYMENT LAW CHANGES AND IMPLICATIONS UNDER THE NEW ADMINISTRATION

This session will focus on the policy changes following the election, particularly the executive orders issued by President Trump and their implications for employers. The speakers will discuss recent changes at the U.S. Equal Employment Opportunity Commission (EEOC) and the U.S. Department of Labor, including the new composition of the Commission and how this affects the agency's priorities and actions. Additionally, they will address the current state of EEOC guidance on diversity, equity, and inclusion policies, the Pregnant Workers Fairness Act, and issues related to workplace harassment.

Presenters: Lawrence D. Smith (San Antonio) and Leticia P. Aguilar (San Antonio)

11:00 – 11:15 a.m.

BREAK

11:15 a.m. – 12:15 p.m.

NAVIGATING TODAY'S IMMIGRATION ENFORCEMENT: TRENDS, RISKS, AND STRATEGIES FOR EMPLOYERS

Immigration enforcement is rapidly evolving in 2025, with Immigration and Customs Enforcement (ICE) audits, site visits, and government inspections creating new risks for employers. The panel will discuss the latest developments from Form I-9 compliance to travel-related checks. They will also outline best practices for creating employer response plans, including how to prepare for ICE or government inquiries, manage site visits, and mitigate risks when enforcement actions arise. Attendees will leave with actionable insights to strengthen their compliance programs, protect their workforce, and stay ahead of shifting enforcement priorities.

Moderator: Amanda R. Goodman (Austin)

Presenters: Leigh N. Ganchan (Houston) and Jeffrey R. Thomas (Austin)

12:15 – 1:15 p.m.

LUNCH

1:15 – 2:15 p.m.

ARE YOU OK? NAVIGATING MENTAL HEALTH ISSUES IN THE WORKPLACE

The legal gateways and guardrails for checking in with employees—whether for mental or physical health reasons—can sometimes feel like a hurdle. HR and in-house counsel are often at the forefront of advising others on how to do this appropriately. The speakers will offer valuable insights on the traits of inclusive leadership when navigating these sensitive health inquiries; impactful ways of connecting with employees about work while being mindful of differing health needs and situations; and identifying strategies and legal boundaries for initiating and continuing a dialogue about nuanced and meaningful mental and physical health implications in the workplace, including legal medical inquiries and triggers for fitness-for-duty exams. The speakers will also briefly review effective strategies for exiting employees who have exhibited erratic and/or threatening behavior and minimizing the risk for workplace violence.

Presenters: Tiffany Stacy (San Antonio) and Jana S. Baker (Dallas)

2:15 – 3:15 p.m.

ARBITRATION AGREEMENTS: PROS, CONS, AND TRENDS

Arbitration agreements have long been viewed as a powerful risk management tool for employers, but in today's evolving legal landscape, they can also become a source of unexpected exposure. Are your agreements protecting your workplace or creating new vulnerabilities? Join us for an insightful and engaging session tailored specifically for employers and HR leaders. This session will dive deep into the enforceability of arbitration clauses, the costs, and benefits of using them in employment settings, and the latest trends shaping how arbitration is being used and challenged in today's workforce.

Presenters: Jeff S. Mayes (Houston) and Brianna M. Herman (Houston)

3:15 – 3:30 p.m.

BREAK

3:30 – 4:30 p.m.

PERFORMANCE MANAGEMENT FOR GENIUSES

How can managers deliver feedback that employees not only hear but also truly embrace and act upon? This session will explore best practices for delivering tailored performance feedback that motivates and empowers employees and teams to succeed, while also addressing key legal considerations to help managers provide impactful feedback and reduce the risk of legal claims.

Presenters: Erika L. Leonard (Austin) and Shaina E. Hicks (Dallas)

4:30 p.m.

CLOSING REMARKS