

## EMPLOYMENT LAW BRIEFING: ALL THINGS COVID-19

Presented by Ogletree Deakins'

### **SAN ANTONIO OFFICE**

You're invited to an informative and educational briefing to address the latest labor and employment law topics impacting employers.



#### **DATE**

Tuesday, November 16, 2021



#### **TIME**

8:00 a.m. – 10:00 a.m.

(Registration and breakfast will begin at 7:30 a.m.)



#### **COST**

Complimentary



#### **LOCATION**

Norris Conference Centers  
618 Northwest Loop 410, Suite 207  
San Antonio, TX 78216  
(210) 738-0040



#### **REGISTRATION**

Register online at [www.ogletree.com](http://www.ogletree.com), or contact Anne Fuentes at (210) 277-3601 or [anne.fuentes@ogletree.com](mailto:anne.fuentes@ogletree.com). To request an accommodation for a disability, please email [accessibility@ogletree.com](mailto:accessibility@ogletree.com) as soon as possible.

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

# AGENDA

7:30 – 8:00 a.m.      **REGISTRATION AND BREAKFAST**

8:00 – 8:55 a.m.      **ALL THINGS COVID-19**

The impact of COVID-19 continues to dominate the majority of HR's time. Texas employers are preparing to comply with various federal mandates concerning either mandatory vaccination (for many federal contractors and those in healthcare settings) or a hybrid situation of vaccination or weekly COVID-19 testing (for those with 100 or more employees) while also confronting Governor Greg Abbott's recent executive order, which conflicts with many of the federal mandates, and potential state litigation. This session will review the various mandates, the steps for compliance, and tips for managing the accommodation process for workers who are seeking an exemption from the vaccine mandate and/or for workers who are needing leave or requesting to work from home due to the risks associated with COVID-19. This session will also review the current litigation landscape for claims arising out of the COVID-19 pandemic and provide guidance for minimizing legal risk.

*Presenters:* Adam D. Courtin and Tiffany Cox Stacy

8:55 – 9:05 a.m.      **BREAK**

9:05 – 10:00 a.m.      **EMPLOYMENT LAW UPDATE**

While most employers have understandably been focused on the impact of COVID-19 for the past 20 months, there have been a number of important court decisions at both the state and federal levels regarding, for example, workplace protections for LGBTQ+ individuals, the standard for certifying collective actions under the Fair Labor Standards Act, as well as various wage and hour issues. There have also been significant policy shifts under the Biden administration regarding independent contractor classification and joint employment status. At the state level, the Texas legislature passed several new laws impacting employers, including expanding sexual harassment protections for employees and the risk of individual liability as well as removing the license requirement for individuals to carry firearms. Finally, we continue to monitor the status of federal legislation potentially impacting employers, including the Pregnant Workers Fairness Act and the Protecting the Right to Organize (PRO) Act.

*Presenters:* Lawrence D. Smith, Charles A. Gonzalez, and Brandon E. Strey