

Presented by Ogletree Deakins'

TEXAS OFFICES

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



TOPICS

- Headline News: Breaking Labor and Employment Law Developments
- FLSA Update: Key Takeaways From the DOL's Final Rule for Determining Independent Contractor Status
- The PWFA: The Maze of Final Regulations and Industry-Specific Guidance

CHOOSE THE DATE AND LOCATION CONVENIENT FOR YOU:



SAN ANTONIO – WEDNESDAY, MARCH 6

Norris Conference Centers
618 Northwest Loop 410, Suite 207 – Elm Room
San Antonio, TX 78216 • (210) 738-0040
Registration and Breakfast: 8:00 – 8:30 a.m.
Presentation: 8:30 – 10:30 a.m.
Contact: dea.mccart@ogletree.com



HOUSTON – WEDNESDAY, MARCH 6

Studio Movie Grill – City Centre
822 Town and Country Boulevard
Houston, TX 77024 • (346) 299-6456
Registration and Breakfast: 8:00 – 8:30 a.m.
Presentation: 8:30 – 10:30 a.m.
Contact: larry.shepetofsky@ogletree.com



DALLAS – THURSDAY, MARCH 7

Studio Movie Grill – Dallas Royal Lane
11170 North Central Expressway
Dallas, TX 75243 • (469) 405-8523
Registration and Breakfast: 7:30 – 8:00 a.m.
Presentation: 8:00 – 10:00 a.m.
Contact: terri.rodriquez@ogletree.com



AUSTIN – THURSDAY, MARCH 7

The Stephen F. Austin Royal Sonesta Hotel
701 Congress Avenue
Austin, TX 78701 • (512) 457-8800
Registration and Breakfast: 7:30 – 8:30 a.m.
Presentation: 8:30 – 10:30 a.m.
Contact: dea.mccart@ogletree.com



COST

Complimentary
(A continental breakfast and program materials are included.)



REGISTRATION

Register online at www.ogletree.com. To request an accommodation for a disability, please email 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

HEADLINE NEWS: BREAKING 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 and key rulings to legislative and regulatory developments, the speakers will summarize the topics that stand to impact your workplace today and in the coming year.

FLSA UPDATE: KEY TAKEAWAYS FROM THE DOL'S FINAL RULE FOR DETERMINING INDEPENDENT CONTRACTOR STATUS

The U.S. Department of Labor (DOL) recently announced its final rule on the classification of workers as employees or independent contractors. The new rule, which goes into effect on March 11, 2024, creates a complex “totality of the circumstances” standard for worker classifications that could make it more difficult for workers to be classified as independent contractors under the Fair Labor Standards Act (FLSA). The speakers will discuss the final rule as well as provide key takeaways and practical implications for employers.

THE PWFA: THE MAZE OF FINAL REGULATIONS AND INDUSTRY-SPECIFIC GUIDANCE

With the June 2023 enactment of the Pregnant Workers Fairness Act (PWFA) and the regulations that followed, Congress and the Equal Employment Opportunity Commission have emphasized the critical importance of developing, implementing, and applying compliant approaches to pregnancy, childbirth, and related medical conditions. In this session, the speakers will examine employer obligations under the PWFA and explore strategies for compliance, tailored to the unique considerations associated with particular industries.