

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

- Managing *Muldrow*: The New Landscape of Adverse Employment Actions
- New Administration, New Directions: Strategies for Navigating Administrative Agencies Under the Trump Administration
- Artificial Intelligence in the Workplace: An Analysis of the Benefits and Drawbacks
- Navigating the New Administration's Immigration Policies (Austin and San Antonio offices only)

CHOOSE THE DATE AND LOCATION CONVENIENT FOR YOU:



HOUSTON - TUESDAY, MARCH 25

River Oaks Theatre
2009 West Gray Street
Houston, TX 77019 • (713) 496-3456
Registration and Breakfast 8:00 – 8:30 a.m.
Presentation 8:30 – 10:30 a.m.
larry.shepetofsky@ogletree.com



DALLAS - WEDNESDAY, MARCH 26

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.
terri.rodriquez@ogletree.com



SAN ANTONIO - WEDNESDAY, MARCH 26

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



AUSTIN - THURSDAY, MARCH 27

Hyatt Regency Austin
208 Barton Springs Road
Austin, TX 78704 • (512) 477-1234
Registration and Breakfast 8:00 – 8:30 a.m.
Presentation 8:30 – 10:30 a.m.
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

MANAGING MULDROW: THE NEW LANDSCAPE OF ADVERSE EMPLOYMENT ACTIONS

In April 2024, the Supreme Court of the United States ruled in *Muldrow v. City of St. Louis* that employees who challenge job transfers under Title VII of the Civil Rights Act of 1964 do not need to show that they faced “significant harm.” This ruling may open the door for an increase in Title VII discrimination claims, extending beyond traditional adverse employment actions to include reverse discrimination claims challenging employer diversity, equity, and inclusion (DEI) initiatives, as well as environmental, social, and governance (ESG) efforts. This presentation will provide a comprehensive overview of the implications of the *Muldrow* decision on adverse employment actions and beyond, and demonstrate how employers can effectively manage these challenges.

Presenters: Amanda C. Croushore (Houston)
Jamie B. Ashton and Eva W. Turner (Dallas)
Leticia (Letty) P. Aguilar and Rebecca A. Magee (San Antonio)
Kathleen J. Sanz and Bonnie K. Serrano (Austin)

NEW ADMINISTRATION, NEW DIRECTIONS: STRATEGIES FOR NAVIGATING ADMINISTRATIVE AGENCIES UNDER THE TRUMP ADMINISTRATION

President Trump has been sworn in, and big changes are on the way. The transition to a new presidential administration often brings significant changes in policy direction, regulatory priorities, and administrative agency leadership. What can employers expect from the new presidential administration, Congress, and the various administrative agencies? This presentation will provide an understanding of the regulatory landscape under the Trump administration and prepare employers to be equipped with the knowledge and strategies to effectively navigate the next four years.

Presenters: Jeff S. Mayes (Houston)
Jana S. Baker and Gavin S. Martinson (Dallas)
Charles A. Gonzalez and Elbert Ortiz (San Antonio)
Emma E. Edmund (Austin)

ARTIFICIAL INTELLIGENCE IN THE WORKPLACE: AN ANALYSIS OF THE BENEFITS AND DRAWBACKS

With the evolution of the workplace comes the increasing prevalence of the use of artificial intelligence (AI). Many employers are gradually incorporating AI into the workplace for various functions, including screening candidates, hiring, training, and enhancing productivity and efficiency. This presentation will explore the multifaceted impact of using AI in the workplace, discuss how employers can responsibly adapt to AI, and outline policies that inform employees about the appropriate use of AI.

Presenters: Brianna M. Herman (Houston)
Kristin Snyder Higgins and Andrew T. Turner (Dallas)
Brittney M. Madrigal and Shavonne L. Smith (San Antonio)
Brian A. Aslin and Caitlin P. Hilton (Austin)

NAVIGATING THE NEW ADMINISTRATION’S IMMIGRATION POLICIES (AUSTIN AND SAN ANTONIO OFFICES ONLY)

This presentation will provide a summary of the Trump administration’s initial actions affecting foreign nationals and employers. Key topics will include visa issuance, travel restrictions, termination of temporary protected status, enforcement in sensitive locations, and birthright citizenship.

Presenters: Amanda R. Goodman (San Antonio)
Amanda R. Goodman and Jamey E. Petri (Austin)