

# MARCH 26, 2019

# YOU'RE INVITED

Ogletree  
Deakins

The Nashville office of  
**OGLETREE DEAKINS**

presents a complimentary  
**EMPLOYMENT LAW BRIEFING**

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

## **LOCATION**

Embassy Suites by Hilton Nashville South Cool Springs  
820 Crescent Centre Drive  
Franklin, TN 37067  
(615) 515-5151

## **DATE AND TIME**

Tuesday, March 26, 2019  
8:30 a.m. – 10:45 a.m.  
(Registration and breakfast will begin at 8:00 a.m.)

## **COST**

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

## **REGISTRATION**

Register online at [www.ogletree.com](http://www.ogletree.com) or contact Michele Scott at  
(615) 687-2226 or [michele.scott@ogletree.com](mailto:michele.scott@ogletree.com).

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

# AGENDA

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

8:30 – 9:15 a.m. **NAVIGATING IMMIGRATION UNDER THE TRUMP ADMINISTRATION**

Employers are facing unprecedented levels of scrutiny in all aspects of immigration under the Trump administration. After the issuance of several executive orders, a major escalation in worksite enforcement, increased border security, heightened scrutiny of visa usage, and directives calling for reform of several employment-based visa programs, employers are experiencing a significant impact to their businesses. This session will review the major changes in immigration policy and enforcement that have unfolded since the Trump administration took office, provide an update on the status of court challenges and key legislative proposals, and discuss the steps employers can take to keep their businesses ahead of the curve.

*Presenter:* Marissa E. Cwik (Raleigh)

9:15 – 9:45 a.m. **CLASS ACTION WAIVERS AND PRACTICAL TIPS FOR IMPLEMENTING ARBITRATION AGREEMENTS: AN EPIC DECISION FOR YOUR COMPANY**

The U.S. Supreme Court's long-awaited ruling in *Epic Systems* has confirmed that employers may require and enforce class action waivers in mandatory arbitration agreements. How can your organization benefit from the use of such agreements? Who should be covered by these agreements? What types of claims should be included (or excluded)? Should there be confidentiality provisions? What type of arbitration process should you choose? Will there be a #MeToo backlash? Will federal and state legislatures change the statutory basis for arbitration agreements in reaction to the Court's ruling? When and how do you implement these agreements? Please join us for a discussion of these issues and more.

*Presenter:* John G. Harrison (Nashville)

9:45 – 10:00 a.m. **BREAK**

10:00 – 10:45 a.m. **UNRAVELING THE LEGAL ISSUES CREATED BY PROBLEM EMPLOYEES WHO STAY**

When an employee complains about discrimination and/or retaliation and remains employed, a host of legal, ethical, and practical issues can arise. This presentation will discuss the proper manner in which employees should complain, best practices for addressing complaints, properly documenting alleged retaliation and/or job performance issues, ethical issues that arise for counsel, and the potential difficulties of settling cases with employees who stay.

*Presenter:* Jonathan O. Harris (Nashville)