

Wednesday, August 21, 2019

SAHRMA Employment Law Conference Agenda

Time	Title / Presenter	Credit
8:00 - 9:00	<p>Developments in Disability Law Review significant regulatory and court developments under the Americans with Disabilities Act and gain insights into emerging disability issues specifically as they relate to the extension of leave and reassignments as reasonable accommodations.</p> <p>James H. Kizziar Jr., Bracewell - San Antonio, TX and Washington, DC</p>	1
9:00 - 10:00	<p>Texas Unemployment and Payday Law Update</p> <p>Survey the significant Texas Workforce Commission-related legislation under consideration in 2019, and hear an update on how the TWC has been ruling on unemployment and wage claims. Outline important compliance issues for wage payments and unemployment taxes in Texas, and a highlight of the best practices for employers to follow in order to minimize the risk of unemployment and wage claims. Participants will also get the opportunity to ask questions.</p> <p>Michael L. Holland, Holland & Holland, LLC - San Antonio, TX</p>	1
10:00 - 10:15	BREAK	
10:15 - 11:15	<p>Age Discrimination: A New Kind of Generation Gap</p> <p>The Age Discrimination in Employment Act (ADEA) just celebrated the 50th anniversary of its enactment. With an aging baby boomer population, employees working past traditional retirement age, and millennials moving into management positions—these issues are more important than ever. Discuss strategies for managing multi-generational workforces and preventing age discrimination claims.</p> <p>Katrina Grider, Ogletree, Deakins, Nash, Smoak & Stewart, P.C. - Houston, TX</p>	1
11:15- 12:15	<p>Washington Watch What's in Store for 2020 (and Beyond)</p> <p>With the 2020 presidential election on the horizon, and the historic midterm elections behind us, what's in store for employers over the next few years. Join us for a discussion of the impact on the 2018 midterm elections, changing regulatory agencies, and legislative updates.</p> <p>James Plunkett, Ogletree, Deakins, Nash, Smoak & Stewart, P.C. - Washington, D.C,</p>	1
12:30 - 1:00	<p>Lunch - Key Note Presentation</p> <p>As the World Turns: Discussion regarding recent developments in local ordinances, state statutes and cases and how they are impacting employment policies and practices for local employers.</p>	0.5

1:00 - 1:30	<p>Hot Issues in Workplace Privacy and Civility: What Employers Need to Know</p> <p>Today's social and political discourse can often spark heated debate, which can spill over into the workplace and cause challenges for employers. How can an employer build a productive and dedicated workforce while also respecting employees' expression of their views on topics of importance to them? Join this panel for a discussion about differences of opinion in the workplace, including challenging scenarios and practical tips on effective policies and laws that may impact employees' expression.</p> <p>Melinda Gaul, Gaul & Dumont - San Antonio, TX John Ferguson, Jr., Schmoyer Reinhard, LLP - San Antonio, TX Raquel Perez, Notzon Law - San Antonio, TX</p>	0.5
1:30 - 2:00	<p>Anti-SLAPP for Everyone!</p> <p>More and more states are adopting Anti-SLAPP legislation, and the broad approach taken by Texas under the TCPA suggests that even a tangential relationship between the communication and a matter of public concern is sufficient. So what is an attorney to do? Review the elements and limits of Anti-SLAPP litigation, and make sure you are prepared the next time a slap is on the horizon.</p> <p>Amber K. Dodds, Bracewell - Dallas, TX</p>	0.5
2:00 - 3:00	<p>Drugs in the Workplace</p> <p>Survey federal and state laws governing workplace testing for prescription and illegal drugs, including federal regulations, the Americans with Disabilities Act, and medical and recreational marijuana laws. Discuss best practices for drafting workplace drug testing policies in light of recent Texas case law.</p> <p>Justin Barbour, Schmoyer Reinhard LLP - San Antonio, TX</p>	1
3:00 - 3:15	Break	
3:15 - 4:15	<p>Game of Thrones (HR Style) - A Game of Hot Topics and Cool Scenarios in Employment Law</p> <p>This energetic and highly interactive presentation will test your HR knowledge and problem-solving methodology by placing you in the HR Director "Iron Throne;" presenting you with employee issues; and letting you form alliances with your colleagues to correctly identify the relevant legal issues and applicable laws. Of course, HR winter is coming, so if you cannot outwit employees in our crazy scenarios, you will be banished to the Wall. Remember, that's what we do: we are in HR and we know things.</p> <p>Chris A. Scherer, Law Office of Chris A. Scherer - San Antonio, TX John Heller, Holland & Holland, LLC - San Antonio, TX</p>	1
		7.5

Subject to change