

21st Annual

Advanced Employment Law Course

Come to Dallas a day early to attend the Employment Law 101 Course!



LIVE – Dallas

January 17-18, 2013
Westin Galleria Hotel

VIDEO – Houston

February 21-22, 2013
Crowne Plaza River Oaks Hotel

VIDEO – Austin

February 28-March 1, 2013
Thompson Conference Center

Topic Highlights

- Gender and Beyond (includes transgender discrimination)
- Employee Handbooks – New NRLA/NLRB Rules
- Leaves of Absences Under ADA, FMLA, and Workers Comp
- Whistleblowers
- Navigating the Employment Case Through Arbitration

Course Amenities

- Lunch provided both days
- Thursday evening social (Dallas only)
- Complimentary parking available
- Complimentary wireless signal in the meeting room



Course materials available on a USB drive

MCLE CREDIT | 14 HOURS (2.25 ETHICS)

TexasBarCLE presents the 21st Annual

Advanced Employment Law Course

DALLAS



Register by the dates indicated below and **save \$50!**

Labor and Employment Law Section members can **save \$75!**

LIVE Dallas

January 17-18, 2013
Westin Galleria Hotel

Register by **January 3** to save!

VIDEO Houston

February 21-22, 2013
Crowne Plaza River Oaks Hotel

Register by **February 7** to save!

VIDEO Austin

February 28-March 1, 2013
Thompson Conference Center

Register by **February 14** to save!

 #TBCLEmploy

MCLE CREDIT

14 HOURS (2.25 ETHICS)

MCLE COURSE NO: 901255654

Applies to the College of the State Bar of Texas and the Texas Board of Legal Specialization in Civil Trial Law and Labor and Employment Law.

Thursday

7.75 hours including 1.75 hour ethics

- 8:00 **Registration**
Coffee & Pastries Provided
- 8:25 **Welcoming Remarks**
Course Director
Enrique Chavez, Jr., *El Paso*
Chavez Law Firm
- 8:30 **State Law Update** .5 hr
Prof. Richard R. Carlson, *Houston*
South Texas College of Law
- 9:00 **Developments in Disability**
Discrimination Law .75 hr
John W. Griffin, Jr., *Victoria*
Marek, Griffin & Knaupp

James H. Kizziar, Jr., *San Antonio*
Bracewell & Giuliani LLP
- 9:45 **What's New with the TWC, DOL**
and EEOC .5 hr
Vianei Lopez Braun, *Houston*
Buck Keenan
- 10:15 **Break**
- 10:30 **Gender and Beyond (including**
transgender discrimination) .5 hr
Martin S. Ebel, *Houston*
Deputy Director, Houston District
Office
U.S. Equal Employment Opportunity
Commission
- 11:00 **Social Media: Trap for Employees**
or Employer? Traditional
Employment Laws Provide Little
Protection for Employees, but the
NLRB is Riding to Their Rescue
.75 hr
Michael W. Fox, *Austin*
Ogletree, Deakins, Nash, Smoak &
Stewart

Rod Tanner, *Fort Worth*
Tanner and Associates, PC
- 11:45 **Break - Lunch Served**
- 12:00 **Luncheon Presentation: The**
Ethical Obligation We Often
Forget 1 hr ethics
Hon. Royal Furgeson, *Dallas*
Sr. District Judge, U.S. District Court
Northern District of Texas
- 1:00 **Break**
- 1:15 **Employee Handbooks - New**
NRLA / NLRB Rules .5 hr
Shannon B. Schmoyer, *San Antonio*
Schmoyer Reinhard
- 1:45 **Leaves of Absence: Navigating**
the Issues Under the
ADAAA, FMLA and Workers'
Compensation Statutes .75 hr
C. B. Burns, *El Paso*
Kemp Smith

Susan D. Motley, *Dallas*
Disability Rights Texas
- 2:30 **Ethics / Negotiation** .75 hr ethics
Jason S. Boulette, *Austin*
Boulette & Golden
- 3:15 **Break**
- 3:30 **Summary Judgments** .75 hr
Margaret A. Harris, *Houston*
Butler & Harris
- 4:15 **Whistleblowers** .5 hr
Daniel L. Hargrove, *San Antonio*
Waters & Kraus, LLP
- 4:45 **There's an App for That!**
Introducing the iPad to Your
Practice .5 hr
W. Mark Bennett, *Frisco*
Strasburger & Price
- 5:15 **Adjourn - Section Meeting**
- 5:15 **Join us for a reception sponsored**
by the Labor and Employment
Law Section

Friday

6.25 hours including .5 hour ethics

8:00 **Coffee & Pastries Provided**

8:30 **Title VII Update** .5 hr
Katherine L. Butler, *Houston*
Butler & Harris

9:00 **FLSA** .75 hr
David L. Kern, *El Paso*
Kern Law Firm

Robert E. Sheeder, *Dallas*
Bracewell & Giuliani LLP

9:45 **Cross Examinations of a Hostile Witness** .5 hr
Trang Q. Tran, *Houston*
Tran Law Firm

10:15 **Break**

10:30 **e-Discovery** .5 hr ethics
David L. Wiley, *Dallas*
Gibson Wiley

11:00 **Navigating the Employment Case Through Arbitration** .5 hr
Andrew Trusevich, *Plano*
Vice President and Assistant General Counsel
Rent-A-Center, Inc.

11:30 **Cat's Paw / Staub** .75 hr
Katrina Grider, *Cypress*
Katrina Grider, Attorney at Law

Andrew S. Golub, *Houston*
Dow Golub Remels & Beverly, LLP

12:15 **Break - Lunch Served**

12:30 **Lunch Presentation: Jury Charge - A Judicial Perspective** .75 hr
Hon. Ken Molberg, *Dallas*
Judge, 95th District Court

1:15 **Break**

1:30 **I Know You're Mad, But You Still Can't Fire Him! - Retaliation Update** .75 hr
Teri L. Danish, *Houston*
Fulbright & Jaworski L.L.P.

2:15 **Closing Arguments** .75 hr
Hal K. Gillespie, *Dallas*
Gillespie, Rozen, Watsky, Motley & Jones

Charles C. High, Jr., *El Paso*
Kemp Smith

3:00 **Non-Competes** .5 hr
Eliot P. Tucker, *Houston*
Tucker, Vaughan, Gardner, Barnes & Garcia, P.C.

3:30 **Adjourn**

Come to Dallas a day early to attend the only presentation of the

Employment Law 101 Course

(separate registration required)

LIVE Dallas January 16, 2013 Westin Galleria Hotel

Wednesday

4 hours including 1 hour ethics

12:45 **Registration**

1:10 **Welcoming Remarks**
Course Director
Enrique Chavez, Jr., *El Paso*
Chavez Law Firm

1:15 **Pleading - Plaintiff vs. Defendant Perspective** .75 hr (.25 ethics)
Philip Durst, *Austin*
Deats Durst Owen & Levy

Christine E. Reinhard, *San Antonio*
Schmoyer Reinhard

2:00 **An Overview of Discrimination Statutes** .5 hr
Dan C. Dargene, *Dallas*
Ogletree, Deakins, Nash, Smoak & Stewart

2:30 **Damages** .5 hr
Patrick J. Maher, *Fort Worth*
Shannon, Gracey, Ratliff & Miller

3:00 **Separation Agreements: Severance and Settlement** .5 hr (.25 ethics)
Malinda Ann Gaul, *San Antonio*
Gaul and Dumont

3:30 **Break**

3:45 **The Basics of the FLSA and Texas Pay Day Act** .5 hr
Valorie Glass, *McAllen*
Atlas, Hall & Rodriguez

4:15 **Overview of Non-Statutory Claims** .5 hr
Joseph Y. Ahmad, *Houston*
Ahmad, Zavitsanos & Anaipakos

4:45 **Managing Your Practice** .75 hr (.5 ethics)
Liane A. Janovsky, *Fort Worth*
Janovsky and Associates

Ashley E. Tremain, *Dallas*
Kilgore & Kilgore

5:30 **Adjourn**

MCLE CREDIT

4 HOURS (1 ETHICS)
MCLE COURSE NO: 901255653
Applies to the College of the State Bar of Texas and the Texas Board of Legal Specialization in Civil Trial Law and Labor and Employment Law.

Ways to Save on This Course!

Meet the "Register By" Deadline and Save \$50 because early registrations help us ensure that sufficient course books, seating, and refreshments are available. Course materials and seating will be reserved for preregistrants until the start of the first topic.

Labor and Employment Law Section Members Can Save \$75 by registering by the "Register by" date (thereafter, save \$25). Not a member? To join, e-mail sections@texasbar.com or phone 800-204-2222, x1425. Please do not send Section membership payment with your registration fee.

Earn Discounts by Registering Five or More from your firm or agency. Contact Firm & Group Sales Manager Laura Angle of TexasBarSolutions at 512-250-5575 or laura.angle@texasbar.com.

Need Financial Assistance to Attend? TexasBarCLE makes a limited number of scholarships available for attendance at live courses and selected video replays of live courses. To apply for a scholarship or to learn more, call Mon-Fri 8am-5pm CT to Sara at 800-204-2222, x1490. Please apply at least four weeks prior to the event.

Active State and Texas-Area Federal Judges and Their Court Staff Attorneys May Attend for Free, Provided: (1) the course directly relates to the judge's tribunal's jurisdiction, (2) the judge is a full-time judge or retired under the Texas Judicial Retirement System and (3) space is available for all paying registrants. This privilege does not extend to receivers, trustees, other court staff, or persons serving part-time in a judicial capacity. Actual attendance is required in order to receive course materials.

Parking Information is subject to change without notice and is not a guarantee of available space. **DALLAS:** Complimentary self-parking is available at the Westin Galleria in the Galleria Mall parking garage. **HOUSTON:** Self-parking at the Crowne Plaza is available at no charge compliments of the State Bar. Please see onsite staff for a voucher or validation ticket. **AUSTIN:** Complimentary self-parking is available at the Thompson Center in lot 40 on Red River.

If You Need Special Accommodations to Attend, please contact us as soon as possible at 800-204-2222, x1748.

Registered But Can't Attend? Still Earn MCLE Credit and receive course materials by (1) calling 800-204-2222, x1574 to transfer your registration to a later presentation or (2) taking the course online later, in which case you'll automatically be sent the course materials; see "FREE TO OUR REGISTRANTS!," below. If you wish a refund instead, mail or fax (512-427-4443) your request so that we receive it at least one business day before the program.

FREE TO OUR REGISTRANTS! **Online Videos and MP3s of the Topics, as Well as PDFs of Course Materials,** will be available to registrants 6-8 weeks after the course. Provide your e-mail address when preregistering to be notified when and how these benefits may be accessed. (Note: Presentation lengths may vary from that which was advertised.) There's no extra charge; as a registrant, you're already entitled!

Interested in Sponsoring or Exhibiting at This Course or Others? Contact Julie Marshall at 512-427-1404 or julie.marshall@texasbar.com.

Tweet About This Course! Include hashtag #TBCLEemploy

Policy of Impartiality
The State Bar of Texas does not endorse political candidates. When a candidate for public office is included in promotion for or participates in a TexasBarCLE event, the State Bar is not taking a position for or against anyone's candidacy.

Reserve Your Hotel Room by December 27

Hotel rooms have been blocked at special rates on a space available basis. To make a reservation, contact the hotel and indicate that you will be attending this State Bar of Texas course.

DALLAS Live
Westin Galleria Hotel
13340 Dallas Parkway
Dallas, TX 75240
972-934-9494
\$169 single or double
Deadline: December 27
The reserved block of rooms could fill before the deadline. Act now!



HOUSTON Video
Crowne Plaza River Oaks
2712 Southwest Freeway
Houston, TX 77098
713-523-8448



AUSTIN Video
Thompson Conference Center
2405 Robert Dedman Drive
Austin, TX 78712
512-471-3121

No hotel rooms have been blocked for the video replays.



Course Director

Enrique Chavez, Jr. El Paso

Planning Committee

C. B. Burns El Paso
Katherine L. Butler Houston
Richard R. Carlson Houston
Teri L. Danish Brownsville
Valorie Glass McAllen
Katrina Grider Cypress
John W. Griffin, Jr. Victoria
Charles C. High, Jr. El Paso
Patrick J. Maher Fort Worth

TexasBarCLE Planning Team

Kandi Botello Program Planner
Michelle Townley Sr. Program Coordinator
Heather Armstrong Program Coordinator Assistant

Labor & Employment Law Section of the State Bar of Texas

Robert Sheeder Chair
Kathy Boutchee Vice-Chair
Clara Burns Secretary
Prof. Richard R. Carlson Treasurer
Enrique Chavez, Jr. Immediate Past-Chair

State Bar of Texas

Buck Files President
Frank E. Stevenson II Chair of the Board
Lisa M. Tatum President-Elect
Bob Black Immediate Past President
C.E. Rhodes TYLA President
Deborah Bullion Chair, CLE Committee
Sylvia Cardona Chair, Board PDP Committee
Michelle E. Hunter Executive Director
Patrick A. Nester Director, TexasBarCLE

Online

TexasBarCLE.com
credit card only

Phone

800-204-2222, x1574
during business hours
credit card only

Fax

512-427-4443
credit card only

Mail

State Bar of Texas - CLE
LB #972298
P. O. Box 972298
Dallas, TX 75397-2298
check or credit card

Registering

five or more?
E-mail Laura Angle at
laura.angle@texasbar.com
for group discount
information.

On the Advanced Course
save up to **\$75!**

Advanced Employment Law

5095

1 Here are my choices:

Advanced Employment Law Course [5095]

Dallas LIVE, January 17-18 **\$595**
Take \$50 OFF: Register by January 3, 2013

Houston VIDEO, February 21-22. **\$495**
Take \$50 OFF: Register by February 7, 2013

Austin VIDEO, February 28-March 1 **\$495**
Take \$50 OFF: Register by February 14, 2013

Your registration for the Advanced Course includes:

- Lunch provided each day
- Thursday evening reception (Dallas site only)
- Complimentary self parking
- Complimentary wireless internet signal in the meeting room

Employment Law 101 Course [5096]

(No discounts in section 3 apply.)

Dallas LIVE, January 16 **\$95**

I may attend complimentary because:

I am a qualifying judge or court staff attorney (see p. 4).

2 I want my course materials format to be:

- Electronic materials (PDFs on a USB drive)
- Hard-copy materials (1 notebook)
- BOTH for the Advanced Course so I'll **ADD \$80**
- BOTH for the 101 Course so I'll **ADD \$25**

3 I'm entitled to 1 or 2 discounts on the Advanced Course:

\$50 OFF because I'm registering by the "Register by" date at the left. (If by mail, date of postmark will be determinative.)

\$25 OFF because (choose 1 box only) I'm a member of the

- Labor and Employment Law Section
 - State Bar College
 - Legal Administrators or Paralegal Division
- OR I am licensed 2 years or less.

4 I can't attend. Just send course materials.*

FREE Shipping & Handling

Advanced Course Book USB drive \$155 each[†]
101 Course Book USB drive \$45 each[†]

For information on audio CDs of course topics, contact our DVD CLE service at 800-204-2222, x1575. MP3 files of the topics will be downloadable from TexasBarCLE.com 6-8 weeks after the course.

5 My total is \$ _____. I am paying by:

Check (enclosed) payable to the State Bar of Texas for \$ _____

Visa MasterCard AMEX Discover

PLEASE PRINT LEGIBLY Account No. _____ Exp. Date _____

Name on card (Please print) _____

Signature _____

State Bar Membership No. _____

Registrant Name _____

Firm Name/Court _____

Address for Bar-Related Mail _____

City/State _____ Zip _____

Phone () _____ Fax () _____

E-Mail: _____

A confirmation of your registration will be sent to the e-mail address you provide.

**PDFs of course materials will be available for purchase 6-8 weeks after the course in the Online Library at TexasBarCLE.com. Registrants receive access to the PDFs at no additional charge (see "Free to Our Registrants" on p. 4).*

[†]Plus 8.25% sales tax on total. Please include sales tax or attach an exemption certificate. Book and USB orders are shipped separately and filled 4-6 weeks after the live program. A bill will be sent unless a credit card charge is authorized on this form.

QUESTIONS?

800-204-2222, x1574 • 512-427-1574

State Bar of Texas
P.O. Box 12487
Austin, TX 78711-2487

21st Annual Advanced Employment Law Course

LIVE January 17-18, 2013 Dallas
VIDEO February 21-22, 2013 Houston
VIDEO February 28-March 1, 2013 Austin

NON PROFIT ORGANIZATION
U.S. POSTAGE
PAID
PERMIT NO. 1804
AUSTIN, TEXAS

LABOR AND EMPLOYMENT LAW

SECTION

The State Bar of Texas

Join the Labor and Employment Law Section

Approximately 3,000 attorneys strong, the Labor and Employment Law Section of the State Bar of Texas works to promote and enhance the practice of law by all lawyers who specialize or have an interest in labor and employment law.

The Section connects you to:

- CLE discounted to its members
- Assistance to pro bono service providers
- A quarterly newsletter with recent Texas state and federal court decisions involving significant labor and employment law issues
- The annual *Law Review Articles Award* recognizing an outstanding student's article on a labor and employment law topic
- Useful information and tools via its website, www.laborlaw.org

JOIN

To join, send your name and contact information along with a check for your \$30 annual dues (payable to the State Bar) to:

State Bar of Texas
Membership Dept.
P. O. Box 12487, Austin, TX 78711-2487

Or join online by following these links:

TexasBar.com, then **MyBarPage**, then **View or Purchase My Sections**



WWW.LABORLAW.ORG

