

LEGAL *kwik*

DELIVERING LEGAL NEWS AT LIGHTNING SPEED

Thursday, October 11, 2018, 12:30-6:30p

Susanne M. Glasscock School of Continuing Studies, Anderson-Clarke Center, Rice University

Handling Anti-Social Media As the courts and federal agencies adjust and adapt existing law to address the legal implications of employee use of social media, employers search for answers about what they can do to address employees' digital conduct. Come here what's new and what to do. *Larry Stuart, Esq., Managing Principal – Stuart PC*

Play Ball - How the New Team of Nine on the Supreme Court will Affect your Game The United States Supreme Court has a new vibe. Learn how two recent decisions forecast what companies and employers can look forward to in the next few years. *Rachel, Powitzky Steely, JD, Partner – Foley Gardere*

Restrictive Covenants: Protecting Your Assets and Trade Secrets This presentation will discuss what steps to take immediately upon learning an employee is leaving the organization, including securing electronic data. *Ehsan Tabesh, JD, Associate – Fisher Phillips*

Be Prepared for Immigration Form I-9 Worksite Audits The U.S. Immigration Customs and Enforcement (ICE) has pledged to increase Forms I-9 audits and investigations of employers by more than 400%. Learn why it is important for employers to comply with Form I-9 immigration laws and tips on WHEN and HOW to prepare for an ICE I-9 audit and investigation. *Avalyn Langemeier, JD, Partner – Foster LLP*

It's the Little Things That Matter (Under the FLSA) Congratulations, you have survived the onslaught of wage and hour litigation, and now it is time to relax. Wrong. Learn the lesser known technical wage and hour violations that can cause big legal problems, including deductions from salaried employees, bonuses for non-exempt employees, and unpaid interns. *David Barron, JD, Member – Cozen O'Connor*

To Check or Not to Check? That is the Question – Update on Background Checks and “Ban the Box” Legislation Employers use various methods to obtain information to vet prospective employees, including gathering information from employment applications, reviewing social media websites and using third party background check companies. This presentation will discuss the current status of the law impacting the utilization of each of these resources, including the growing “ban the box” movement. *Joseph Galagaza, Esq., Principal – Jackson Lewis P.C.*

Gig ‘Em! Dealing with “Employees” and “Contractors” in the Gig Economy The “gig economy” isn’t just for millennials. Boomers and retirees are joining their grandkids with “side work” and alternative arrangements. How should employers adapt? *Steve Roppolo, JD, Regional Managing Partner – Fisher Phillips*

Talking Politics at Work: What Can an Employer Do? The 2016 election and its consequences have led to an uptick in heated political discussions in the workplace. From “The Wall” to the #MeToo movement, various political issues keep popping up in discussions between co-workers. In this session, employers will learn how to manage workplace relations in these politically-charged times. *Nehal Anand, Esq., Shareholder – Littler Mendelson, P.C.*

Medical Minefields: FMLA, ADA and Beyond in 2018 This session will address cutting-edge (and sometimes surprising) minefields related to employees with medical conditions in the workplace. We will address pressing and practical problems employers are facing in the management of leave and accommodations. *Alexis Knapp, JD, Shareholder – Littler Mendelson PC*

#metoo - Navigating a Changing World We are, perhaps, on the brink of a sea change in attitudes about harassment, power and gender in the workplace. Has the law shifted? How can HR professionals be a credible force for positive change in the workplace? What are the ethical and legal challenges faced by HR professionals in the face of misconduct by senior executives. We will explore hard issues that do not have easy answers. *Robert Rice, JD, Shareholder – Rice & Associates, PC*

The Dangers of Incoming Trade Secrets A unique focus on the incoming new hire employees/contractors--identifying the liabilities with steps companies can take to protect themselves from potential litigation. *Scott Nelson, JD, Partner – Seyfarth Shaw*

Combating the Rise of Retaliation Claims Retaliation has been the most common charge at the EEOC level for nearly the past decade, and each year, the number of retaliation complaints continues to rise. Employees who engage in protected activity are not bulletproof from adverse employment actions, but employers must know the legal risks associated with retaliation claims from the outset and understand how recent court decisions provide some insight on objectively defensible ways to minimize retaliation claims. *Ruthie White, JD, Principal – Jackson Lewis P.C.*

Questions from the Audience – Answers from the Stage 4:00-5:00p

During the afternoon, you are encouraged to email questions that you’d like a speaker to answer to info@hrhouston.org by 3:45 pm. PLEASE include the name of the attorney to whom the question is directed.

Reception Sponsored by Fisher Phillips

5:00-6:30p

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