

Employee lawsuits and governmental enforcement actions are at an all-time high, and new and revised laws and regulations have resulted in dramatic changes for the workplace. If you're an in-house counsel who is called upon to provide advice on a wide variety (or perhaps all) of the employment law issues encountered by your employer, you won't want to miss this unique learning opportunity that has been tailored specifically for you.

Panels of experts cover topics ranging from cutting-edge ethical issues you're likely to encounter as in-house counsel to a discussion of the most cost effective and useful resources that can help ensure your ability to timely respond to your executives. And, perhaps most crucial are the tips and techniques you'll learn about relationship building, using social media, and communicating at all levels within and outside your company. Join your fellow in-house counsel for this 4.50-hour MCLE Conference, including 2.25 hours of legal ethics.

South Texas College of Law's Employment Law Conference is truly a "can't miss" event. Designed specifically to address the needs of labor and employment attorneys and human resource professionals, this year's Conference includes Texas and Fifth Circuit updates, topics on diversity, social media, medical tourism, non-competes, and employee handbooks, and what's new with sexual discrimination, the ADA, the FLSA, and the FMLA.

Attendees will also gain insights and practical information from presentations by state and federal government officials, several Houston-area CEOs, and the General Counsel of the National Labor Relations Board – and will be able to meet them personally at the Reception on Thursday after the last presentation of the day. And, for those who have tough questions specific to their own companies, careers, or development, this year's optional Friday morning Roundtables offer opportunities to meet and discuss those issues one-on-one with experts.

Join your colleagues for a packed agenda offering up to 15.25 MCLE hours, including 4.0 hours of legal ethics.

In-House Counsel Conference

July 14, 2010

Accredited by the State Bar of Texas for
4.50 MCLE Hours, 2.25 Ethics Hours

23rd Annual EMPLOYMENT LAW CONFERENCE

July 15-16, 2010

South Texas College of Law
1303 San Jacinto
Garrett-Townes Hall
Houston, Texas



This program has been approved for 12.5 credit hours towards recertification through the Human Resource Certification Institute (HRCI).

For more information visit the HRCI website at www.hrci.org.

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15.25 MCLE Hours, 4.0 Ethics Hours

In-House Counsel Conference

Wednesday, July 14, 2010

- 11:00 **Registration and Check In** (pick up lunch)
- 11:50 **Welcome and Opening Remarks**
 • Lisa L. Dahm, J.D., LL.M.-Health, *Director of CLE and Adjunct Professor, South Texas College of Law*
Moderator: David S. Starr, Belo Corp.
- 12:00 **Cutting-Edge Ethical Issues: Tomorrow's Issues, Today** (includes 1.0 hour of legal ethics)(1.0 hour)
 Corporate Counsel as plaintiffs. The scope of privileges. Who is the client?
Moderator:
 • Sarah A. Donch, *Texas Instruments Incorporated Dallas*
Panelists:
 • Michelle Hoogendam Cash *Houston*
 • John B. Gessner, *Texas Wings, Inc. Dallas*
 • Michael J. Muskat, *Muskat, Martinez & Mahony, LLP Houston*
- 1:00 **Managing Outside Legal Counsel: Engagement Letters, Fees, Outsourcing, Hiring and Firing Them** (includes .50 hour of legal ethics)(.75 hour)
 You have the leverage. Learn how to use it.
Moderator:
 • Marc W. Joseph, *Haggar Clothing Co. Dallas*
Panelists:
 • Rocky Dhir, *Atlas Legal Research, LP Irving*
 • Julia Simon, *Mary Kay Inc. Dallas*
 • Ruthie White, *Meyer White LLC Houston*
- 1:45 **Break**
- 2:00 **What the C-Levels Really Want to Ask: FCPA, Sarbanes Oxley, Individual Liability** (includes . 25 hour of legal ethics)(.75 hour)
 A single plaintiff case? No way. It's the heavy-duty stuff.
Moderator:
 • Danna Walton, *South Texas College of Law Houston*
Panelists:
 • Elaine V. Brzezinski, *Nokia Siemens Networks Irving*
 • Ann Fromholz, *Conoco Phillips Company Houston*
 • Monte K. Hurst, *Hermes Sargent Bates, LLP Dallas*
- 2:45 **The Dashboard: Cost-Effective and Useful Resources for In-House Counsels**(.50 hour)
 Yes, there are sources other than outside Counsel. Enrich yourselves.
Moderator:
 • Andrea Clark-Smith, *American Airlines Fort Worth*
Panelists:
 • John DeGroote, *John DeGroote Services, LLC Dallas*
 • Derek B. Lipscombe, *AAA Texas, LLC Irving*
 • William C. Murley, *Raytheon Company Dallas*
- 3:15 **Managing Your Legal Career** (includes . 25 hour of legal ethics)(.75 hour)
 Yes, it is about you. Learn how to build relationships, use social media, and communicate effectively.
Moderator:
 • John B. Gessner, *Texas Wings, Inc. Dallas*
Panelists:
 • Burton D. Brillhart, *McGlinchey Stafford, PLLC Dallas*
 • Debra L. Bruce, *Lawyer-Coach Houston*
 • Elizabeth Ramirez-Washka, *Dr. Pepper Snapple Group Plano*
 • Jennifer Rodriguez, *Zale Corporation Irving*
- 4:00 **The Art of Persuasion or How I Learned to Stop Hating and Start Loving the Reptile Brain** (includes . 25 hour of legal ethics)(.75 hour)
 Learn how to persuade a jury, convince the boss, and write the killer memo.

continue ►

- Michael P. Maslanka, *Ford & Harrison LLP Dallas*
- Maithilee Pathak-Sharma, Ph.D. J.D., *RandD Strategic Solutions, LLC Alpharetta, GA*

4:45 **Adjourn**

Total MCLE Hours for In-House Counsel Conference = 4.50 hours, 2.25 hours of legal ethics

23rd Annual EMPLOYMENT LAW CONFERENCE

Thursday, July 15, 2010

- 7:30 **Registration and Continental Breakfast**
- 8:20 **Welcome and Opening Remarks**
 • Lisa L. Dahm, J.D., LL.M.-Health, *Director of CLE and Adjunct Professor, South Texas College of Law*
Morning Moderator: Samantha Barlow Martinez, Muskat, Martinez & Mahony, LLP
- 8:30 **Fifth Circuit Update** (includes .25 hour of legal ethics)(.50 hour)
 What's the Court doing with the new ADAAA? Is it turning Pro-Employee or Pro-Employer? What's up with damages? Get the answers.
 • William C. Murley, *Raytheon Company Dallas*
- 9:00 **Texas Law Update**(.75 hour)
 Here's the formula in Texas: more growth, more employees, more employment law issues. Don't miss the latest.
 • Professor Richard Carlson, *South Texas College of Law Houston*
- 9:45 **Five Keys From the Courts: Fresh Guidance on Investigations** (includes . 25 hour of legal ethics)(.50 hour)
 It's simple: messed-up investigation = messed-up lawsuit. Learn one; avoid the other.
 • DeDe Church, *DeDe Church & Associates, LLC Austin*
- 10:15 **Morning Break**
- 10:30 **EEOC Confidential**(.50 hour)
 Only at South Texas College of Law, hear what your government is thinking.
 • Suzanne M. Anderson, *U.S. Equal Employment Opportunity Commission Dallas*
- 11:00 **The New Retaliation Wave: FLSA, FMLA, Third Party**(.50 hour)
 It's a whole new world. Explore it now - not later.
 • Erin E. O'Driscoll, *Morgan, Lewis & Bockius LLP Houston*
- 11:30 **Intermittent FMLA Leave: Understand It; Manage It**(.33 hour)
 Aging population + chronic conditions = more of it.
 • Mary Michelle Mahony, *Muskat, Martinez & Mahony, LLP Houston*
- 11:50 **Lunch Break** (pick up lunch and return to the auditorium)
- 12:05 **Lunch Presentation Texas Diversity: It's Happening, Now!** (Includes .25 hour of legal ethics)(1.0 hour)
 Managing, inspiring, and understanding a diverse workforce. Tips and tactics on legal representation issues, talking to a diverse jury pool, international protocol, and more.
Moderator:
 • Sharon Schweitzer, J.D., PHR, *Protocol & Etiquette Academy, LLC Austin*
Panelists:
 • Victoria Huynh, *City of Plano Plano*
 • Juanita H. Nañez, *SPHR, The Hopkins Group, LLC Dallas*

**23rd Annual
EMPLOYMENT LAW CONFERENCE**

continued from Thursday

- Maithilee Pathak-Sharma, Ph.D. J.D., *RandD Strategic Solutions, LLC Alpharetta, GA*
- Ed Retta, *Cross Culture Communications Dallas*

1:05 **After Lunch Break**

Afternoon Moderator: Sharon Schweitzer, J.D., PHR, Protocol & Etiquette Academy LLC

1:20 **Straight Talk About Legal Ethics**(.50 hour)
(Includes .50 hour of legal ethics)

Ethical lessons for human resource professionals and the lawyers who represent them.

- Michael E. Coles, *The Coles Firm P.C. Dallas*

1:50 **Medical Tourism: HR and Legal Issues**(.50 hour)

More employers are offering medical care overseas. Should you? Moderator:

- Rocky Dhir, *Atlas Legal Research, LP Irving*

Panelists:

- Mark Easterly, *CHRISTUS Health Houston*
- Terry Hatcher, *Stewart & Stevenson, LLC Houston*

2:20 **Afternoon Break**

2:35 **Arbitration Alert**(.25 hour)
(Includes .25 hour of legal ethics)

Can legal ethics nuke an award?

- Carlos Enrique Hernandez, Jr., *Law Office of Carlos E. Hernandez, Jr., P.C. Edinburg*

2:50 **ADAAA: Managing, Litigating and Trying Reasonable Accommodation Issues**(.83 hour)

The battle is moving. Move with it.

Moderator:

- Gregg M. Rosenberg, *Rosenberg & Sprovacch Houston*

Panelists:

- Brian East, *Advocacy, Inc. Austin*
- Christopher J. Kuczynski, J.D., LL.M., *U.S. Equal Employment Opportunity Commission Washington, DC*
- Angella H. Myers, *Busch & Myers, LLP Plano*

3:40 **Labor Law: It's BACK!**(.67 hour)
(Includes .25 hour of legal ethics)

Two new members of the NLRB. The power has shifted. What's up?

- Ronald Meisburg, *General Counsel, National Labor Relations Board Washington, DC*

4:20 **The View From the C-Suite: What the Boss Expects from Human Resources and Employment Lawyers (In-house and External)**
(Includes .25 hour of legal ethics)(.67 hour)

Moderator:

- John B. Gessner, *Texas Wings, Inc. Dallas*

Panelists:

- Burton D. Brillhart, *McGlinchey Stafford PLLC Dallas*
- Michael Gorton, *Solar Park Initiatives, Inc. Addison*

5:00 **Adjourn to Reception**

Total MCLE Hours for Thursday: 7.50 hours, 2.0 hour of legal ethics

You are invited to a Reception
 Thursday, July 15, 2010
 Emilie Slohm Room
 6th Floor of the Fred Parks Law Library
 5:00 - 6:30 p.m.

ROUNDTABLE DISCUSSIONS

Friday, July 16, 2010

7:30 **Continental Breakfast**

8:00 **ROUNDTABLE TOPICS**

The EEOC Sues

(includes . 25 hour of legal ethics)

Talk one-on-one with "The Prosecutors."

- Suzanne Anderson, *U.S. Equal Employment Opportunity Dallas*
- Christopher J. Kuczynski, J.D., LL.M., *U.S. Equal Employment Opportunity Commission Washington, DC*

Immigration Hotspots

Learn how employers can comply with the anti-discrimination provisions of IRCA and still implement practices and procedures in line with ICE's Best Hiring Practices.

- Robert A. Canino, *U.S. Equal Employment Opportunity Commission Dallas*
- Daniel N. Ramirez, *Monty Partners, LLP Houston*

Public Employees: Ride the Rocket

Indisputable fact: more and more employees are public employees. Get the scoop.

- Elizabeth Dierdorf, *City of Fort Worth Fort Worth*
- Jay Aldis, *Bracewell & Giuliani LLP Houston*

Maintaining A Union-Free Workplace

(includes . 25 hour of legal ethics)

Is this in your job description? Learn how to do it.

- Liz D'Aloia, *Office Depot Grand Prairie*

Religious Accommodation

Cultural diversity and aging boomers = religious accommodation.

- Mark J. Oberti, *Seyfarth Shaw LLP Houston*

FLSA: Collective Actions

(includes . 25 hour of legal ethics)

Still going strong after all these years.

- J. Derek Braziel, *Lee & Braziel, LLP Dallas*

The Life of a Plaintiff Lawyer

(includes . 25 hour of legal ethics)

In the life? Thinking of being a part of it? Get knowledge.

- Joseph Y. Ahmad, *Abmad, Zavitsanos & Anaipakos, P.C. Houston*
- Carlos Enrique Hernandez, Jr., *Law Office of Carlos E. Hernandez, Jr., P.C. Edinburg*
- Paul Schorn, *Attorney at Law Lockhart*

Being an HR Consultant

(includes . 25 hour of legal ethics)

Starting, maintaining, and flourishing as a consultant.

- DeDe Church, *DeDe Church & Associates, LLC Austin*

What External Lawyers Must Know from Corporate Counsel

(includes . 25 hour of legal ethics)

Ever wondered? Wonder no more.

- Elaine V. Brzezinski, *Nokia Siemens Networks Irving*
- Michelle Hoogendam Cash *Houston*
- Marc W. Joseph, *Haggar Clothing Co. Dallas*

**23rd Annual
EMPLOYMENT LAW CONFERENCE**

Friday, July 16, 2010

- 8:50 **Welcoming Remarks**
 • Lisa L. Dahm, J.D., LL.M.-Health, *Director of CLE and Adjunct Professor, South Texas College of Law*
- Morning Moderator: Ruthie White, Meyer White LLC**
- 9:00 **Betrayed!**
(includes .25 hour of legal ethics)(1.0 hour)
 Get current on non-competes, employee-raiding, injunctive relief. Gain insight into HRs' role.
Moderator:
 • Arthur V. Lambert, *Kane, Russell, Coleman & Logan, P.C. Dallas*
Panelists:
 • Anne Marie Finch, *Zimmerman, Axelrad, Meyer, Stern & Wise, P.C. Houston*
 • Monte K. Hurst, *Hermes Sargent Bates, LLP Dallas*
 • Lu Pham, *Lynn Pham & Ross, LLP Fort Worth*
- 10:00 **The Age of "O"**(.50 hour)
 He drives the dialogue. Where are we going?
 • Linda Ottinger Headley, *Little Mendelson P.C. Houston*
- 10:30 **Morning Break**
- 10:45 **FLSA Alert**
(includes .25 hour of legal ethics)(.50 hour)
 Hear how a plaintiff's lawyer sizes you up. Don't end-up a chalk outline on the sidewalk.
 • J. Derek Braziel, *Lee & Braziel, LLP Dallas*
- 11:15 **Get the Latest from the Texas Government**(.75 hour)
 Get the latest from Texas officials.
Moderator:
 • Mark R. Flora, *Constangy, Brooks & Smith, LLP Austin*
Panelists:
 • James E. Culp, *U.S. Department of Labor, Office of Solicitor Dallas*
 • Michael C. Fetzer, *U.S. Equal Employment Opportunity Commission Dallas*
 • Martha Kinard, *National Labor Relations Board Fort Worth*
- 12:00 **Lunch Break** (pick up lunch and return to the auditorium)
- 12:15 **Lunch Presentation**
Social Media: Catching the Wave
(includes .25 hour of legal ethics).....(.92 hour)
 It's here. Learn how to leverage for business, develop HR policies and deal effectively with legal concerns.
Moderator:
 • Carolyn A. Russell, *Ogletree, Deakins, Nash, Smoak & Stewart, P.C. Houston*
Panelists:
 • Amanda C. Ellis, *Amanda Ellis Legal Search Dallas*
 • Julie Pastel, *Pappas Restaurants Houston*
 • John N. Sirman, *State Bar of Texas Austin*
- 1:10 **After Lunch Break**

continued from Friday

- Afternoon Moderator: Thomas Anderson, Houston Community College System**
- 1:20 **Employee Handbooks: The Good, The Bad, The Useless**
(includes .25 hour of legal ethics)(.67 hour)
 What works? What doesn't? Learn about the ethics of drafting and implementing employee handbooks.
Moderator:
 • Buena Vista Lyons, *Ford & Harrison LLP Dallas*
Panelists:
 • Joseph Y. Ahmad, *Ahmad, Zavitsanos & Anaipakos, P.C. Houston*
 • Mark J. Levine, *Levine & Associates, P.C. Bellaire*
 • Paul Schorn, *Attorney at Law Lockhart*
- 2:00 **FMLA: The "New" Regs**(.50 hour)
 It's been two years: what's the latest on retaliation, serious health conditions, "caring for" and more?
 • Vianei Lopez Robinson, *Buck Keenan LLP Houston*
- 2:30 **Deposing HR: Tips, Tactics, Tricks**
(Includes .25 hour of legal ethics)(.75 hour)
 HR is in charge. Not so when being deposed. Get the ins and outs when it's you.
Moderator:
 • Liz D'Aloia, *Office Depot Grand Prairie*
Panelists:
 • Mary Carolyn Foster, *Parkland Health & Hospital System Dallas*
 • Maithilee K. Pathak-Sharma, Ph.D., J.D., *RandD Strategic Solutions, LLC Alpharetta, GA*
 • Paul Schorn, *Attorney at Law Lockhart*
- 3:15 **Afternoon Break**
- 3:30 **Sex Discrimination: It Ain't 1964**
(Includes .25 hour of legal ethics)(.75 hour)
 1964: Straight up sex discrimination. 2010: Sexual stereotyping, transgender issues, the demise of the equal opportunity jerk defense, what it takes to create a hostile work environment, and more.
Moderator:
 • Katrina Grider, *Katrina Grider & Associates Cypress*
Panelists:
 • Fred Gaona, III, *Spencer Crain Cabbage Healy & McNamara, PLLC Dallas*
 • Scott Lemond, *Lemond & Lemond, LLC Houston*
 • Ashlee Mann Ligarde, *Constangy Brooks & Smith LLP Austin*
- 4:15 **The Complete Professional: How HR and Lawyers Can Effectively Deal with Colleagues, Counsel and Courts**
(Includes .25 hour of legal ethics)(.75 hour)
 • Michael P. Maslanka, *Ford & Harrison LLP Dallas*
- 5:00 **Drawings**
- 5:30 **Adjourn**

Total MCLE Hours for Friday: 7.0 hours, 1.75 hours of legal ethics

Planning Committee

Michael P. Maslanka, Chair
Ford & Harrison LLP

Elaine V. Brzezinski
Nokia Siemens Networks
Co-Chair, Corporate Counsel Conference

Joseph Y. Ahmad
Ahmad, Zavitsanos & Anaipakos, P.C.

Suzanne M. Anderson
U.S. Equal Employment
Opportunity Commission

Thomas M. Anderson, J.D., SPHR
Houston Community College System

Rocky Dhir
Atlas Legal Research, LP

Mary Carolyn Foster
Parkland Health & Hospital
System

John B. Gessner
Texas Wings, Inc.

Terry Hatcher
Stewart & Stevenson, LLC

Linda Ottinger Headley
Littler Mendelson P.C.

Monte K. Hurst
Hermes Sargent Bates, LLP

Marc Joseph
Haggard Clothing Co.

Martha Kinard
National Labor Relations
Board

Art Lambert
Kane, Russell, Coleman &
Logan, P.C.

Scott Lemond
Lemond & Lemond, LLC

Buena Vista Lyons
Ford & Harrison LLP

Samantha Barlow Martinez
Muskat, Martinez &
Mahony, LLP

Julie Pastel
Pappas Restaurants

Vianei Lopez Robinson
Buck Keenan LLP

Gregg M. Rosenberg
Rosenberg & Sprovac

Carolyn A. Russell
Ogletree, Deakins, Nash,
Smoak & Stewart, P.C.

Sharon M. Schweitzer, J.D., PHR
Protocol & Etiquette Academy, LLC

Danna Walton
South Texas College of Law

Lisa L. Dahm, J.D., LL.M.- Health
Director of Continuing Legal Education
and Adjunct Professor
South Texas College of Law

Jean Zoch
Program Administrator
South Texas College of Law

To Register

MAIL South Texas College of Law
CLE Department
1303 San Jacinto, Suite 1115
Houston, TX 77002-7006

ONLINE (Credit card only) www.stcl.edu/cle/cle.html

PHONE (Credit card only) (713) 646-1757 or (800) 646-1253

FAX (Credit card only) (713) 646-1780

REGISTRATION

Tuition includes breakfast, lunch, refreshments, Course Manual and reception. No written confirmations will be sent. Allow one week to process. Confirm your registration at www.stcl.edu/cle/registrationconfirmation.html.

REFUND POLICY

Refunds, less a \$45.00 processing fee, will be given to those who cancel in writing by 5:00 p.m., Tuesday, July 13, 2010. No refunds will be granted thereafter.

ACCREDITATIONS

The In-House Counsel Conference

Accredited by the State Bar of Texas for 4.50 MCLE Hours, including 2.25 Legal Ethics Hours.

Accredited by the Texas Board of Specialization in Civil Trial Law and Labor and Employment Law.

Employment Law Conference

Accredited by the State Bar of Texas for up to 15.25 MCLE Hours, including 4.0 Legal Ethics Hours.

Accredited by the Texas Board of Specialization in Civil Trial Law and Labor and Employment Law.

This program has been approved for 12.5 credit hours towards recertification through the Human Resource Certification Institute (HRCI). For more information visit the HRCI website at www.hrci.org.

SCHOLARSHIPS

Limited, partial tuition scholarships are available for attorneys with government agencies and nonprofit organizations. Direct written requests to Jean Zoch, Associate Director.

JUDGES

Full-time active Texas court judges and associate judges may attend for a reduced tuition of \$75. Attendance is required. Call Kimberly Smith for more information at (713) 646-1757 or (800) 646-1253.

HOTEL - \$139 per night. **Guaranteed until June 30, 2010.**

Crowne Plaza Houston - Downtown, 1700 Smith Street

Book online at www.cpdowntown.com or call (877) 834-3613

Located a short distance from the law school. Complimentary Local Area Shuttle available upon request throughout the Downtown area. Available 7:00 AM - 10:45 PM 7 days a week. Overnight parking rate \$12/per night.

PARKING

Fannin Garage, 1112 Clay Street, \$6.00 per day (Early Bird Special: Enter by 9:00 a.m. and pay only \$4.00). Reserved parking for the disabled on floors 5, 7, 9 and 11 near the elevator. Additional parking available in garages and on surface lots near the law school.

SPECIAL ACCOMMODATIONS

For any special needs as addressed in the Americans with Disabilities Act, call Kimberly Smith at (713) 646-1757 or (800) 646-1253 by June 14, 2010 or as soon thereafter as possible.

Registration Form

In-House Counsel Conference, July 14, 2010
23rd Annual Employment Law Conference, June 15-16, 2010

South Texas College of Law and HR Houston

- 1** \$445 Attorneys (\$525 with In-House Counsel Conference)
 \$330 Non-attorney Human Resource Professionals/Paralegals
 \$300 Non-attorney Members of HR Houston
 \$145 In-House Counsel Conference Only (Wed. July 14, 2010)

I am unable to attend. Please ship me the Employment Law Conference course manual.

\$145 Course Manual - Hardcopy only
(includes shipping and handling) Allow three weeks for delivery.

2 Mr. Ms. Name: _____ Bar Card No. : _____

Firm/Agency Name: _____

Address: _____ City: _____ State: _____ Zip: _____

Telephone: _____ Fax: _____ Email: _____

I would like to receive e-mail notifications about upcoming CLE courses.

- 3** American Express Master Card Visa

Card No.: _____ Exp. Date: _____

Signature: _____

Check enclosed (Payable to South Texas College of Law) Check No. _____ Amount _____

Yes, I will No, I will not be attending the reception on Thursday, July 15, 2010.