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A blurred background image of a large conference room with many people seated at long tables, attending a meeting or conference. The room is brightly lit with large windows in the background.

San Antonio Human Resource Management Association's 13th Annual Employment Law Conference

**Norris Conference Center • San Antonio, Texas
August 21, 2019**

A close-up, slightly blurred image of a black microphone on a stand, positioned on a light-colored wooden podium. The podium is in the foreground, and the background is a blurred view of the conference room.

Ogletree Deakins

AGENDA

- 7:15 - 7:45 a.m. **REGISTRATION AND BREAKFAST**
- 7:45 - 8:00 a.m. **WELCOME AND OPENING REMARKS**
Presenter: Raven Applebaum, Ogletree Deakins – San Antonio, TX
- 8:00 – 9:00 a.m. **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.
*Presenters: James H. Kizziar Jr., Bracewell – San Antonio, TX and Washington, D.C.
Jay R. Aldis, Bracewell – San Antonio, TX*
- 9:00 – 10:00 a.m. **Texas Unemployment and Payday Law Update**
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 highlight 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.
Presenter: Michael L. Holland, Holland & Holland, LLC – San Antonio, TX
- 10:00 – 10:15 a.m. **BREAK**
- 10:15 – 11:15 a.m. **What HR Professionals Need to Know About Cybersecurity**
Cybersecurity is continually intersecting with businesses, and especially human resource professionals. As gatekeepers of personal information, learn what information and analyses HR should be doing to stay current in cybersecurity, privacy, and data protection law. This session will focus on a variety of topics including emerging technology, business practices, legislation, regulatory and self-regulatory initiatives, and litigation development.
Presenter: Karen Monsen, Caldwell, East and Finlayson, PLLC – San Antonio, TX
- 11:15 – 12:15 p.m. **Washington Watch: What's in Store for 2020 (and Beyond)**
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.
Presenter: James J. Plunkett, Ogletree Deakins – Washington, D.C.
- 12:15 – 12:30 p.m. **BREAK**
- 12:30 – 1:00 p.m. **Keynote Presentation: As the World Turns . . .**
Join Representative Minjarez as she discusses recent developments in local ordinances, state statutes, and the legislative process, and how these changes are impacting employment policies and practices for local employers.
Presenter: State Representative Ina Minjarez, Texas House District 124
- 1:00 – 1:30 p.m. **Hot Issues in Workplace Privacy and Civility: What Employers Need to Know**
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 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.
*Presenters: Malinda A. Gaul, Gaul & Dumont – San Antonio, TX
John A. Ferguson, Jr., Schmoyer Reinhard LLP – San Antonio, TX
Raquel G. Perez, Notzon Law – San Antonio, TX*

1:30 – 2:00 p.m.

Arbitration: The Right Tool for Combatting Class Claims?

The United States Supreme Court has had multiple significant decisions bearing on arbitration agreements between employers and employees in 2018 and 2019. Consider these cases and the potential pros and cons of arbitration for your company—are you missing out on a tool to prevent collective or class action claims?

Presenter: Leslie Selig Byrd, Bracewell LLP – San Antonio, TX

2:00 – 3:00 p.m.

Drugs in the Workplace

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.

Presenter: Justin J. Barbour, Schmoyer Reinhard LLP – San Antonio, TX

3:00 – 3:15 p.m.

BREAK

3:15 – 4:15 p.m.

Game of Thrones (HR Style)—A Game of Hot Topics and Cool Scenarios in Employment Law

This energetic and highly interactive presentation will test your HR knowledge and problem-solving methodology by placing you on 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. 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.

*Panel Discussion: Chris A. Scherer, Law Office of Chris A. Scherer – San Antonio, TX
John A. Heller, Holland & Holland, LLC - San Antonio, TX*

4:15 p.m.

CLOSING REMARKS

Presenter: Raven Applebaum, Ogletree Deakins – San Antonio, TX