

Agenda

Federal and Texas Case Law Update

K. Cheeseman
J. Silva-Blanco

OSHA Inspections 101

B. McClennen-Lorenz

- Why do you need an OSHA attorney?
- What to do when OSHA Shows Up - inspection protocol
- The new walk around rule: what does it mean for your business?
- You got an OSHA citation: now what?
- What to expect if you litigate against OSHA

Independent Contractor Status Update

C. Hesse

- Definition of an independent contractor
- Why employment classification matters

Non-Solicitation, Non-Compete and Confidentiality Agreements

B. Gardner

- Drafting essentials and language to include Enforceability
- Determining the scope and duration of the agreements
- Employees with existing non-compete agreements

Employment Regulation Update

J. Hansen

- Group paid family leave insurance
- Texas CROWN act
- COVID-19 vaccine mandate ban
- Workforce violence reporting

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Texas Labor and Employment Law

Live, Interactive Webinar - Thursday, August 1, 2024

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Learning Objectives

You'll be able to:

Review recent Federal and Texas employment law case law.

Explore new developments in determining independent contractor status.

Discuss OSHA inspection protocols and procedures for handling OSHA citations.

Get tips on using non-solicitation, non-compete and confidentiality agreements.

Comply with new employment law regulations, including regulations on workforce violence reporting and group paid family leave insurance.



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Your LIVE Education Leader Presents

Texas Labor and Employment Law

Live, Interactive Webinar - Thursday, August 1, 2024



Discuss recent Texas and Federal employment law case law

Handle OSHA inspections and related issues

Get an update on independent contractor status

Explore non-solicitation, non-compete and confidentiality agreements

Examine new regulations, including the Texas CROWN Act and the COVID-19 vaccine mandate ban

Continuing Education Credits

Attorneys
6.0 CLE Hours

TBLS
Specialization pending



Webinar Information

Online - Thursday, August 1, 2024

Log into Webinar 8:00 - 8:30 am CDT	Break 11:45 am - 12:15 pm CDT
Morning Session 8:30 - 11:45 am CDT	Afternoon Session 12:15 - 3:30 pm CDT

Tuition
\$339 for individual registration.
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Faculty

Kimberly Cheeseman *Norton Rose Fulbright US LLP*
Ms. Cheeseman is the co-head of litigation and disputes in the Houston office of Norton Rose Fulbright US LLP. She is part of the employment and labor group and is certified by the Texas Board of Legal Specialization for labor and employment law. Prior to joining the firm, Ms. Cheeseman completed a one-year federal clerkship with the Honorable Martin L.C. Feldman of the United States District Court for the Eastern District of Louisiana. She earned her B.A. degree from Duke University and her J.D. degree, *summa cum laude*, from Tulane University Law School.

Jesika Silva-Blanco *Norton Rose Fulbright US LLP*
Ms. Silva-Blanco is a senior associate in the Houston office of Norton Rose Fulbright US LLP. She represents employers in all aspects of labor and employment law, including representation before administrative agencies and in the early phases of litigation. In addition to her litigation experience, Ms. Silva-Blanco's practice also focuses on counseling employers on day-to-day legal issues, including internal investigations, separation agreements, and non-compete agreements. She earned her B.A. degree from Harvard College, and her J.D. degree, with honors, from The University of Texas School of Law.

Barbi McClennen-Lorenz *Little Mendelson P.C.*
Ms. McClennen-Lorenz advises and represents employers in a wide range of labor and employment matters. She focuses her practice on matters involving employer interactions with administrative agencies such as OSHA, DOL, and the Texas Workforce Commission. Ms. McClennen-Lorenz has experience litigating OSHA violations and discrimination claims, and she regularly advises on workplace safety issues. Additionally, she handles OSHA whistleblower investigations concerning retaliation complaints made under the multiple statutes investigated by OSHA. She defends actions brought by whistleblower complainants for appeal to the Department of Labor. Ms. McClennen-Lorenz has significant experience with Gig Economy concerns and regularly provides advice on matters involving independent contractors. She has experience in state and federal courts throughout Texas. Ms. McClennen-Lorenz earned her B.A. degree, *cum laude*, from Southern Methodist University and her J.D. degree from The University of Oklahoma College of Law.

Barbara Gardner *Gardner Employment Law*
Ms. Gardner is the lead attorney with Gardner Employment Law. Gardner Employment Law helps clients solve workplace problems efficiently and strategically. The client's career is first and foremost in our analysis. Professionals such as physicians, managers and executives prefer this approach because it resolves issues with minimal delay, controversy, and cost. Other employment lawyers persistently steer their clients first toward filing a lawsuit, launching a drawn-out, resource-draining process. If a lawsuit is required, so be it. Ms. Gardner has won many battles in the courtroom but she doesn't file suit without first trying to resolve disputes so that both parties can put the matter behind them. Since graduating #1 in her law school class, Ms. Gardner has successfully handled hundreds of cases and appeals during her 30+ years as a lawyer. Her peers consistently have voted her as one of the "Best Lawyers in America" in Employment Law, among other prestigious awards. Ms. Gardner began her career as a judicial law clerk and afterwards went to Bracewell. She spent the bulk of her career as a partner with Mandell & Wright in downtown Houston. In 2015, Ms. Gardner established Gardner Employment Law. The firm has offices in Houston and Austin, Texas. She earned her B.A. degrees from the University of Colorado and the University of Houston, and her J.D. degree from South Texas College of Law.

Curt Hesse *Moore & Associates*
Mr. Hesse is a partner with Moore & Associates. He specializes in a broad range of employment law matters, and he has represented both employers and employees. Mr. Hesse has experience litigating class and collective actions under the Fair Labor Standards Act, the Uniformed Services Employment and Reemployment Rights Act and the Family and Medical Leave Act. Prior to joining Moore & Associates in 2009, Mr. Hesse served as a judicial intern under the Honorable Michael Schneider, Jr., 315th Juvenile District Court. During law school, he clerked for Gilman & Allison, L.L.P., a firm specializing in admiralty and maritime law. Mr. Hesse also has worked as a legal assistant clerk at Baker Botts, L.L.P. Mr. Hesse is a veteran of the United States Coast Guard. He was activated multiple times after September 11, 2001, and has received numerous awards, including the Commandant's Letter of Commendation, Presidential Unit Citation and Global War on Terror Service Medal.

Jakki A. Hansen *The Hansen Law Firm, P.C.*
Ms. Hansen is board certified in civil trial law by the Texas Board of Legal Specialization. She specializes in litigation and trial work, with a practice area focus in labor and employment law matters and family law. She has 24years of experience with jury trials and litigation. Ms. Hansen is admitted to practice in both Texas state and federal courts, including state courts of appeals and the 5th Circuit Court of Appeals. Ms. Hansen grew up in East Texas and attended Texas A&M University. She then attended law school at the University of Houston Law Center and was licensed to practice law by the Supreme Court of Texas in November 1998. After law school Ms. Hansen worked as a prosecutor at the Harris County District Attorney's Office where she gained valuable trial experience, and experience in supervising and training younger prosecutors in case evaluation and litigation before moving on to private practice with a prominent local law firm. She then joined a local government entity where she was promoted to associate vice-president and assistant general counsel. In 2010, Ms. Hansen decided re-enter private practice and went on to open her own law firm with a practice concentrating on labor and employment law and family law.

Credit Information

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