

# TBA Labor & Employment Law Forum 2025

Tennessee Bankers Association Barrett Training Center

May 2, 2025



**Total Credits:** 4 General, 1 Dual

This program will begin with a case law update. Next up, we welcome representatives from Belmont University and LMU Duncan School of Law to discuss values-based professionalism. Discover tips for arbitrating employment disputes from this experienced panel. After lunch, we will talk about workplace privacy, and the day will end with a session on the current state of DEI initiatives. Attendees can earn up to four general and one dual CLE hours.

8:00am – 8:30am CT

## **Breakfast & Registration**

8:30am – 9:30am

## **Case Law Update**

*This session will cover recent case law updates that impact employment law.*

Jeb Gerth, Epstein Becker Green

9:30am – 9:45am

## **Break**

9:45am – 10:45am

**DUAL**

## **Values-Based Professionalism**

*The American Bar Association now requires that law schools “provide substantial opportunities to students for ... the development of a professional identity,” which involves, “an intentional exploration of the values, guiding principles, and well-being practices considered foundational to successful legal practice.” In this dual-credit CLE session, representatives from two Tennessee law schools will discuss how they teach students about the values, guiding principles, and wellbeing practices integral to being successful professionals, who are well-respected in the profession and also fulfilled in their careers. As our speakers will discuss, intentionally framing our professional identities around our core personal values can make for a meaningful career and foster more meaningful professional relationships. Much of the session will be dedicated to participants exploring their own core personal values and how those values can inform their professional identities and interactions.*

Maha Ayesh, Lincoln Memorial University Duncan School of Law

Kristi Arth, Belmont University School of Law

10:45am – 11:00am	<b>Break</b>
11:00am – 12:00pm	<p><b>Navigating Your Arbitration: Tips and Traps for Employment Lawyers</b></p> <p><i>Despite the fact over 50% of all employees in the U.S. are covered by employment arbitration agreements, the landscape can be unfamiliar to even the most experienced employment litigators. This session will cover some of the common challenges, such as recognizing the critical terms of the agreement, discovery challenges, motion practice, issuance and enforcement of subpoenas, tips for hearing, as well as confirmation and vacatur of the award.</i></p> <p>Heather Collins, HMC Civil Rights Law  Stan Graham, Holland &amp; Knight  Mark Travis, Travis ADR Services</p>
12:00pm – 12:45pm	<b>Lunch (Provided)</b>
12:45pm – 1:45pm	<p><b>Navigating the Legal Landscape of Workplace Privacy</b></p> <p><i>Do Employees have legally protected privacy rights when they enter the workplace? Can Employers control what Employees do on their own time? These are questions that courts continue to struggle with and that some state legislatures are trying to address. Seasoned employment attorneys Greg Grisham and Maureen Holland will explore the amorphous area of "Workplace Privacy" and examine the current legal standards governing employee surveillance, workplace searches, the monitoring of employee communications, dress code and appearance policies, drug and alcohol testing, medical and recreational marijuana, vaccination policies, and off-duty behavior while offering perspectives from both the Employer and Employee points of view.</i></p> <p>Greg Grisham, Fisher Phillips  Maureen Holland, Holland &amp; Associates</p>
1:45pm – 2:00pm	<b>Break</b>
2:00pm – 3:00pm	<p><b>DEI in 2025</b></p> <p><i>This session will discuss the current state of DEI initiatives in employment in the wake of the executive order that has thrown a wrench into many organizations' plans.</i></p> <p>Dan Norwood, Norwood &amp; Associates  Luther Wright, Ogletree Deakins</p>