

# TBA Labor & Employment Law Forum 2026

May 1, 2026

Tennessee Bankers Association / Bradley L. Barrett Training Center  
211 Athens Way  
Nashville, TN 37228



**Total Credits:** 5 General, 1 Dual

**Program Producer:** Maha Ayesh, Lincoln Memorial University

8:00am – 8:30am CT

## **Registration / Breakfast**

8:30am – 9:30am CT

## **Case Law Update**

*In this session, Jeb and Ann will provide an update of notable federal and state cases since last year's forum that Tennessee employment lawyers should know. The update will cover commonly litigated employment claims and identify practical takeaways for practitioners.*

Jeb Gerth, Epstein Becker Green

Ann Knuckles Mahoney, Epstein Becker Green

9:30am – 9:45am CT

## **Break**

9:45am – 10:45am CT

## **Return-to-Office Mandates: Accommodation Law and the Post-Pandemic Workplace**

*This session examines the legal risks and compliance obligations employers face when implementing return-to-office mandates, with a focus on the intersection of the ADA, pregnancy discrimination laws, and the FMLA. It will address when remote work may qualify as a reasonable accommodation, how pregnancy-related limitations and the Pregnant Workers Fairness Act reshape workplace flexibility obligations, and how leave rights interact with attendance and return-to-work policies.*

Jason Ensley, Forward Air

Mel Fowler-Green, Yezbek Law

10:45am – 11:00am CT

## **Break**

11:00am – 12:00pm CT

## **Judicial Panel**

*In this program, three U.S. Magistrate Judges provide their insights into best practices for employment litigation in federal court, with an emphasis on pretrial litigation and motions practice. Topics covered will include scheduling orders, discovery practices, motions for summary judgment briefing, and attorneys' fees litigation.*

Judge Jill McCook

Judge Chip Frensley

Judge Jon York

Maha Ayesh, Lincoln Memorial University

12:00pm – 12:45pm CT

**Lunch**

12:45pm – 1:45pm CT

**The Evolving Landscape of Restrictive Covenants and Trade Secret Protections**

*Non-compete and trade secret disputes continue to evolve as courts and lawmakers reshape the rules governing competitive conduct and the protection of confidential business information. Greg Grisham and Mark Stamelos will review recent legal developments, emerging litigation trends, and the issues attorneys need to watch when drafting protective covenants, employment agreements, evaluating claims, and pursuing or defending litigation in this rapidly changing area of law.*

**Greg Grisham, Fisher Phillips**

**Mark Stamelos, FordHarrison**

1:45pm – 2:00pm CT

**Break**

2:00pm – 3:00pm CT

**Wage & Hour Litigation Trends: What Employers and Employees are Fighting About Now**

*This cross-perspective panel brings together Morgan Hartgrove (Thompson Burton), Courtney Leyes (Fisher Phillips), and Chase Teeples (Yezbak Law) to explore the most pressing wage and hour challenges of 2025-2026. From the DOL's new IC rule to gig-economy classification disputes, tip-credit complications, and the recurring mistakes driving FLSA lawsuits, the speakers will highlight emerging risks and real-world litigation themes. Designed as a free-flowing, practical discussion, this session offers insights valuable to in-house counsel and practitioners on both sides of the "v".*

**Chase Teeples, Yezbak Law**

**Morgan Hartgrove, Thompson Burton**

**Courtney Leyes, Fisher Phillips**

3:00pm – 3:15pm CT

**Break**

3:15pm – 4:15pm CT

**DUAL**

**Sexual Harassment Claims: Litigation Strategy, Liability Exposure, and Ethical Boundaries**

*This program examines sexual harassment claims through both a litigation and ethics lens, focusing on how attorneys can effectively advocate for clients while navigating professional responsibility obligations. Topics include evolving standards under federal and state law, evidentiary challenges, workplace investigation pitfalls, and the ethical limits of advocacy in high-conflict employment disputes. Attendees will gain practical guidance on client counseling, managing sensitive communications, and avoiding conduct that risks bar complaints or sanctions.*

**Heather Collins, HMC Civil Rights Law**