

## 25th Annual Labor & Employment Law Forum

Virtual CLE Event

May 6 & 7

**Program Producer:** Robert Bowman, Kramer Rayson LLP

**Total Credits:** 4 General 2 Dual

### DAY 1: May 6

8:30 - 9:30 a.m. CT

**1 General**

#### Case Law Update

*Join Stan Graham & Casey Duhart for this annual staple as they review recent cases and legal developments impacting the always evolving world of employment law.*

Casey Duhart, Waller Lansden Dortch & Davis LLP

Stan Graham, Waller Lansden Dortch & Davis LLP

9:30 - 10:30 a.m. CT

**1 Dual**

#### From "Court-Packing" to Kneeling: Ethical Discussions of Controversial Topics

*Lawyers are often called upon to opine about the great issues of the day. We have a First Amendment right to do so. But we also have an ethical obligation to enhance the public's understanding of, and confidence in, the rule of law. Today, we will discuss two controversial constitutional issues that have been in the news lately, along with relevant portions of the Tennessee Rules of Professional Conduct.*

Stewart Harris, Lincoln Memorial University

10:30 - 10:45 a.m. CT

#### Break

10:45 - 11:45 a.m. CT

**1 General**

#### ADAAA, FMLA, FFCRA and Other COVID-19 Related Hot Topics

*Presenters will discuss ADAAA, FMLA, FFCRA and other COVID-19 related potential employment issues and claims from both a plaintiff and defense perspective. They will highlight current litigation trends in these areas along with the challenges of accommodating workplace issues such as employees who refuse to receive a COVID-19 vaccine or who want to continue working from home in light of having been allowed to do so for an extended period due to COVID-19. They also will examine how to address ongoing COVID-19 related employee leave requests.*

Stacie Caraway, Miller & Martin PLLC

Heather Collins, Collins & Hunter PLLC

### DAY 2: May 7

8:30 - 9:30 a.m. CT

**1 General**

#### Masters of the Bar

*Two of the states most experienced and well-respected plaintiff and defense attorneys will discuss significant cases they have handled over their careers. The moderator will lead a discussion of those cases and how they impacted the law in the state, as well as any changes that have occurred over time as a result of them. The panel will also discuss new trends in the law and how technology has impacted their practices. Finally, the practitioners will give their insights on what they see on the horizon for attorneys in the labor and employment arena.*

Jennifer Morton, Jennifer Morton Law PLLC

Paul Prather, Littler Mendelson PC

Robert Bowman, Kramer Rayson LLP (Moderator)

9:30 - 10:30 a.m. CT

**1 General**

**1st 100 Days under President Biden – Where are we Headed in Employment/Labor Law**

*Employment/labor lawyers are well aware that the Biden Administration will be making many changes in labor and employment policies and legislation. In this one-hour session, we will explore many of these possible regulatory changes, including: greater enforcement of Wage and Hour and OSHA laws; implementation of a COVID-19 specific emergency temporary standard; rescission of regulations related to joint employers and independent contractors; and elimination of the Payroll Audit Independent Determination (PAID) program. On the legislative front, we can expect new legislation to increase the minimum wage to \$15 an hour; the Protecting the Right to Organize (PRO) Act; and federal paid family/sick leave. The NLRB is expected to issue many labor friendly decisions on such subjects as: joint Employer, election procedures, and employee use of email.*

Bruce Buchanan, Sebelist Buchanan Law PLLC  
Greg Grisham, Fisher Phillips LLP

10:30 - 10:45 a.m. CT

**Break**

10:45 - 11:45 a.m. CT

**1 Dual**

**Dummies for Ethics – Employment Lawyers Edition**

*Learn about ethics the mostly painless way, surveying the dumb mistakes other lawyers have made that resulted in sanctions, discipline, or even criminal charges.*

Jack Burgin, Kramer Rayson LLP