

# AGENDA



## 28th Annual Labor & Employment Law Forum

Tennessee Bankers Association Barrett Training Center  
211 Athens Way, Ste. 100  
Nashville, TN 37228

May 3, 2024

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<b>Program Producer:</b>	Doug Hamill, Mikel & Hamill
<b>Total Credits:</b>	5 General 1 Dual

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8 - 8:30 a.m. CT	<b>Check-In and Light Breakfast</b>
8:30 - 9:30 a.m. CT	<b>New Federal Protections for Working Mothers: A Primer on the Pregnant Workers Fairness Act and the Pump for Nursing Mothers Act</b>
<b>1 General</b>	<i>This session will give an overview of the Pregnant Workers Fairness Act and PUMP Act, which went into effect last year. We will discuss pre-suit requirements, federal agency enforcement, and coverage issues under each law. The session will also address how these laws differ from existing state and federal laws and the potential interplay among various statutes. We will examine early cases brought under these new laws (many of which have not yet made their way to a judgment in the courts, so we welcome audience members to share their experiences with their cases that may be in the litigation pipeline).</i>
	Alexis Tahinci, Tahinci Law Firm
9:30 - 9:45 a.m. CT	<b>Break</b>
9:45 - 10:45 a.m. CT	<b>Case Law Update</b>
<b>1 General</b>	<i>Join Stan Graham for this annual staple as he reviews recent cases and legal developments impacting the always evolving world of employment law.</i>
	Stan Graham, Holland & Knight
10:45 - 11 a.m. CT	<b>Break</b>
11 a.m. - 12 p.m. CT	<b>It Never Stops! The Latest in Wage &amp; Hour Decisions and Trends</b>
<b>1 General</b>	<i>This hourlong session will be explored through a point / counterpoint presentation from the views of two practitioners who represent clients on opposite sides of the issues. It will be an entertaining and engaging discussion with time for questions and dialog with the attendees. Practical observations will be presented during the session to assist the audience in their own practices.</i>
	Bob Boston, Holland & Knight Anne Hunter, Hunter Employment Law
12 - 12:45 p.m. CT	<b>Lunch</b>

12:45 - 1:45 p.m. CT

**What's New at the EEOC**

**1 General**

*This session will address changes at the EEOC during the past year. The session will also address the Agency's Strategic Enforcement Plan for FYs 2024-2028. The Strategic Enforcement Plan highlights the EEOC's priorities and helps guide the EEOC's work in its activities in outreach, technical assistance, enforcement, and litigation. Finally, the session will address EEOC's litigation program in Tennessee, Arkansas, Mississippi, and nationally.*

Faye A. Williams, Equal Employment Opportunity Commission

1:45 - 2 p.m. CT

**Break**

2 - 3 p.m. CT

**Non-Competes in Tennessee: Current Trends, Common Issues, and Practical Considerations Relating to Employee Restrictive Covenants**

**1 General**

*Covenants not to compete are back in the news with the Federal Trade Commission's very recent publication of its final rule banning most non-competes. The first legal challenges to that rule have already been filed. This session will discuss the new FTC rule and national non-compete trends as context for a deeper dive into litigating non-competes and other restrictive covenants in Tennessee, highlighting complicated issues that frequently arise and practical tips for addressing them.*

Jeb Gerth, Epstein Becker Green  
Billy Ryan, Donati Law

3 - 3:15 p.m. CT

**Break**

3:15 - 4:15 p.m. CT

**Artificial Intelligence & the Legal Profession**

**1 Dual**

*Since the release of ChatGPT in Nov. 2022, Artificial Intelligence (AI), and generative AI in particular has induced a wave of excitement and fear in society at large, and the legal field has been no exception. Even in its current form this technology has enormous disruptive potential on the future of lawyering that's already changing how we learn and work. This session will be a discussion on the near and long-term impact of Generative AI on legal services.*

Mark Williams, Vanderbilt University