



Oklahoma Attorney General
Mike Hunter

Office of Civil Rights Enforcement's
2018 Employment Law Conference

Wednesday, April 25, 2018

Oklahoma Bar Center, Emerson Hall
1901 N. Lincoln Boulevard
Oklahoma City, OK 73105

AGENDA

TIME	TOPIC	SPEAKER
8:00-8:30	Registration & Breakfast Refreshments	
8:30-8:40	Welcome & Introduction	Kara I. Smith Chief, Office of Civil Rights Enforcement
8:40-9:30	Family and Medical Leave Act (FMLA) Overview This year marks the 25 th anniversary of the Family and Medical Leave Act (FMLA). This presentation will provide a general overview of the FMLA from coverage to eligibility, along with a road map to help employers navigate their way to compliance.	Jessica Parker U.S. Department of Labor Wage & Hour Division
9:30-10:20	Oklahoma Wage & Hour Labor Laws, Including Equal Pay and Compensation This presentation will address the Oklahoma Department of Labor's mission and role to include equal pay and compensation, wage and hour laws, general labor law updates, and other ways the Oklahoma Department of Labor can foster, promote and develop the welfare of the wage earner.	Melissa McLawhorn Houston Commissioner Don Schooler General Counsel Oklahoma Department of Labor
10:20-10:30	Morning Break & Refreshments	
10:30-11:20	Workplace Sexual Harassment Prevention: The Latest After #MeToo This presentation will provide a summary of what does and does not constitute sexual harassment under Title VII, as well as an update as to the latest legal development in this area. There will also be an in-depth discussion regarding the best prevention practices employers can implement to avoid having sexual harassment issues in the workplace, including what happens if an employer receives a complaint of sexual harassment and an outline of how employers should respond, investigate complaints, etc.	Elaine R. Turner Hall Estill
11:20-12:10	Topics of Focus by the U.S. Equal Employment Opportunity Commission This presentation will focus on EEOC's initiatives and response to the recent numerous reports of sexual harassment in the American workplace.	Holly Cole Area Director U.S. Equal Employment Opportunity Commission
12:10-1:30	Lunch (on your own)	
1:30-1:40	Remarks from the Oklahoma Attorney General	Mike Hunter Oklahoma Attorney General
1:40-2:30	Updates in Employment Law This presentation will focus on the tax implications of non-disclosure agreements in sexual harassment settlements, including updates on sexual orientation discrimination, 10 th Circuit clarification of undue hardship in religious discrimination cases, waiver of 11 th Amendment immunity vs. sovereign immunity, and which tort claims are precluded by the OADA and why.	Amber Hurst Hammons, Gowens, Hurst & Associates
2:30-3:20	Disability in the Law This presentation will address the ADA and Rehabilitation Act, including examples of disability discrimination, qualifying disabilities and reasonable accommodations. There will also be case law update for the 10 th Circuit.	Lauren Ray Assistant Attorney General Office of the Oklahoma Attorney General
3:20-3:30	Afternoon Break & Refreshments	
3:30-4:20	Legal Ethics in Labor and Employment Law This 1-hour CLE Ethics presentation will address the ethical and professional responsibilities of lawyers practicing employment law before administrative agencies, including the ethical and professional responsibility associated with all aspects of litigation ranging from discovery and motion practice to trial and appellate practice.	Melvin Hall Riggs, Abney, Neal, Turpen, Orbison & Lewis
4:20-4:30	Closing Remarks & Adjourn	Kara I. Smith Chief, Office of Civil Rights Enforcement