

34th Annual Course

Advanced Employment Law

Live In-Person • Plano • January 8-9, 2026 • Hilton Dallas/Plano Granite Park

Video Replay In-Person • Austin • February 5-6, 2026 • Texas Law Center

Webcast Replay • February 10-11, 2026



Join us for Employment Law 101 (see page 2 for details).

MCLE CREDIT 12.5 Hours (3.5 Ethics)

 Downloadable Course Materials



TexasBarCLE.com | (512) 427-1574

Education by the Bar, for the Bar

Employment Law 101

Lawyers licensed 5 years or less
can save **\$50!**

(See page 7 for details.)

Live In-Person

Plano • January 7, 2026
Hilton Dallas/Plano Granite Park

Webcast Replay

February 9, 2026

Separate registration required for
each event.



AGENDA

3.5 hours including .5 ethics

12:30 **Registration**

12:55 **Welcoming Remarks**

Course Director

Gilbert Sanchez, *El Paso*
Kemp Smith

1:00 **Introduction to Wages & Hours** .5 hr

David Schlottman, *Dallas*
Jackson Walker

1:30 **Overview of Discrimination** .5 hr

Shannon Schmoyer, *San Antonio*
Schmoyer Reinhard

2:00 **Overview of the Employee Contract**
.5 hr

Ehsan Tabesh, *Houston*
Smurfit Westrock

2:30 **Networking Break - Early Check-in &
Registration for Advanced Course**

2:45 **Who Can I Talk To?** .5 hr ethics

Ashley Tremain, *Dallas*
Tremain Artaza

3:15 **Retaliation** .5 hr

Brent Hockaday, *Dallas*
K&L Gates

3:45 **Covenant Not to Compete & Litigation**
.5 hr

Thomas Nesbitt, *Austin*
Nesbitt Legal

4:15 **Investigations Done Right** .5 hr

Jason Boulette, *Austin*
Boulette Golden & Marin

4:45 **Adjourn**

MCLE CREDIT

3.5 Hours (.5 Ethics)

MCLE Course No:174297970

Applies to the Texas Bar College
and the Texas Board of Legal
Specialization in Civil Appellate,
Civil Trial, and Labor and
Employment Law.



Scan to report
your MCLE hours.

Benefits of Attending a Live In-Person Course

- Make the connections you need for the business you want: 80% of clients come from trusted sources such as fellow attorneys.
- Be the first to learn of vital developments and potential changes in your practice area.
- Gain guidance and insight from face-to-face Q & A with course faculty.
- Get inspired and motivated by connecting with judges, fellow attorneys, and other professionals - many with the same issues and concerns you may have.
- Take time away from the office to focus on CLE without distractions!

TexasBarCLE presents the 34th Annual Course

Advanced Employment Law

Cosponsored by the Labor
and Employment Law
Section of the State Bar
of Texas

Register early and **save up to \$75!**

Lawyers licensed 5 years or less
take **HALF OFF!**

(See page 7 for details.)

Live In-Person

Plano • January 8-9, 2026
Hilton Dallas/Plano Granite Park

Register by **December 29** to save!

Video Replay In-Person

Austin • February 5-6, 2026
Texas Law Center

Register by **January 22** to save!

Webcast Replay

February 10-11, 2026

Separate registration required for
each event.



DAY 1

7 hours including 2.5 ethics

- 8:00 **Registration**
Coffee & Pastries Provided
- 8:55 **Welcoming Remarks**
Course Director
Gilbert Sanchez, *El Paso*
Kemp Smith
- 9:00 **Federal Law Update** .75 hr
Elizabeth "BB" Sanford, *Dallas*
The Sanford Firm
- 9:45 **Update on Sexual Harassment & Assault**
.5 hr
Gay Gilson, *Corpus Christi*
Law Office of Gay E. Gilson
- 10:15 **Break**
- 10:30 **Litigating After Ames, Hamilton, and Muldrow** .5 hr
Austin Kaplan, *Austin*
Kaplan Law Firm
- 11:00 **Disability Accommodations** .75 hr
Tomiyo Stoner, *Irving*
Undaunted Law Firm
- 11:45 **Break – Lunch Provided**
- 12:00 **Luncheon Presentation: AI & HR**
1 hr ethics
Chris Lopez, *Dallas*
CrowdStrike
Hon. Xavier Rodriguez, *San Antonio*
Judge, U.S. District Court
Western District of Texas

- 1:00 **Break**
- 1:15 **FLSA Update** .5 hr
Trang Q. Tran, *Houston*
Tran Law Firm
- 1:45 **Protected Speech Rights in the Workplace** 1 hr (.5 ethics)
Matt Bachop, *Austin*
Deats, Durst & Owen
Laura Merritt, *Austin*
Boulette Golden & Marin
- 2:45 **Burnout in the Workplace** .5 hr ethics
Lance Travis, *Dallas*
Cobb Martinez Woodward
- 3:15 **Networking Break**
- 3:30 **Retaliation Update** .5 hr
Mickey Washington, *Houston*
Washington & Associates
- 4:00 **Non-Competes** .5 hr
Joseph Ahmad, *Houston*
Ahmad Zavitsanos & Mensing
- 4:30 **The Ethical Use of AI** .5 hr ethics
Jason Boulette, *Austin*
Boulette Golden & Marin
- 5:00 **Adjourn to Social Sponsored by the Labor and Employment Law Section**

MCLE CREDIT

12.5 Hours (3.5 Ethics)
MCLE Course No: 174297971
Applies to the Texas Bar College
and the Texas Board of Legal
Specialization in Civil Appellate,
Civil Trial, and Labor and
Employment Law.



Scan to report
your MCLE hours.

 THE STATE BAR OF TEXAS
LABOR AND EMPLOYMENT LAW SECTION



Mark Your Calendar



DAY 2

5.5 hours including 1 ethics

8:30 **Coffee & Pastries Provided**

8:55 **Announcements**

9:00 **State Law Update** .75 hr
Richard Carlson, *Houston*
Professor of Law
South Texas College of Law

9:45 **Tax Considerations for Settlement and Severance** .5 hr (.25 ethics)
Andrew Golub, *Houston*
Dow Golub Remels & Gilbreath

10:15 **Break**

10:30 **Planning out Reductions in Force** .75 hr
Jennifer Trulock, *Dallas*
Bradley Arant Boult Cummings

11:15 **Outsmarting Smartphones** .5 hr
Noel Kersh, *Fort Worth*
Crowe

11:45 **Religion in the Workplace** .5 hr
David Schlottman, *Dallas*
Jackson Walker

12:15 **Break – Lunch Provided**

12:30 **Luncheon Presentation: Affirmative Action, Equal Opportunity Compliance, and Harassment – Where We Are Today** 1 hr (.25 ethics)
Chad Baruch, *Dallas*
Johnston Tobey Baruch

1:30 **Break**

1:45 **Mental Health for Attorneys** .5 hr ethics
David Hunt Baker, *Dallas*
TLAP

2:15 **Trial Demonstratives & Visual Aids** 1 hr
Thomas “Trey” Cammack, *San Antonio*
Harper Law Firm
Amy Gibson, *Dallas*
Gibson Wiley

3:15 **Adjourn**

Click to register for these upcoming courses:

- **Advanced Trial Strategies**
[Live In-Person](#) • New Orleans, LA
February 19-20, 2026
Omni Royal Orleans
- **Conquering the Courtroom: Practical Techniques to Elevate Your Courtroom Success**
[Live In-Person](#) | [Live Webcast](#)
Austin • January 22, 2026
Texas Law Center
- **Business Drafting Workshop**
[Live Webcast](#) • March 18, 2026
- **Handling Your First (or Next) Franchise Agreement**
[Live In-Person](#) | [Live Webcast](#)
Austin • March 26, 2026
Texas Law Center

Event details may change. For the latest information, please visit TexasBarCLE.com.

TexasBarCLE.com

• Course Director

Gilbert Sanchez.....El Paso

• Planning Committee

Richard R. Carlson.....Houston
Karla Jackson Edwards.....Dallas
Amy Gibson.....Dallas
Andrew Golub.....Houston
Amanda Hernandez.....Houston
Laura Merritt.....Austin
Hon. Amber Morgan.....Hewitt
David Schlottman.....Dallas
Jennifer Trulock.....Dallas
David Linwayne Wiley.....Dallas

• TexasBarCLE Planning Team

Kim Maka.....Program Planner
Raniya Dailey.....Program Coordinator
Eliza Velarde.....Written Materials Coordinator
Kelly Brooks.....Meeting Planner

• Labor and Employment Law Section of the State Bar of Texas

Karla Jackson Edwards.....Chair
David Schlottman.....Vice-Chair
Richard R. Carlson.....Treasurer
Andrew Golub.....Secretary
Gilbert Sanchez.....Immediate Past Chair

• State Bar of Texas

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Thank You to Our Sponsors

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Interested in Sponsoring or Exhibiting at this Course or Others?

Please view our [TexasBarCLE Course List](#) or contact us at clesponsorships@texasbar.com.



JOIN THE LABOR & EMPLOYMENT LAW SECTION

About

THE LABOR & EMPLOYMENT LAW SECTION:

Approximately 3,000 attorneys strong, the Labor and Employment Law Section of the State Bar of Texas works to promote and enhance the practice of law by all lawyers who specialize or have an interest in labor and employment law.

The Section connects you to:

- Discounted CLE to its members
- Assistance to pro bono service providers
- A quarterly newsletter with recent Texas state and federal court decisions involving significant labor and employment law issues
- The annual Law Review Articles Award recognizing an outstanding student's article on a labor and employment law topic
- Useful information and tools via its website www.laborlaw.org, including a Jury Charge Database with word searchable documents

Join by mail or online:

To join online, visit your **MyBarPage** on TexasBar.com or download a membership application and mail or fax your payment to:

State Bar of Texas
Attn: Accounting Director
P. O. Box 12487, Austin, TX 78711-2487

Or join online at www.laborlaw.org.

Checks should be made payable to
The SBOT Labor & Employment Section.

www.laborlaw.org

Reserve Your Hotel Room Early



Hotel rooms have been blocked at special rates on a space available basis. To make a reservation, contact the hotel and indicate that you will be attending this State Bar of Texas course.

Live In-Person

Plano • Hilton Dallas/Plano Granite Park

5805 Granite Parkway

Plano, TX 75024

(469) 353-5000

\$189 single/double

Hotel Deadline: December 16, 2025

[Make your reservation online.](#)

Parking:

Self-Parking for registrants of this program and hotel guests is available for \$10/day.

The reserved block of rooms may fill up before the deadline. Act now!

Video Replay In-Person

Austin • Texas Law Center

1414 Colorado Street

Austin, TX 78701

(512) 427-1574

www.TexasBarCLE.com

Parking: The Moody Bank/Deloitte Building at 400 W. 15th Street offers public parking at a \$20 per day maximum. The Capitol Visitors Parking Garage at 1201 San Jacinto Boulevard offers a maximum daily charge of \$12.

See [parking map](#).

Hotel Accommodations

No rooms have been blocked for this course. We recommend the nearby hotels listed below:

DoubleTree Suites by Hilton Hotel Austin

303 W. 15th Street

Austin, TX 78701

(512) 478-7000

Corporate ID Number: 560034650

Corporate rate includes complimentary Wi-Fi and a discounted parking rate of \$30.

Hampton Inn and Suites @ The University/Capitol

1701 Lavaca Street

Austin, TX 78701

(512) 499-8881

Corporate ID Number: 560034650

Corporate rate includes complimentary breakfast and Wi-Fi. Valet only parking is available for \$49 plus tax.

Hilton Garden Inn Austin University Capitol District

301 W. 17th Street

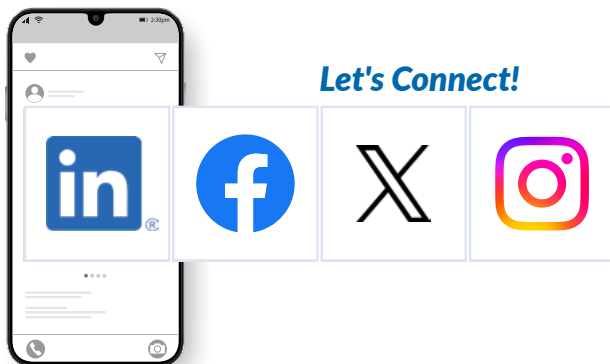
Austin, TX 78701

(512) 319-3333

Corporate ID Number: 3364211

Corporate rate includes Wi-Fi. Valet only parking is available for a rate of \$55 plus tax.

Parking rates are subject to change; please confirm rate upon arrival.



Let's Connect!

LinkedIn @TexasBarCLE | **Facebook** @TBCLE

X formerly Twitter @TexasBarCLE | **Instagram** @TexasBarCLE1

Ways to Save on the Advanced Course!

Register for the Live In-Person Event by December 29 and **Save \$50**

Early registrations help us ensure that sufficient seating and refreshments are available. Seating will be reserved for preregistrants until the start of the first topic.

Attorneys licensed in Texas 5 years or less get **half off** the regular course fee.

Texas Bar College Members Can **Save \$25**

To join or learn more, visit texasbarcollege.com or call (512) 427-1819.

Labor and Employment Law Section Members Can **Save \$25**

Not a member? To join, visit your My Bar Page and join online, or download a membership form from TexasBar.com/sections to pay by mail. Please do not send section membership payment with your registration fee.

Virtual Course Discount **Save \$50 Automatically**

when you register for the webcast replay!

Paralegal Division Members Can **Save \$25**

To join or learn more, visit txpd.org or call (806) 443-2209.



Earn Discounts by Registering Five or More

Contact our Firm & Group Sales Representative at firmandgroupsales@texasbar.com. Please note, this excludes complimentary registrations.



FYI

• **Scholarship Information**

TexasBarCLE offers scholarships for live courses, video replays, online classes, and webcasts. To apply or learn more, call (512) 427-1490, Mon-Fri 8am-5pm CT. Please apply at least two weeks prior to any live/video replay course or at least one week prior to any webcast or online class.

- **Active Texas State, County, and Federal Judges, Administrative Law Judges, Hearing Examiners, and Judge's Staff Attorneys may attend out-of-state programs for a discounted rate or in-state programs for free, provided:** (1) the course directly relates to the judge's/tribunal's jurisdiction, (2) the judge is a full-time judge or retired under a judicial retirement system and (3) space is available for all paying registrants. This privilege does not extend to prosecutors, receivers, trustees, other court staff, or persons serving part-time in a judicial capacity. Actual attendance is required to receive course materials.

- **Parking Information** is subject to change and does not guarantee available space.

- **If You Need Special Accommodations to Attend or Have a Food Allergy**, please contact us as soon as possible at (512) 427-1748 or Mary.Galarza@texasbar.com.

• **Registered but Can't Attend? Still Earn MCLE Credit**

by taking the course online later through your Free Online Benefits. If you would rather have a refund, call (512) 427-1574 or fax your request to (512) 427-4443. Refund requests must be made at least one business day before the program.

- **FREE ONLINE BENEFITS! Online Videos and MP3s of the Topics** will be available to registrants 4-6 weeks after the live in-person event. Provide your e-mail address when preregistering to be notified when and how these benefits may be accessed. (**Note:** Presentation lengths may vary from that which was advertised.) There's no extra charge; as a registrant, you're already entitled!

• **Policy of Impartiality**

The State Bar of Texas does not endorse political candidates. When a candidate for the public office is included in promotion for or participates in a TexasBarCLE event, the State Bar is not taking a position for or against anyone's candidacy.

• **Prospective Speakers**

We are always looking for new speakers and encourage you to fill out this [prospective speaker form](#) to let us know your areas of expertise.

REGISTRATION FORM

• **To pay by credit card**, register online at [TexasBarCLE.com](https://www.texasbarcle.com) or call (512) 427-1574 during business hours.

• **To pay by check**, mail to State Bar of Texas, P.O. Box 676916, Dallas, TX 75267-6916



Earn Discounts by Registering Five or More

Contact our Firm & Group Sales Representative at firmandgroupsales@texasbar.com. Please note, this excludes complimentary registrations.

Advanced Employment Law (5095)

Live In-Person • Plano • January 8-9, 2026

- ☐ \$745 Regular Registration Fee
Eligible for a discount if registered by December 29, 2025
- ☐ \$372.50* Lawyers Licensed 5 Years or Less (Half Off)

Video Replay In-Person • Austin • February 5-6, 2026

- ☐ \$645 Regular Registration Fee
Eligible for a discount if registered by January 22, 2026
- ☐ \$322.50* Lawyers Licensed Five Years or Less (Half Off)

Webcast Replay • February 10-11, 2026

Register at [TexasBarCLE.com](https://www.texasbarcle.com). See page 9 for pricing.

Employment Law 101 (5096)

Live In-Person • Plano • January 7, 2026

- ☐ \$195 Regular Registration Fee
- ☐ \$145* Lawyers Licensed 5 Years or Less (\$50 Off)

Webcast Replay • February 9, 2026

Register at [TexasBarCLE.com](https://www.texasbarcle.com). See page 9 for pricing.

Discounts

Advanced Employment Law

- ☐ \$50 Off • Early Bird Discount (see deadline dates above)
(Postmark date for checks will be determinative.)

Membership Discounts: (select one)

- ☐ \$25 Off • Labor and Employment Law Section
- ☐ \$25 Off • Texas Bar College
- ☐ \$25 Off • Paralegal Division

For more information, see page 7.

All Courses

My registration is complimentary because I am a:

- ☐ Qualifying judge
- ☐ Judge's staff attorney

See FYI section on page 7 for details.

Course Materials

Written materials will be provided as a PDF download only

Register in advance and we'll send you an email to download/print the materials when they become available. (You must be a registered user of [TexasBarCLE.com](https://www.texasbarcle.com) to use this feature. Becoming a registered user is free and only takes a moment.) **Note:** Please download the materials before you arrive at the course, since internet access may be limited.

I can't attend but would like the materials.

PDF downloads of course materials are [available online](#) 1-2 weeks after the course.

Check Payments

My total is \$
State Bar Membership No:

Registrant Name:
Firm Name / Court:
Address for Bar-Related Mail:
City / State / Zip:
Phone / Fax:
E-Mail:

An email address is required for payment confirmation and pdf downloads of course materials.

**Does not qualify for discounts listed in the Discount section.*

Plus 8.25% sales tax on total course book sales only. Please include sales tax or attach an exemption certificate.

To order on USB, contact our FlashCLE service at (512) 427-1575.

QUESTIONS? (512) 427-1574

Webcast Information



Webcast registration is offered online using a credit card at [TexasBarCLE.com](https://texasbarcle.com). If you have any questions or would like to register by phone, please call (512) 427-1574. Mail or fax registrations are not accepted at this time.

Fees

Advanced Webcast Replay • February 10-11, 2026

- \$595 Per Registrant | **\$545 with Virtual Discount!**
- \$297.50 Lawyers Licensed 5 Years or Less (Half Off)

101 Webcast Replay • February 9, 2026

- \$195 Per Registrant | **\$145 with Virtual Discount!**
- \$95 Lawyers Licensed 5 Years or Less (Half Off)

Additional discounts available online.

Course Materials

Written materials will be provided as a PDF download only.

Register in advance and we'll send you an email to download/print the materials when they become available. (You must be a registered user of [TexasBarCLE.com](https://texasbarcle.com) to use this feature. Becoming a registered user is free and only takes a moment.)

I can't attend but would like the materials.

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Replaying the Webcast

If you cannot watch the entire webcast at its scheduled time, an archived recording will be available under **My Purchases** within a few days of the live program. You may then complete the program at your convenience and claim MCLE credit through December 31, 2026.

IMPORTANT: Registration for this webcast admits only the registrant. Registrants are expressly prohibited from allowing nonregistrants access to the program.

For group viewings of a webcast, contact us at (512) 263-2802 or firmgroupsales@texasbar.com.

Claiming MCLE Credit

For the webcast, click the **Claim Credit** tab at the conclusion of your viewing. Please read & acknowledge the instructions, edit any information if needed, then click **Submit Hours** at the bottom of the page.

QUESTIONS? Please email cleregistration@texasbar.com or call (512) 427-1574.