

34<sup>th</sup> 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!
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TexasBarCLE presents the 34<sup>th</sup> 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

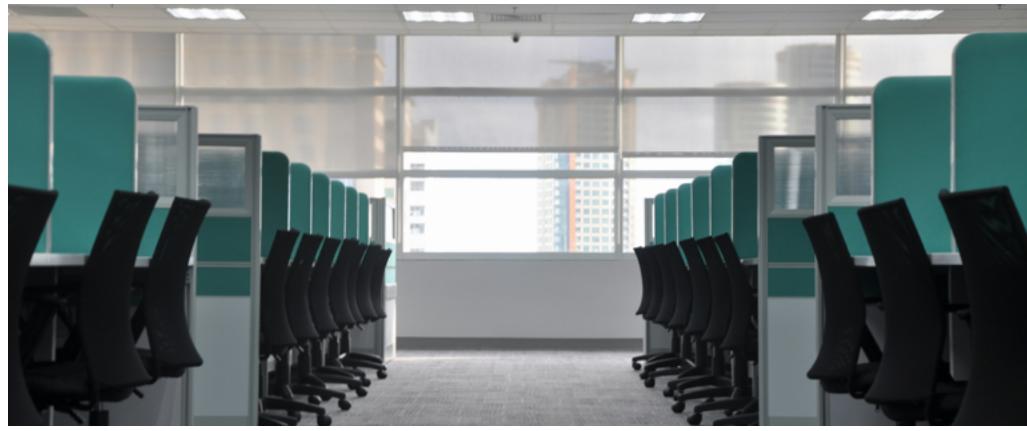
4:30 **The Ethical Use of AI** .5 hr ethics  
Jason Boulette, Austin  
Boulette Golden & Marin

5:00 **Adjourn to Social Sponsored by the**  
**Labor and Employment Law Section**

 THE STATE BAR OF TEXAS  
LABOR AND EMPLOYMENT LAW SECTION



Scan to report  
your MCLE hours.



## 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

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

### Partner



### Supporter



#### Interested in Sponsoring or Exhibiting at this Course or Others?

Please view our [TexasBarCLE Course List](#) or contact us at [clesponsorships@texasbar.com](mailto: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](http://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](http://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](http://www.laborlaw.org).

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

## 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](http://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.

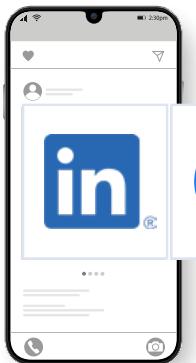
#### **Hilton Garden Inn Austin University Capitol District**

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!**

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[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](http://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](http://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](http://txpd.org) or call (806) 443-2209.



### Earn Discounts by Registering Five or More

Contact our Firm & Group Sales Representative at [firmandgroupsales@texasbar.com](mailto: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](mailto: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](http://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](mailto: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](http://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.

### 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.

### 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](http://TexasBarCLE.com). See page 9 for pricing.

### 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](http://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.

*\*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.**

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

### 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 [firmandgroupsales@texasbar.com](mailto:firmandgroupsales@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](mailto:cleregistration@texasbar.com) or call (512) 427-1574.