



Wednesday, October 25, 2023 | Tulsa
Renaissance Tulsa Hotel & Convention Center

8:00-8:25 a.m. | Registration & Breakfast

8:25-8:30 | Welcome

[Adam W. Childers](#) and [Randall J. Snapp](#)

8:30-9:20 a.m. | The Ghosts Aren't that Friendly. An Overview of Less Common (but Still Spooky) Claims Employers Might Face and Unique Tools to Keep in the Toolkit.

Employers deal with claims on a daily basis, but not all are straight forward. This session provides an overview of the less common claims that employers, or even individual managers and employees, may face. Attendees will learn about the legal tools they should keep in their proverbial toolkits, best practices to address these less common claims, and how to deal with cross-jurisdictional claims.

[Jaycee Booth](#) and [Katie Campbell](#)

9:20-10:10 a.m. | There is a Monster in Your Closet: Today's Aggressive NLRB and Its Impact upon Your Workplace.

This session will explore the key precedential decisions that have recently come out of the National Labor Relations Board. Considering these decisions, attendees will partake in a discussion on whether or not employers should update their policies and handbooks, and if so, what those updates will look like. Attendees will also learn about the National Labor Relations Act and its application to union and non-union workplaces.

[Michael W. Bowling](#)

10:10-10:20 a.m. | Break

10:20-11:10 a.m. | Tricks and Treats: A Review of Real Life Nightmares.

The workplace can be tricky to navigate but if done correctly, the reward is sweeter than any bag of Halloween candy. In this session, attendees will learn how best to protect trade secrets and other confidential business information and the issues that arise when failing to do so, best practices for conducting background checks and potential pitfalls, and how to handle sensitive issues surrounding LGBTQ+ in the workplace.

[Allen L. Hutson](#)

11:10 a.m.-12:00 p.m. | Crystal Balls and Tarot Cards—Decerning the Impact on Employers of Recent SCOTUS Decisions.

Attendees will learn about the new de minimis standard for religious accommodations under Title VII. This session will also discuss a pending SCOTUS case, *Acheson Hotels, LLC vs Laufer*, and what employers should consider if ADA “testers” have standing in the Tenth Circuit (oral argument scheduled for October 4, 2023). Finally, this session will discuss how employers should update their handbooks and policies (to include the hiring platform) in light of the recent decisions.

[Evan Way](#)



12:10-12:10 p.m. | Break

12:10-1:00 p.m. | House of Horrors? – An Insider’s Look at the Latest Developments in the Oklahoma State Legislature.

The Labor and Employment Practice Group is pleased to welcome Crowe & Dunlevy Director Glen Johnson who will provide the audience with a lunch-time update on all the latest developments from the October Special Session convened by Governor Stitt. As the former Oklahoma Chancellor of Higher Education, and as the former Speaker of the Oklahoma House of Representatives, Mr. Johnson is uniquely qualified to deliver the insider’s look on the 2023 legislative session in review, what the Oklahoma Legislature is working on now, the likely outcome of legislation under review in the Special Session, and what the future may hold heading into the New Year. This will give the audience a chance to peer into the crystal ball and better understand what lies ahead in 2024 as it relates to laws that will impact the businesses where they work.

[Glen Johnson Jr.](#)

1:00-1:50 p.m. | The Crowe & Dunlevy Gameshow – Back From the Dead, and Ready to Party!

Brace yourself for chills of excitement—the Crowe & Dunlevy Gameshow is back! Randall Snapp made it a staple of this annual seminar for years, and now Labor & Employment Chair Adam Childers continues the tradition with his own ghoulish take on this crowd favorite. Attendees will be challenged to apply knowledge and understanding of workplace laws to real-life scenarios drawn from real-life cases. With the guidance of Mr. Childers, the audience will take away practical lessons about how to manage difficult, daily employment situations that will help companies avoid scary workplace issues and heart-stopping liability exposure. Treats will be awarded! Tricks will be condoned. Fun will be had.

[Adam W. Childers](#)

1:50-2:00 p.m. | Break

2:00-2:50 p.m. | Mummies and Vampires and Zombies Oh My!

The Fair Labor Standards Act is a scary place to get lost. All kinds of “things” come out from places you never expected. Wearing garlic around your neck is not enough protection. In this presentation we will discuss the current status of exemptions and the rules proposed to make changes at a monetary cost, tips for dealing with DOL audits including recent mandates, record keeping musts, and scary goblins you never thought existed (and what to do to prevent them from putting a stake in your heart).Fun will be had.

[Madalene A.B. Witterholt](#)

3:00 p.m. | Closing Remarks

[Adam W. Childers](#)