



Thursday, October 31, 2024 | OKC
Embassy Suites Downtown

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

8:25-8:45 | Welcome

[Adam W. Childers](#)

8:45-9:35 a.m. | Trick or Treat: Unmasking Internal HR Investigations

This presentation will delve into the spookiness of internal HR investigations and provide HR professionals with a fun and informative look at the often-daunting task of conducting internal investigations. Topics will include:

- The Witch's Cauldron: Identifying and addressing workplace misconduct
- The Haunted House: Navigating the investigation process from initial complaint to final report
- The Ghoul's Graveyard: Understanding legal and ethical considerations in investigations
- The Vampire's Bite: Avoiding common pitfalls and best practices for conducting effective investigations.

[Chris Vaught](#)

9:40-10:30 a.m. | Untangling the Spider's Web: Best Practices to Manage Online Workplace Issues

This presentation will cover some of most common "web"-related issues for employers. In particular, attendees will learn about accommodations for remote and hybrid workers, the dos and don'ts of protecting confidential information online and through employment agreements, and how to handle political discussion occurring online and at the physical workplace. Learn our best practices so you aren't tangled up this Halloween season.

[Allen L. Hutson](#) and [Logan C. Hibbs](#)

10:30-10:40 a.m. | Break

10:40-11:30 a.m. | Don't go Psycho! Be Ready for Aliens from Outer Space, the Department of Labor, and Other Things that Go Bump in the Night.

After an update of recent Fair Labor Standards Act / Department of Labor cases, rules, regulations, and laws we'll get out of the pit so you can avoid the pendulum and learn practical applications for the future. We'll also look into our crystal ball and see what we can predict the future holds for the Family and Medical Leave Act, FLSA, I-9 compliance, and other scary HR related issues.

[Madalene A.B. Witterholt](#)

11:30 a.m. | Lunch

12:10-1:00 p.m. | A Nightmare on HR Street.... The Crowe Dunlevy Gameshow Returns with a Vengeance!

Labor & Employment Practice Group Chair Adam Childers reprises his role as host of the game show in which attendees

are presented with case summaries from real employment law cases around the country and then engage in an interactive discussion about those facts. The discussions will revolve around liability exposure, best practices for these scenarios, and strategies for diffusing and/or outright avoiding similar employment law issues in the attendees' own workplaces. All of this takes place in the context of a fun and lively game show setting that pits the "Crowes" versus the "Dunlevys" in a battle royale for bragging rights and prizes, while never straying from the core exercise of providing informative and practical information and tips on a wide-range of current employment law issues.

[Adam W. Childers](#)

1:05-1:55 p.m. | The Witch's Brew: A Hodgepodge of 2024's Top Agency Actions

Attendees at this session will be treated to a view into 2024's leading agency actions, including tricky provisions and decisions from the DOL, OSHA, the NLRB, and more that can trip up the wary HR professional. The session will provide practitioners with tips and tricks for managing these administrative actions in a competitive business environment.

[Michael W. Bowling](#)

1:55-2:05 p.m. | Break

2:05-2:55 p.m. | Hocus Pocus and Female Focused

Its just a bunch of hocus pocus. This presentation will cover pregnancy and family leave issues, including the PUMP for Nursing Mothers Act, gender neutral policies and procedures, and avoiding sex discrimination and sexual harassment claims. Not only will this session address various legal issues women in the workplace might face, but it will provide an overview of how to combat these issues. Attendees will learn approaches to improve recruiting, retention, and employee morale not only for women, but for everyone in the office.

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

2:55 p.m. | Closing Remarks and Prizes

[Adam W. Childers](#)