



2025 Crowe Dunlevy Annual Labor & Employment Seminar

Wednesday, November 5, 2025 | Tulsa
Renaissance Tulsa Hotel & Convention Center

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

8:25-8:45 | Welcome

[Adam W. Childers](#)

8:45-9:35 a.m. | No Tricks, Just Rights: Unmasking Title VII in the Workplace

Learning Objectives:

- Understand the Core Protections of Title VII: Identify the five protected classes under Title VII of the Civil Rights Act of 1964 and explain how the law applies to hiring, firing, and workplace practices.
- Recognize Examples of Discrimination (and How to Avoid Them): Analyze real-world (and spooky hypothetical!) scenarios to distinguish between lawful conduct and actions that may constitute discrimination under Title VII.
- Know Your Role in a Fair Workplace: Learn how employees and employers can prevent discrimination and handle complaints appropriately to ensure a workplace that's more treat than trick.

[Katie Campbell](#)

9:40-10:30 a.m. | Bewitched by the ADA: Higher-Level Compliance Spells

Learning Objectives:

- Analyze complex ADA accommodation requests by applying the concepts of “essential job functions” and “undue hardship” to real-world scenarios, including remote work, hybrid work, and safety-sensitive positions.
- Evaluate the interplay between the ADA and other laws (FMLA, Workers’ Comp, OADA, state medical marijuana protections) to ensure consistent, legally compliant leave and accommodation decisions.
- Identify and mitigate advanced ADA risks related to mental health conditions, invisible disabilities, and the interactive process, with a focus on preventing retaliation and constructive discharge claims.
- Develop practical strategies for HR documentation and communication during the ADA interactive process to strengthen legal defensibility while maintaining employee engagement and trust.

[Chris Vaught](#)

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

10:40-11:30 a.m. | Invasion of the Client and Employee Snatchers! The Basic Fundamentals of Non-Solicitation and Confidentiality Post-Employment Restrictive Covenants in Oklahoma.

Learning Objectives:

- Learn the history and evolution of non-compete agreements in Oklahoma, and Oklahoma’s transition to the use of non-solicitation agreements.
- Understand the nuances of the use of non-solicitation agreements as it relates to the definition of “established customers,” the differences between direct and indirect solicitation, and the importance of time and geographic scope.

- Learn how these agreements work in terms of enforceability both inside and outside of the state of Oklahoma.
- Understand the best practices that can be utilized to maximize the impact of your company's post-employment restrictive covenants, and/or how best to respond when these agreements are instead being enforced against one of your own employees.

[Adam W. Childers](#)

11:30 a.m. | Lunch

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

Former Labor & Employment Practice Group Chair Randall Snapp 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.

[Randall J. Snapp](#)

1:05-1:55 p.m. | Ghouls and Rules- How to use the FLSA to Protect you from those Pesky wage and hour Poltergeists.

Sinister things are lurking around every corner of your workplace. Like any decent poltergeist these ghouls disrupt your world. Just when you think you've done everything right, out pops an FLSA poltergeist. Do you need a Sage Ceremony? No, you just need to know what rules will pulverize the poltergeist. This section is meant to put YOU in charge of the ghouls.

- How did these ghouls get here? We will discuss the history of the FLSA and how that impacts day to day decisions.
- Like any good shape-changer, FLSA issues can pop out at you without moment's notice. Having the FLSA basics in your arsenal is your greatest defense.
- Know what these ghouls look like and what makes them tick. We will discuss the most recent FLSA transformations.
- Practice wiping out those pesky poltergeists with scenarios and best practices for complex FLSA issues

[Madalene A.B. Witterholt](#)

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

2:05-2:55 p.m. | FMLA Nightmares: Navigating the Scariest Leave Scenarios Without Losing Your Head

Learning Objectives:

- Unmask the trickiest FMLA eligibility and intermittent leave nightmares, getting equipped to handle hauntingly complex scenarios that often lead to legal peril.
- Conjure compliance magic by decoding the eerie overlap between FMLA, ADA, and state leave laws, avoiding monstrous policy mishaps and cobbled-together solutions that could come back to bite.
- Wield the right charms and potions to detect and manage suspected FMLA abuse, protecting your organization from phantom leave and zombie employees—without turning into a compliance werewolf.

[Michael W. Bowling](#)

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

[Adam W. Childers](#)