

TAKING CARE OF BUSINESS

A Rock & Roll Guide
to Employment Law



The 9th Annual

ScottHulse

**Labor & Employment
Law Seminar**


March 2, 2017



Sign Up Before January 31st to Save \$50

We'll Hit All the Right Notes.

We'll Rock the **Hottest Employment Legal Issues** that are Chart-Topping Concerns for Businesses. Plus, We'll Jam with **Best Practices** and **Sound Strategies** You Can Use to **Reduce Risk** and **Protect Your Business**.

- 
- ♪ Get up-to-date information regarding important changes and developments in labor and employment law.
 - ♪ Learn the ins and outs of federal regulatory compliance during a change of Administration in Washington.
 - ♪ Learn what you can do to proactively manage risk and protect your business from expensive legal pitfalls and avoid hefty fines and penalties.
 - ♪ Obtain valuable information on best practices for ensuring compliance with various federal regulations.
 - ♪ Gain insights into the importance of reliable corporate witnesses – and how to proactively prepare witnesses during litigation.
 - ♪ Learn how to create and maintain legally defensible employment documentation that can help you win in court and administrative proceedings.
 - ♪ Learn from the mistakes of others as we delve into the facts about shocking and expensive employment verdicts in Texas and the U.S.
 - ♪ Navigate the challenges of dealing with concealed gun laws and the risk of violence in the workplace.
 - ♪ Discuss your most pressing legal questions with an all-star band of experts.

♪ Engage in fun, interactive learning experiences that enhance your knowledge of changes in I-9 documentation and immigration laws.

All the Key Players Will Be There.

- 
- ★ Business Owners and Executives
 - ★ In-House Legal Counsel
 - ★ Human Resource Professionals
 - ★ Managers and Supervisors
 - ★ Those Who Handle Hiring and Terminations
 - ★ Anyone Planning a New Business



Earn HR, CLE, and CPE Credits and a Certificate of Completion



THE 2017 SCOTTHULSE LABOR & EMPLOYMENT LAW SEMINAR IS PRESENTED IN PARTNERSHIP WITH



South-West Texas Border

Small Business Development Center Network

El Paso Community College

Thursday, March 2, 2017



8:00 **Registration | Continental Breakfast Provided**

8:45 **Welcome to the Jungle**

Presenter: Rosemary M. Marin

Risks and possible danger are lurking all around in the dense legal and regulatory jungle of employment law. We will provide an updated map to help you understand the environment and the uncertainty that employers must safely navigate as we start a new year under a new federal government Administration.

9:00 **Lyin' Eyes: HR Witness Cross-Examination: Part 1**

Presenters: Rosemary Marin & Priscilla Marquez

Witness and learn from the cross-examination of a poor HR witness.

9:30 **Janie's Got a Gun: Where is She Allowed to Carry It?**

Presenters: Mitch Moss & Blake Downey

Determine what every employer must know to keep the workplace safe in an era of increased workplace violence and controversial gun-carry laws. We'll provide a survey of employers' rights and responsibilities to enforce open-carry laws in Texas and New Mexico.

10:10 **Intermission**

10:30 **Beat It: Creating Legally-Defensible Employment Documentation**

Presenters: Rosemary Marin & Mitch Moss

It is said these days that the party with the most paper wins, but having the RIGHT paperwork is how employers win in court. Participate in an interactive discussion with real-life examples of documentation that wins and loses lawsuits.

11:30 **Networking Luncheon—Served by EPCC Culinary Institute**

12:45 **Riding the Crazy Train: Keeping Up with Critical Changes at the DOL, EEOC, DOJ, DHS, NLRB, OSHA and Other Federal Agencies Under a New Administration**

Presenters: Priscilla Marquez & John Collins

The new Administration has a fresh take on workplace enforcement. Learn the ins and outs of federal workplace compliance, before and after the Obama Administration.

1:45 **Money: Top 10 Highest Employment Verdicts (U.S., Texas, El Paso)**

Presenters: Jimmy Feuille & John Collins

Learn from others' mistakes as we review the facts and law behind shocking employment law verdicts.

2:40 **Intermission**

3:00 **Lyin' Eyes: HR Witness Cross-Examination: Part 2**

Presenters: Rosemary Marin & Priscilla Marquez

Understand a high verdict after watching a second terrible HR witness testify.

3:30 **Flirtin' with Disaster: How to Complete the New Form I-9 and Comply with Federal Immigration Laws Under Heightened Scrutiny of Immigration Issues in the Workplace**

Presenters: John Collins & Javier Macias

Review key components of the new I-9 form and changes to immigration workplace compliance issues under the new Administration, while playing an interactive game.

4:15 **Under Pressure: Q&A with the ScottHulse Attorneys**

Presenters: All Attorneys

Back by popular demand, our expert panel will answer your questions on a variety of employment law topics.



Sound Insights and Strategies

from **Our All-Star Band of Attorneys**



Rosemary Morales Marin is a shareholder and a member of the Firm's board of directors. She leads the ScottHulse, P.C. Labor & Employment practice group. Rosemary is Board Certified in Labor & Employment Law by the Texas Board of Legal Specialization and licensed to practice law in both Texas and New Mexico. She has been rated by

her peers as an "AV Preeminent" lawyer by Martindale Hubbell for her professional excellence, has been named among the "Best Lawyers in America," and been designated as a "Texas Super Lawyer" by Texas Monthly magazine. Rosemary and her colleagues handle the full spectrum of labor and employment practice on behalf of local, regional, national, and global clientele of all sizes.



Priscilla Marquez is a shareholder who chairs the ScottHulse recruiting committee and practices in the Firm's Litigation and Labor & Employment practice groups. Priscilla attended the University of Texas at El Paso, where she received her Bachelor of Arts in English and Political Science. Priscilla received her Doctor of Jurisprudence from New

York University School of Law, where she was the Senior Notes Editor for the Journal of Legislation and Public Policy and served as Co-Chair for NYU Law Women. Before joining ScottHulse, Priscilla was an associate at a New York law firm with a complex litigation practice.



John S. Collins is an associate practicing in the Firm's Litigation, Labor & Employment, Education, and Construction law practice groups. John is licensed in Texas and New Mexico and is a member of several professional organizations, including the El Paso Bar Association and the El Paso Young Lawyers Association. John earned his Doctor of Jurisprudence

degree, cum laude, from Baylor Law School.



Javier Macias works in the ScottHulse Labor & Employment practice group, which includes advising on labor and employment matters, proactive legal counsel for employers, and litigation. While attending law school, Javier served as a law clerk for the Texas Civil Rights Project in El Paso, Texas, primarily in the areas of ADA and immigration-related

claims. He also served as a legal intern at El Paso County Court at Law 4 for Judge Alex Gonzalez.



M. Mitchell Moss is licensed in Texas and New Mexico and is a shareholder and the co-chairperson of the ScottHulse Litigation practice group. He is a seasoned litigator with extensive courtroom experience having tried nearly 100 jury trials. He defends individuals and corporations in matters involving commercial disputes, employment, and

all aspects of insurance defense. He is Board Certified in Personal Injury Law and has extensive experience in drafting, enforcing, and litigating arbitration agreements. Mitch is the area director for the Texas Association of Defense Counsel.



James "Jimmy" Feuille is an associate attorney practicing in ScottHulse's Litigation, Labor & Employment, Creditor's Rights, Bankruptcy & Restructuring, Construction, and Education practice groups. Jimmy attended the University of Texas at Austin, where he earned his Bachelor of Arts degree in History with a minor in Business Administration. He

earned his Doctor of Jurisprudence degree at the University of Texas School of Law.



M. Blake Downey is an associate attorney practicing in the ScottHulse Litigation, Labor & Employment, and Education law practice groups. Prior to joining ScottHulse, Blake served as the Director of H.R. and In-House Counsel for an automotive group with dealerships located nationwide. Blake has experience in employee benefits administration,

employee investigations, management training, preparing employee handbooks and policies, and establishing employee hiring and firing guidelines. Blake is licensed to practice law in the State of Texas and Commonwealth of Kentucky.

TO LEARN MORE
ABOUT THESE AND OTHER
SCOTTHULSE ATTORNEYS:

ScottHulse.com



ScottHulse-P-C



@ScottHulseLaw



ScottHulsePC

★★★★★ Performance Reviews Of Last Year's Labor & Employment Law Seminar

"I've been attending ScottHulse seminars for five years. I find the information that they bring to the table invaluable to our organization. We're able to actually utilize this information and take it back to our office and practice it. If they didn't have this in El Paso, we would be dependent on national organizations, [whose content] is not necessarily germane to our area. ScottHulse always reminds us what's happening nationally and at the state level, but also at the local level."

Annette Gutierrez
Executive Director
Rio Grande Council of Governments

"This is such a wonderful conference. I've probably learned more in the last hour than I have in the past six years of being in business. I recommend it to other companies. It's a great place to learn. ... Being here in El Paso makes it so much easier; as soon as it's done, I can go home or back to work and not have to worry about traveling."

Holly Webb
Owner
Verde Logistics

"This seminar really helps me to understand and work with my team to make sure that we have a good environment for our workforce, that we are compliant with federal laws, and that we're going to move forward with new ideas and better ways to have a good workplace. I come as often as I can, as many years as I can, because every year this training always sparks new ideas for ways to improve our processes."

Laura Ponce
Executive Director
Local Nonprofit

"I really enjoy this seminar. Everyone who is dealing with human resources should attend simply because there is so much law that changes. [The review of] court cases help us to understand more about how the trends are going and how court law is affecting our area. A lot of important and relevant information is given. I've been to several other seminars. This is more detailed."

Grace Corral
Investigator
Local School District

**Did You Miss Woodstock
and Coachella?**

**Don't Miss Our 9th Annual
Performance March 2nd**

Register Online at

ScottHulse.com

ScottHulse PC

ATTORNEYS AT LAW



2017 ScottHulse Labor & Employment Law Seminar



Thursday, March 2 | 8 a.m. – 5 p.m. | EPCC Admin. Center, Bldg. A – Auditorium, 9050 Viscount Blvd.

REGISTER EARLY ^{to SAVE} \$50

SPACE IS LIMITED

Early Registration Until Jan. 31 — \$125

Regular Registration Feb. 1 - 27 — \$175

Registration Includes:

- ★ Full-Day Seminar
- ★ Seminar Materials
- ★ HR, CLE, and CPE Credits
- ★ Certificate of Attendance
- ★ Continental Breakfast
- ★ Lunch & Snack
- ★ Door Prizes



Reserve Your Seat Instantly: Register Online at **ScottHulse.com**



or Mail Form with Payment:

ScottHulse, P.C.
Attn: Jessi Morales Sanchez
1100 Chase Tower
201 E. Main Dr.
El Paso, Texas 79901

Company		Phone	
Address		City	Zip
Name	Title	Email	

Other Attendees from My Company: (There is no limit to the number of registrants per company.)

Name	Title	Email
Name	Title	Email
Name	Title	Email
Name	Title	Email

I am paying by:

Check (enclosed) for \$ _____ for _____ attendee(s), payable to **ScottHulse, PC.**

Credit Card for \$ _____ (pay by card easily online via **ScottHulse.com**)

Card Number: _____ Card Type: _____ Security Code: _____

Billing Name: _____

Complete Billing Address: _____

Questions? Contact Jessi Morales Sanchez at 915.533.2493 or jsan@ScottHulse.com