

OGLETREE DEAKINS MINI SEMINAR

SESSION TOPICS

Stressed by Stress Claims – The FMLA and ADA Implications

As the ADA Amendments Act expanded who may have a covered disability, employers are now faced with employees claiming stress and anxiety as disabilities and serious health conditions. This session will discuss the issues of dealing with stress-related claims and the kind of reasonable accommodations or leave an employer is required to give to employees claiming a stress-related medical condition.

Retaliation and Whistleblower Litigation: *Trends, Risks and Practical Strategies*

Today, virtually every harassment and discrimination claim includes an allegation of retaliation. Similarly, more and more whistleblower legislation is coming from Congress, and increasingly plaintiffs' lawyers are asserting these types of claims. This session will examine the trends, key court rulings, legislative and administrative developments, recent jury verdicts, and practical strategies you can implement immediately to minimize exposure.

GUEST SPEAKERS

Soña Ramirez

Sona Ramirez represents employers in employment-related litigation before federal and state courts and administrative agencies. She has handled discrimination claims, wage and hour disputes, sexual harassment and retaliation claims. Ms. Ramirez also provides day-to-day employment counseling to employers regarding issues related to unemployment compensation, leaves of absence, the Family and Medical Leave Act, wage and hour compliance, garnishments, employee discipline, hiring, promotions and terminations, including reductions in force.

Ms. Ramirez also assists employers with drafting employee handbooks and employment policies, drafting and negotiating employment agreements, including confidentiality, non-competition, non-solicitation, independent contractor, and severance agreements. Ms. Ramirez also conducts on-site employee, management and human resources training regarding compliance with federal and state employment laws.

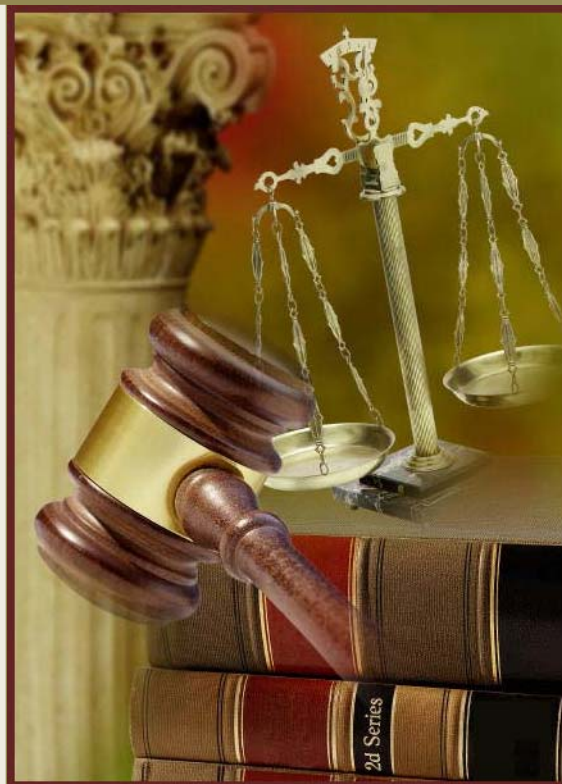
Prior to joining Ogletree Deakins, Ms. Ramirez practiced at a large, full-service law firm in Austin, where she represented companies in a wide variety of civil litigation and employment matters. She also served as Briefing Attorney to Chief Justice Phil Hardberger and Justice Phyllis Speedlin with the Fourth Court of Appeals in San Antonio, Texas.

Adam Boland

Adam Boland represents employers in all aspects of employment law, including employment litigation counseling.

Adam advises and defends clients in federal and state employment-related lawsuits and agency claims, including actions involving discrimination, harassment, retaliation and wrongful termination. Adam's experience includes successfully defending employers in trials and in arbitration proceedings. He also draws on his background in civil litigation and insurance defense to represent employers in cases that involve employee theft of trade secrets, non-compete agreements, defamation, fraud, business interference and violation of fiduciary duties by an employee to his/her employer.

Along with this litigation practice, Adam provides advice to employers concerning litigation avoidance, wage and hour laws, leaves of absence, employee discipline, hiring and termination issues, privacy claims, reductions in force, and other issues arising in the human resources context. Additionally, Adam has extensive experience managing comprehensive Fair Labor Standards Act audits for employers of all sizes.



Join Us

Wednesday, November 14, 2012
11:00am – 1:00pm
The Club at Cimarron

RSVP by

Friday, November 9, 2012
shrmrgv.shrm.org/events

RSVP Member: \$20.00
Late RSVP Member: \$25.00
Non-Members: \$25.00
Students: \$15.00

