



Littler[®]

employment intelligence

HOUSTON REGIONAL EMPLOYER | HOUSTON, TX | September 25, 2025

8:00 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 10:00 a.m.

From the Capitol to the Courts: 2025 Employment Law Update

This update captures the dynamic shifts in federal employment law driven by executive actions and agency enforcement priorities under the current administration, legislative enactments, and Supreme Court and appellate court rulings.

Speakers:

[Danielle Herring](#), [Luke MacDowall](#)

10:00 a.m. – 11:00 a.m.

Wage and Hour Law and Litigation: Behind Enemy Lines

Come with us as we cross over and interview plaintiff-side class action attorneys about their strategies, motivations and key areas of focus in this “peek behind the curtain” session. Attendees will gain insight and information about how to improve wage and hour compliance.

Speakers:

[David Jordan](#), [Allison Williams](#)

11:00 a.m. – 11:15 a.m.

Break

11:15 a.m. – 12:15 p.m.

Chasing an Ever-Moving Target: Leaves of Absence and Accommodations Under FMLA, ADA and PWFA

This fast-paced session will highlight some of the most challenging leave and accommodation issues employers are facing under the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA) and the Pregnant Workers Fairness Act (PWFA). From evolving agency enforcement and sometimes-unexpected results from the courts to the practical realities facing employers as they deal with increasing requests related to mental health, remote work, neurodivergent conditions and more, we will provide an update on key developments and issues in the leave and accommodation arena.

Speaker:

[Alexis Knapp](#)

12:15 p.m. – 12:30 p.m.

Break

12:30 p.m. – 1:30 p.m.

Lunch and Roundtable Discussion with Special Guests

1:30 p.m. – 1:45 p.m.

Break

1:45 p.m. – 2:30 p.m.

Breakout 5A | The Room Where It Happens: Helping the C-Suite Avoid a Wage and Hour Calamity

We will take you inside the C-suite, where executives seeking to advance their enterprise's strategic objectives can unintentionally steer the organization into a wage and hour compliance trap. In this engaging presentation, we will examine what happens when leadership fails to include a human resources or employment law professional in the decision-making process – and how things might have turned out differently had they had a seat at the table. We will not only provide practical tips to help you spot wage and hour compliance issues that lurk beneath the surface of executive initiatives, but we will also suggest ways to ensure that your voice is heard as one that supports those initiatives while also helping the enterprise steer clear of class and collective action liability.

We will explore several real-world scenarios – involving exempt classifications, nonexempt timekeeping and payroll practices, incentive compensation and more – as we identify opportunities for HR and legal professionals to contribute to their organization's success by proactively incorporating a compliance mindset into strategic planning at the highest levels. Not all superheroes wear capes! Sometimes they work in HR or the legal department. You will leave this session equipped with practical advice and guidance for implementing compliance measures that will support your executive team's strategic vision.

Speakers:

[Claire Deason](#), [Nicole LeFave](#), [Kim Miers](#)

Breakout 5B | Unfair Competition Litigation: What You Can Do Now to Achieve Success Later

For most companies, their confidential information, goodwill, clients and employees constitute their most valuable business interests and assets. However, far too few companies devote sufficient attention and resources to the protection of these interests before a threatened departure, loss and/or misappropriation. This presentation will utilize an entertaining combination of dialogue, case studies and audience participation to explore this topic and its related subtopics (i.e., conducting an intellectual property protection audit; preparing for litigation against a departing employee and/or their new employer; and hiring safely from a competitor).

Speaker:

[Allan Neighbors](#)

2:30 p.m. – 2:45 p.m.

Break

2:45 p.m. – 3:30 p.m.

Breakout 6A | We're Going to Need a Bigger Boat: 'Undue Hardship' in a Changing World

U.S. businesses are facing more workplace accommodations requests than ever before. Workers are bringing novel health situations and religious matters to work, new legislation continues to expand employers' obligations, long-settled regulatory guidance is newly vulnerable to challenges, and factfinders are increasingly inclined to allow accommodations claims to proceed through discovery and litigation.

This panel will consider the complex realities of workplace accommodations in 2025, including:

- A comparison of the different federal standards under Title VII of the Civil Rights Act, the Americans with Disabilities Act and the Pregnant Workers Fairness Act
- An assessment of existing and proposed EEOC regulations about religious, disability, and pregnancy and caregiver accommodation
- A review of recent and expected EEOC enforcement activity in these areas
- A discussion of the challenges of litigating workplace accommodation claims
- What we can learn from developments at the state and local level

Speakers:

[Jeremy Hawpe](#), [Nathan Prihoda](#)

Breakout 6B | The State of Play at the NLRB

A second Trump administration signals a more business-friendly approach at the National Labor Relations Board (NLRB), but it is not 2016 anymore. The past four years saw a historic increase in union organizing activity, facilitated by the staunchly pro-labor former general counsel and Biden administration NLRB decisions that changed the legal landscape on, among other things, the right to a secret ballot election, protected concerted activity, employer policies, and how employers may communicate with employees about unionization. Notwithstanding a change in administration, employers will continue to encounter challenges complying with a complex set of labor laws. In this session, Littler's experienced labor attorneys will delve into the first 100 days of the NLRB under the second Trump administration, expected policy shifts and what your organization should be doing now.

Topics will include:

- The status of, and employer responses to, the former general counsel's novel agenda items, such as banning captive audience meetings and restrictive covenants, restricting employee monitoring tools and no-compromise settlements
- Precedent and regulatory shifts expected from the second Trump NLRB
- Developing a compliance and litigation strategy

Speakers:

[John Harper](#), [Lance Bowling](#)

3:30 p.m. – 3:45 p.m.

Break

3:45 p.m. – 4:45 p.m.

Breakout 7A | Handling AI and IE&D Charges at the EEOC

Spurred by the U.S. Supreme Court decision in *Students for Fair Admissions v. Harvard College* addressing affirmative action in college admissions, together with some states' legislative and/or executive branch decisions to abolish inclusion, equity and diversity (IE&D) efforts, the concept of IE&D is being rethought in several spheres. Employers are highly concerned with challenges to their IE&D practices if an employee files a charge with the EEOC alleging that such practices violate federal anti-discrimination laws, or where corporate IE&D policies or practices allow, incentivize or require decisions motivated by protected characteristics. Certain organizations have asked the EEOC to issue commissioner's charges against a broad range of employers based on their IE&D practices. As artificial intelligence (AI) represents a game-changing value proposition for businesses, organizations increasingly use AI tools throughout the employment lifecycle, and employers are equally concerned with AI charges being filed with the EEOC alleging algorithmic discrimination.

Speakers:

[Kelcy Palmer](#), [Urvi Morolia](#)

Breakout 7B | Ethics Session

Check your annual CLE notice about the need for ethics! Join us for a roundtable discussion of current ethics issues critical to in-house counsel practice. Our topics will include the use of artificial intelligence (AI) by in-house and outside counsel in legal matters, the impact of actions by the new administration on in-house counsel and continuing COVID-19 issues facing in-house counsel (in-office work, the Great Retirement and mental health issues). We are the only program standing between your ethics requirement and happy hour.

Speakers:

[Mark Jodon](#), [Kerry Notestine](#), [Analiza Rodriguez](#)

4:45 p.m.

Volunteer Activity and Cocktail Reception