

# BREAKFAST BRIEFING NEW LAWS FOR EMPLOYERS

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TUESDAY, JUNE 21, 2016

9:00 – 10:30 a.m.

Registration and breakfast begins at 8:30 a.m.

NORRIS CONFERENCE CENTER

2525 W Anderson Lane #365

Austin, TX 78757

## DETAILS

This seminar will provide a summary and analysis of three important recent developments in employment law:

- DOL's expansion of overtime protections for all executive, administrative, and professional employees who earn less than \$47,476 per year
- Austin's new "Fair Chance" Ordinance
- New Federal Defend Trade Secrets Act

The Department of Labor's expansion of overtime protection will have a major impact on U.S. employers who have employees classified as exempt (executive / professional / administrative) paid less than \$47,476 per year (\$913 per week). Those employers have a range of options in complying with the new regulations, which go into effect on December 1, 2016. This Breakfast Briefing will focus on this development, explain the contours of the rule, and explore potential strategies for coming into compliance.

Austin's Fair Chance Ordinance will prohibit private employers from conducting background checks on applicants until after the applicant is made a conditional offer of employment. This Breakfast Briefing will identify those employers subject to the ordinance, strategies for compliance, and an explanation of penalties for noncompliance.

The New Federal Defend Trade Secrets Act creates new opportunities to sue in federal court for trade secret misappropriation. This law, however, requires that employee confidentiality agreements either cross-reference a specific employer policy regarding reporting suspected legal violations or include certain immunity language for those employees who report certain suspected legal violations. This Breakfast Briefing will provide a summary of the new law as well as how employers can comply with the new requirement in their confidentiality agreements and employee handbooks.

## COST

FREE to CSMB clients

## SIGN-UP

Call Keith Miller at 512-328-1540 or email [kmiller@cornellsmith.com](mailto:kmiller@cornellsmith.com)

Sign up early, space is limited!

## CLE

We are applying for 1.5 hours of CLE credit with the Texas Bar and 1.5 hours of HRCI credit.