



# EMPLOYMENT LAW & PRACTICES SEMINAR

Developments Impacting Managers, HR Professionals, and Employment Attorneys

November 3, 2022  
Renaissance Tulsa Hotel and Convention Center  
Tulsa, Oklahoma



- 7:30 **Registration & Continental Breakfast**
- 7:55 **Welcome and Introduction**  
**Speaker: W. Kirk Turner, Esq., V.P.,** Legislative Affairs, *McAfee & Taft*
- 8:00 **Promoting Mental Wellness While Navigating Employee Mental Health Issues**
  - Benefits of an EAP for promoting mental wellness and minimizing risks of mental health challenges and crises
  - Practical strategies for promoting mental wellness, destigmatizing mental health challenges and crises, and creating a culture of inclusivity
  - The \$450,000 Birthday Party—A case study illustrating key ADA and FMLA compliance strategies related to mental health impairments  
**Speakers: Chris Thrutchley, Esq., SPHR, SHRM-SCP, GableGotwals; Terry Stover, Behavioral Health Senior Manager, CommunityCare Managed Healthcare Plans of Oklahoma; Christy Tanusaputra, Mental Health Consultant, Career Development Partners**
- 9:15 **Recent Developments Under the FMLA and ADA: What HR Professionals Need to Know**
  - Work-Leave, the ADA and FMLA
  - What to Do When Both Laws Apply
  - Additional Guidelines and Resources  
**Speaker: Madalene A.B. Witterholt, Esq., Crowe Dunlevy**
- 10:30 Break
- 10:45 **Do the Right Thing: How to Handle Workplace Investigations in an Ethical Manner**
  - Strategies and Practices for Handling Workplace Issues
  - Strategies and Practices for Handling Workplace Investigations
  - Ethical Concerns in Handling Workplace Issues
  - Speaker: Randall Snapp, Esq., Crowe Dunlevy**
- 12:00 **Lunch (Provided)**
- 12:45 **Remote Work Arrangements: Legal Issues**
  - Trends in Remote Working
  - Legal and Practice Issues Associated with Managing Remote Workers
  - Options, Recommendations and Best Practices for Remote Work  
**Speaker: Charles S. Plumb, Esq., McAfee & Taft**
- 2:15 Break
- 2:30 **Stump the Lawyer: Answers to All the Employment Law Questions You Didn't Want to Pay For!**
  - Say What? Answers to Questions About Legislation, Regulation and Compliance
  - Oh No You Didn't: Answers to Questions About What Management Can and Cannot Do or Say
  - Left Foot Red: How to Handle Specific Situations  
**Speaker: W. Kirk Turner, Esq. and Jake Crawford, Esq., McAfee & Taft**
- 4:00 Q & A
- 4:30 Adjourn

**Cost: \$170 ♦ TAHRA Members: \$150 ♦ Early Payment Option: \$150** if paid by October 20, 2022  
**\$130 per Person for Entities Registering Three or More** by October 20, 2022

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 P. O. Box 140958  
 Broken Arrow, OK 74014  
**Register on-line at [www.tahra.org](http://www.tahra.org)**

Cancellations not accepted on or after seminar date.

**November 3, 2022 ♦ Tulsa Renaissance Hotel ♦ Tulsa, Oklahoma**