



EMPLOYMENT LAW & PRACTICES SEMINAR

Developments Impacting Managers, HR Professionals, and Employment Attorneys

November 6, 2025

Tulsa Technology Center - Client Service Center

Tulsa, Oklahoma

Pending approval for OBA MCLE and 6.75 hours SHRM/HRCI general credit.

7:30	Registration & Continental Breakfast	11:30	Lunch (Provided)
7:55	Welcome and Introduction Speaker: Harrison Kosmider, Esq., TAHRA V.P. of Legislative Affairs, McAfee & Taft	12:30	Employee Benefits Hot Topics <ul style="list-style-type: none"> <input type="checkbox"/> Federal Legislation Update <input type="checkbox"/> Regulatory Update <input type="checkbox"/> Litigation Speaker: Judy Burdg, Esq., McAfee & Taft
8:00	Employee Garnishments <ul style="list-style-type: none"> <input type="checkbox"/> Practical Steps for Garnishment Responses <input type="checkbox"/> We Owe What? What Happens When There is a Breakdown in the Garnishment Process Speaker: Denelda Richardson, Esq. and Ian McDonald, Esq., Rhodes Hieronymus	1:30	Puff, Puff . . . Pass the Drug Policy: HR's Guide to Marijuana at Work <ul style="list-style-type: none"> <input type="checkbox"/> Understand the Key Provisions of Oklahoma's Medical Marijuana Laws, Including Employee Protections and Employer Rights <input type="checkbox"/> Navigate the Legal Gray Area Between Federal Drug Scheduling (Marijuana as a Schedule I Substance) and State-Level Protections <input type="checkbox"/> Develop Clear, Compliant, and Enforceable Workplace Drug Policies that Reflect your Organization's Operational and Safety Needs Speaker: Chris Vaught, Esq., Crowe & Dunlevy
9:00	Religion in the Workplace <ul style="list-style-type: none"> <input type="checkbox"/> EEOC Guidance and Cases on Religious Garb and Grooming with Tips for Responding to Dress Code Accommodation Requests <input type="checkbox"/> Accommodating Religious Observances and Practices <input type="checkbox"/> What has Happened Since the Supreme Court Ruling in Groff v. DeJoy Heightening an Employer's Burden? Speaker: Kim Love, Esq. and Ashley Vinson, Esq., Titus Hillis	2:30	Break
10:00	Break	2:45	Stump the Lawyer <ul style="list-style-type: none"> <input type="checkbox"/> Legislation, Regulation, and Compliance: What You Need to Know <input type="checkbox"/> What Management Can and Cannot Do: Common Questions Answered <input type="checkbox"/> Navigating Tricky Situations: Practical Guidance for Real Scenarios Speakers: Harrison Kosmider, Esq. and Grace DeJohn, Esq., McAfee & Taft
10:15	From Allegation to Resolution: Conducting Defensible Workplace Investigations <ul style="list-style-type: none"> <input type="checkbox"/> Why Defensible Investigations Matter for Minimizing Risk and Maximizing Good Employee Relations <input type="checkbox"/> A Proven Step-by-Step Process to Investigate Complaints While Ensuring Legal Compliance and Fairness <input type="checkbox"/> Effective Use of AI to Expedite and Improve the Quality of your Investigations and Report Speaker: Chris Thrutchley, SHRM-SCP, GableGotwals	4:00	Q & A
		4:15	Adjourn

November 6, 2025 ♦ Tulsa Technology Center (Lemley) ♦ Tulsa, Oklahoma

Cost - \$200

Early Payment Option: \$180 if paid by October 24, 2025 or get the group rate of \$140 per person for entities registering three or more by October 24, 2025. Registration open at tahra.org.

If you would like to register a group larger than 6 to attend this event, please email admin@tahra.org.

