

# Employment Law Update 2021

## Program Highlights

- Learn About Vaccine Mandates, Religious Accommodations, FMLA Leave
- OSHA Temporary Rules, Vaccinations, and Testing
- Fraudulent Unemployment Claims
- Learn About the EEOC, Teleworking, and Working Accommodations
- Hot Topics: Medical Marijuana, Nondisclosure Agreements, Amazon Unionization and the Pro Act, Independent Contractors and the Gig Economy
- What to Consider with Diversity in the Workplace: Hiring and Promotion, Benefits to the Workplace, Speech, Hashtags, and the NLRB

## Planning Committee

Mac Greaves, *Co-chair*  
Jones Walker LLC

John D. Saxon, *Co-chair*  
John D. Saxon PC

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Carr Allison

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Caldwell & Berkowitz

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U.S. Attorney's Office

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Vulcan Materials Company

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Henry Brewster LLC

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Wilkinson Law Firm PC

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Bradley Arant Boult Cummings LLP



# Employment Law Update 2021

Co-sponsored with the Labor and Employment Section of  
the Alabama State Bar

**December 17, 2021**

Hyatt Regency/Wynfrey Hotel • Birmingham, Alabama

6 CLE hours, including 1 hour of ethics

[samford.edu/go/cle](http://samford.edu/go/cle)

# Agenda

**Mac B. Greaves, Co-chair**  
Jones Walker LLP

**John D. Saxon, Co-chair**  
John D. Saxon PC

**8 a.m. Check-in and Continental Breakfast**

**8:30 a.m. Employment Law 2021:  
U.S. Supreme Court and Eleventh  
Circuit Update**

Barbara Wells  
Capell & Howard PC  
Montgomery, AL

**9:30 a.m. Break**

**9:40 a.m. Hot Topics**

- Medical marijuana
- Non-disclosure agreements
- Independent contractors/gig economy
- Amazon Unionization Effort/ProAct

Alyce M. Spruell  
Of Counsel, Rosen Harwood  
Tuscaloosa, AL

Richard P. Rouco  
Quinn, Connor, Weaver, Davies &  
Rouco LLP  
Birmingham, AL

John D. Saxon  
John D. Saxon PC  
Birmingham, AL

Arnold W. "Trip" Umbach III  
Starnes Davis Florie LLP  
Birmingham, AL

**11:10 a.m. Break**

**11:15 a.m. A View from the Bench**

Hon. R. David Proctor  
U.S. District Court  
Northern District of Alabama  
Birmingham, AL

Hon. Corey L. Maze  
U.S. District Court  
Northern District of Alabama  
Anniston, AL

Albert L. Vreeland, *Moderator*  
Lehr Middlebrooks Vreeland &  
Thompson PC  
Birmingham, AL

**12:15 p.m. Lunch**

**1:15 p.m. The Continuing Impact of COVID-19 on  
Employment Law**

Jenna M. Bedsole  
Baker Donelson Bearman Caldwell &  
Berkowitz  
Birmingham, AL

Kira Fonteneau  
Five Points Law Group  
Birmingham, AL

Donald M. Harrison  
Alabama Department of Labor  
Montgomery, AL

Walter A. Kelley  
Wilmer & Lee PA  
Huntsville, AL

Heather Leonard  
Heather Leonard PC  
Birmingham, AL

Anne R. Yuengert  
Bradley Arant Boulton Cummings LLP  
Birmingham, AL

**2:45 p.m. Break**

**3 p.m. Diversity and Inclusion in the  
Workplace**

Stephanie Houston Mays  
Maynard Cooper & Gale  
Birmingham, AL

Tamula R. Yelling  
Hibbett Sporting Goods Inc.  
Birmingham, AL

**4 p.m. Adjourn**

\*\* Ethics

## Registration

### Employment Law Update-December 17, 2021

#### To Attend In Person

Online: [samford.edu/go/cle](http://samford.edu/go/cle) (check or credit card)

Phone: 205-726-2391  
1-800-888-7454

Fax: 205-726-2616

Mail: Cumberland School of Law CLE  
P.O. Box 293759  
Birmingham, AL 35229

#### View By Live Webcast

Can't attend in person? View remotely by live webcast and the hours count as live.

Register for the live webcast at [cumberland.inreachce.com](http://cumberland.inreachce.com)

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circle First MI Last

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Cumberland School of Law Alumni  Yes  No

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Security Code \_\_\_\_\_ (3-digit code)

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Signature \_\_\_\_\_

**Cancellations and refunds:** Prepaid registration fees will be refunded up to 48 hours before the beginning of the seminar.

**Venue:** Hyatt Regency/Wynfrey Hotel  
1000 Galleria Circle, Birmingham, AL 35244 [DIRECTIONS](#)

- \$329 Advance Registration  
(includes code to download and print  
course materials 48 hours prior to the seminar)
- \$349 Late Registration  
(after Dec. 13, includes code to download  
course materials)
- \$50 I cannot attend. Please send me the course  
materials on a flash drive.