

Surviving The NEW ADA, FMLA, PDA & WC ... All At Once!

by

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- What do the **NEW 2011 ADA REGULATIONS** say and how they have changed the ADA?
- What conditions are on the new ADA's "**VIRTUALLY ALWAYS**" list ... and why are so many of your employees now covered by the ADA?
- Who now qualifies as a "**PARENT**" and a "**CHILD**" under the new FMLA?
- What did the courts say about "**ATTENDANCE**," "**PUNCTUALITY**" and **ESSENTIAL FUNCTIONS** under the ADA?
- When are **PSYCHOLOGICAL CONDITIONS COVERED** by Workers' Compensation?
- What does it mean to "**CARE FOR**" someone under the FMLA?
- Why is it **ILLEGAL** to require employees to sign **LAST CHANCE AGREEMENTS** when they voluntarily go into rehab?
- How do the ADA, FMLA, Workers' Compensation and the Pregnancy Discrimination Act **INTERACT** with one another?
- What **POLICIES, DOCUMENTS** and **FORMS** do you need to comply with these laws?
- What **RIGHTS** should you reserve for your organization in order to better operate under these laws?
- Why are your "**NO LIGHT DUTY RULE**" and "**100% RETURN TO WORK**" policies illegal under the ADA?
- What are the primary **DIFFERENCES/SIMILARITIES** between the ADA, FMLA, WC and PDA?
- Why was the FMLA the most **PRO-EMPLOYEE** Employment Law in 2011 ... **AND WHY IS THE ADA THE MOST PRO EMPLOYEE LAW NOW?**
- How can you effectively keep these laws **STRAIGHT** in **ANY** situation?

... and **MUCH, MUCH** more ...

Join one of Ohio's most popular speakers as he reviews each of these various laws ... comparing and contrasting each one in his own unique, practical, entertaining and humorous style. Learn how to apply each of these laws to real situations ... and **WHEN THEY ALL APPLY!** Scott will review the critical differences between these laws ... and well as the **CRITICAL CHANGES** that have occurred in the last few years. Scott will show you how to use this information **IMMEDIATELY** with his own "rubber hits the road" approach as a 30 year human resource professional and employment attorney.



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One of Business First Magazine's "20 People To Know In HR"

CEO Magazine's 2008 Human Resources "Superstar"

Nationally Certified Emotional Intelligence Counselor

2012, 2010, 2008, 2007, 2006 and 2003 SHRM National Diversity Conference Presenter

[Scott Trains Managers and Employees ON-SITE in over 40 topics](#)

Scott Warrick specializes in working with organizations to *prevent* employment law problems from happening while improving employee relations. Scott uses his unique background of **LAW** and **HUMAN RESOURCES** to help organizations get where they want to go.

Scott travels the country presenting his various programs, including his "[Living The Seven Skills of Tolerance,](#)" "[Bullying and Healing The Human Brain,](#)" "[The 7 Myths & 7 Skills of Strategic HR,](#)" "[Freaks & Geeks: Preventing All Forms of Bullying & Harassment In The Workplace](#)" and "[Emotional Intelligence For Humans.](#)"

Scott's <https://Do-It-Yourself HR Department & Legal Compliance Service> is a favorite among Human Resource Professionals to not only inform clients of the changes in Employment Law but to also bring their departments into compliance ... **AND KEEP THEM THERE!**

Scott's academic background and awards include:

- Capital University College of Law (Class Valedictorian (1st out of 233))
- Master of Labor & Human Resources and B.A. in Organizational Communication: The Ohio State University
- The Human Resource Association of Central Ohio's Linda Kerns Award for Outstanding Creativity in the Field of Human Resource Management and the Ohio State Human Resource Council's David Prize for Creativity in Human Resource Management

For more information on Scott, just go to www.scottwarrick.com