

# WHAT THE HECK HAPPENED? 2014 EMPLOYMENT LAW UPDATE

by

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- What did Ohio's Supreme Court say regarding **WORKERS' COMPENSATION** and **VOLUNTARY ABANDONMENT**?
- What did the courts say about **PERSONAL LIABILITY** for managers ... and does this now differ for **STATE** employees
- How did the 6th Circuit interpret the **ADA, ESSENTIAL FUNCTIONS** and your **JOB DESCRIPTIONS**?
- What did the 6th Circuit say about employers offering **TELECOMMUTING** as a **REASONABLE ACCOMMODATION** under the ADA?
- How **THOROUGH** must an **INVESTIGATION** be in order to be valid, according to Ohio courts?
- When does a **DRUG TEST** become a **MEDICAL TEST**?
- What new guidance did the EEOC give us regarding the **Pregnancy Discrimination Act**?
- How does Ohio's standard for **DISABILITY** now differ from the ADA?
- Why are your ADA and FMLA forms now **OUTDATED**?
- Why is taking your mother to **LAS VEGAS** now **COVERED** under the FMLA?
- How have your **INVESTIGATIONS** now changed under the NLRA?
- What is a **SAVINGS CLAUSE** ... and what did the NLRB say about them?
- What has the **NLRB** done lately regarding employee's **FREE SPEECH RIGHTS**?
- What has the law changed regarding **SAME SEX MARRIAGE RIGHTS**?

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

Join Scott Warrick, one of Ohio's most popular speakers, as he reviews the most recent and most important employment law changes and updates in his own unique, practical, entertaining and humorous style. Scott will not only inform you of these important changes, but he will use his over three decades of Employment Law/Human Resource Management experience to tell you how to use this information **IMMEDIATELY!**

# **WHAT THE HECK HAPPENED?** **2014 EMPLOYMENT LAW UPDATE**

**TWO REPEAT SESSIONS TO CHOOSE FROM:**

**THURSDAY, DECEMBER 4, 2014**

**&**

**WEDNESDAY, DECEMBER 10, 2014**

**REGISTER EARLY ... SPACE IS LIMITED!**

## **FULL DAY SEMINAR SCHEDULE**

REGISTRATION: 8:30 am to 9:00 am  
MORNING SESSION: 9:00 am to 12:15 pm  
LUNCH PROVIDED: 12:15 pm to 12:45 pm  
(Donato's Pizza & Salad Buffet)  
AFTERNOON SESSION: 1:00 pm to 4:00 pm

### **COST:**

**\$175.00 per attendee**

**APPROVED FOR 6 HOURS OF GENERAL SPHR and PHR CREDITS**

**APPROVED FOR 6 HOURS OF  
CONTINUING LEGAL EDUCATION (CLE) CREDITS**

### **All Of These Sessions Will Be Held At:**

**Ashland University  
1900 E. Dublin-Granville Rd., Columbus, Ohio 43229  
(614) 794-0803**

For directions, go to

[Columbus Center Directions | Ashland University](#)

**To register, just go to**

[www.scottwarrick.com](http://www.scottwarrick.com)

**... and click on the upper left icon entitled, "Scott Upcoming Seminars."**



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Link Up With Scott On [LinkedIn](#)

*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 50 topics](#)

Scott travels the country presenting his various programs, including his ["The Skills of Tolerance," "Bullying and Healing The Human Brain," "The 7 Myths & 7 Skills of Strategic HR," "Let's Bully The Oddball! Preventing All Forms of Bullying & Harassment In The Workplace" and "Emotional Intelligence For Humans."](#)

**[Let Scott Design A Program For YOU!](#)**

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'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](http://www.scottwarrick.com)