

WHAT THE HECK HAPPENED? EMPLOYMENT LAW UPDATE

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- Why is it almost **IMPOSSIBLE** to have an employee miss time from work for their own serious health condition and have it **NOT ALSO BE ADA?**
- What did the EEOC say about the ADA and **LEAVES OF ABSENCE?**
- What **EXACTLY** must an employee say to be covered by the ADA?
- Do you have to keep granting **ADDITIONAL LEAVES OF ABSENCE** under the ADA?
- What guidance did the EEOC give regarding its new **STRATEGIC ENFORCEMENT PLAN (SEP)?**
- What did the EEOC say about the **TIMING OF PROVIDING ADA ACCOMODATIONS?**
- Are **HAIRSTYLES** protected under **RACE** or **RELIGIOUS DISCRIMINATION?**
- What should your application say about “**SEALED CONVICTIONS?**”
- What did Ohio courts say about limiting **STATUTE OF LIMITATIONS TO 180 DAYS?**
- Why is your **INVESTIGATION POLICY** now **ILLEGAL?**
- How have the courts treated “**SEXUAL ORIENTATION**” under **TITLE VII?**
- How does **Ohio’s NEW VEHICLE CONCEALED CARRY LAW** work, and how has it affected your policies?
- What is changing with the **EEO-1?**
- What new guidance did the EEOC release on **MENTAL HEALTH CONDITIONS?**
- Why is **RETALIATION** the #1 charge filed with the EEOC, and **WHAT SHOULD HR DO ABOUT IT?**
- Why is the **F-WORD OK** according to the NLRB?
- Why are **RACIAL SLURS “OK”** according to the NLRB ... **AND THE EIGHT CIRCUIT?**
- What does the new **SICK TIME RULE** say for **FEDERAL CONTRACTORS?**
- What did the courts say about public employees’ **FIRST AMENDMENT FREE SPEECH 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 and entertaining 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!**

**Attendees Will Also Receive The Following Documents
To Help Them Come Into Compliance for 2018:**

- **SCOTT'S MASTER 2018 HANDBOOK**
- **2018 COMPLIANT MEDICAL CERTIFICATION FORMS**
- **PHYSICIAN'S LETTER FOR DETERMINING REASONABLE ACCOMMODATIONS**
- **UPDATED EMPLOYMENT APPLICATION FORM FOR LIMITING STATUTE OF LIMITATIONS TO 180 DAYS**
- **UPDATED FAIR CREDIT REPORTING ACT FORMS**
- **REASONABLE SUSPICION HANDOUT**



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Business First's 20 People To Know In HR

CEO Magazine's 2008 Human Resources "Superstar"

Nationally Certified Emotional Intelligence Instructor

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

Scott Warrick combines the areas of law and human resources to assist organizations in **"Solving Employee Problems BEFORE They Happen."** Scott uses his unique background of **LAW** and **HUMAN RESOURCES** to help organizations get where they want to go, which includes coaching and training managers and employees in his own unique, practical and entertaining style.

[Scott Trains Managers and Employees ON-SITE in over 50 topics](#)

LET SCOTT DESIGN A PROGRAM FOR YOU!

Scott's **["Employment Law Videos"](#)** on the ADA, FMLA, FLSA and Harassment.

["The Human Resource Professional's Complete Guide To Federal Employment And Labor Law"](#) &

Scott's **["Do It Yourself HR Department"](#)**

are favorites for anyone wanting to learn Employment Law and run an HR Department.

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