

Surviving The NEW ADA & FMLA At The Same Time!

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- Under the new ADA and FMLA regulations, **WHO IS NOW COVERED** by these laws?
- Why is it almost **IMPOSSIBLE** to have an employee miss time from work for their own serious health condition under the FMLA and have it **NOT ALSO BE ADA**?
- 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 are the **KEY DIFFERENCES** and **SIMILARITIES** between the ADA and FMLA?
- What are an **ESSENTIAL FUNCTIONS** and why are they **SO IMPORTANT** to ADA situations?
- What is the **INTERACTIVE PROCESS** and why is it **MANDATORY**?
- What is a **REASONABLE ACCOMMODATION** and how should you determine “**WHAT IS REASONABLE**”?
- What **EXACTLY** must an employee **SAY** to a supervisor in order to be covered by the ADA?
- What did the EEOC say about the ADA and **LEAVES OF ABSENCE**?
- Do you have to keep granting **ADDITIONAL EXTENSIONS FOR LEAVE OF ABSENCE** under the ADA?
- Why is the ADA more **PRO-EMPLOYEE** than the FMLA?
- 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?
- How do the ADA and FMLA **DESTROY** your current “Point System Attendance” policies ... **AND HOW DO YOU HANDLE THAT**?
- 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?
- 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 Substance Abuse Rehabilitation?
- How can you effectively keep these laws **STRAIGHT** in **ANY** situation?

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

Join one of Ohio's most popular speakers and learn how to apply each of these laws to real situations. 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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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