

Understanding the NEW ADA and FMLA

by

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- How did the new Amendments and Regulations **CHANGE** the FMLA and the ADA?
- How did the ADA's "**REGARDED AS**" definition change?
- What are the new "**MAJOR LIFE ACTIVITIES**" under the ADA?
- What does the FMLA require employers to do for family members in the **MILITARY**?
- What is a "**JOINT EMPLOYER**" under the new FMLA regulations?
- What is the new definition of a "**BREAK IN SERVICE**" under the FMLA?
- How has the definition of a "**SERIOUS HEALTH CONDITION**" changed under the FMLA?
- What **FORMS** are now needed to administer these laws?
- 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 rehab?
- 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 and FMLA?
- 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 MORE!

Join Scott as he reviews the changes in both the ADA and FMLA ... comparing and contrasting each one in his own unique, practical, entertaining and humorous style. Learn how to comply with all of these changes **IMMEDIATELY!**



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

CEO Magazine's 2008 Human Resources "Superstar"

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[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

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