

# What Do Supervisors Need To Know About The ADA & FMLA?

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- Why is it **SO CRITICAL** that supervisors recognize potential ADA and FMLA situations?
- What are the **KEY DIFFERENCES** and **SIMILARITIES** between the ADA and FMLA?
- What **EXACTLY** must an employee SAY to a supervisor in order to be covered by the ADA?
- WHEN should supervisors contact HR?
- 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 are an ESSENTIAL FUNCTIONS and why **MUST** identify these BEFORE an ADA situation arises.
- What is the **INTERACTIVE PROCESS** and what role do supervisors play in this process?
- What is a **REASONABLE ACCOMMODATION** ... and how do organizations determine “**WHAT IS REASONABLE**”?

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