

WHAT IS DIFFERENT ABOUT OHIO PUBLIC SECTOR LAW?

by

Scott Warrick, JD, MLHR, CEQC, SHRM-SCP
Scott Warrick Human Resource Consulting, Coaching & Training Services
&
Scott Warrick Employment Law Services

(614) 738-8317 ♣ scott@scottwarrick.com

WWW.SCOTTWARRICK.COM

Link Up With Scott On [LinkedIn](#)

- I. CIVIL SERVICE LAW
- II. OHIO REVISED CODE §149.43: OHIO'S PUBLIC RECORDS ACT
 - A. What Is A Public Record?
 - B. Coverage
 - C. Requirements of Ohio's Public Records Act
 - D. Exceptions Under R.C. §149.43
 - E. Other Exceptions
 - F. Private Ohio Employers, Other Than Keepers of Public Records
 - G. Complying With A Request
 - H. In What Form Must The Public Record Be Delivered To The Individual?
- III. OHIO'S REVISED PUBLIC RECORDS ACT
 - A. Responding to Public Records Requests
 - B. Records Retention Schedules
 - C. Records Commissions
 - D. Penalties for Wrongful Denial of Public Records Requests
 - E. Training Requirement

- F. Public Records Policy**
- G. Excluded Accountant Records**
- H. Excluded Accountant Records**
- IV. OHIO SUPREME COURT: New “Functional Equivalency Test” For Determining Private Entities Subject to Ohio’s Public Records Act**
- V. OHIO’S OPEN MEETINGS LAW (SUNSHINE LAW)**
 - A. Employer Requirements**
 - B. Executive Session**
- VI. PUBLIC EMPLOYMENT RISK REDUCTION ACT**
 - A. Employer’s Responsibilities**
 - B. Employee’s Duties**
 - C. Employee Refusal**
- VII. OHIO SUPREME COURT LIMITS PERSONAL LIABILITY FOR PUBLIC SECTOR SUPERVISORS**
- VIII. PUBLIC SECTOR EMPLOYEES MAY PURSUE SEXUAL ORIENTATION CLAIMS**



Scott Warrick, JD, MLHR, CEQC, SHRM-SCP

*Scott Warrick Human Resource Consulting, Coaching & Training Services
&*

Scott Warrick Employment Law Services

(614) 738-8317 ♣ scott@scottwarrick.com

WWW.SCOTTWARRICK.COM

Link Up With Scott On [LinkedIn](#)

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 HR Management and the Ohio State HR Council's David Prize for Creativity in HR Management

For more information on Scott, just go to www.scottwarrick.com