

The Employment Law Game

by

Scott Warrick, JD, MLHR, CEQC, SHRM-SCP
Scott Warrick Human Resource Consulting & Employment Law Services
(614) 738-8317 ♣ scott@scottwarrick.com
WWW.SCOTTWARRICK.COM
Link Up With Scott On [LinkedIn](#)

In this session, **YOU** choose the legal topics to discuss.
There are dozens of various scenarios for you to choose from, such as:

- “I suspect an employee is goofing off all day, so I read her emails. I was right! She has been goofing off half the day. She is now suing me for violating the Federal Wiretap Act. Am I in trouble? What **SHOULD** I have done?”
- “I have some employees who have gone onto their Facebook pages and are complaining about how stupid our customers are and how dump our company President is for not letting them have flextime. Can I discipline employees for what they post on Facebook?”
- “I have an employee who broke her foot at work. She will be laid up for several months. (Yes, it was a bad break.) She is unable to do her current job. However, she now wants to fill an open data entry position while she is off. However, she wants to telecommute as she does this job. Do I have to let her telecommute? Our company does not do that.”
- “I have an exempt employee who is an idiot. He really screwed up a project. So, as part of a final written warning to this guy, I suspended him for three days. I now got a letter from his lawyer saying that I have broken Wage and Hour law and invalidated his exempt status. The lawyer claims that I owe this idiot overtime for the last three years. Did I do anything wrong here?”
- “I have a supervisor that has been sexually harassing his employees. I just found out about it last week. I looked into it immediately, discovered it was true, so I fired the harasser. However, the employees are suing me anyway! They say that I did not take steps to PREVENT it from happening in the first pale. How am I supposed to do that? What am I required to do to prevent sexual and illegal harassment in the workplace?”
- “I have several Muslims working for me. (I **HATE** that!) The problem is that they want time off during the day to pray. This would happen three times throughout their work day. Do I have to let my employees take three breaks throughout the day to pray? Can I dock their pay if they do?”
- “My company only employs 5 people ... so I never send COBRA notices? An x-employee is now suing us to pay his medical bills. Am I in trouble? What **SHOULD** I have done?”

- “I want to give a reference on a former employee that was REALLY awful. However, my CEO is afraid of being sued for defamation ... but if I don’t give a reference, I will never get one from this employer. What **SHOULD** I do?”
- “I have an employee who **smells** like alcohol ... but he passed his alcohol test. Apparently, he has sobered up since last night, but he still smells of booze. What can I do?”
- “I have a supervisor who groped an employee at the Clippers game on his own time. I am now getting sued. I didn’t have anything to do in sponsoring the game for my employees or anything. They just “bumped” into each other at the game ... literally! Am I liable for this?”
- “I just drug tested an employee because the employee was in a workplace accident. The employee tested positive, so I terminated the employee. The employee has now filed a BWC claim. Can the employee do this ... even if the employee tested positive for drugs?”

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

Come and play the Employment Law Game with Scott, one of Ohio’s most popular speakers.

Scott will use his 40 years of employment law and human resource expertise to look at whatever **REAL-LIFE** situations *you want* and together come up with answers to these common HR problems. Scott’s will use his own “rubber hits the road” approach to help you get to where you want to go!

The trick is not to just know the law, but to ...

APPLY THE LAW TO GOOD EMPLOYEE RELATIONS PRACTICES.

Join Scott Warrick and be ready to play ...

THE EMPLOYMENT LAW GAME!

Scott Warrick, JD, MLHR, CEQC, SHRM-SCP
Scott Warrick Human Resource Consulting & Employment Law Services
(614) 738-8317 ♣ scott@scottwarrick.com
WWW.SCOTTWARRICK.COM
Link Up With Scott On [LinkedIn](#)

Scott Warrick, JD, MLHR, CEQC, SHRM-SCP (www.scottwarrick.com) is a two-time best-selling author, a national professional speaker, a practicing Employment Law Attorney and a Human Resource Professional with 40 years of hands-on experience. Scott uses his unique background 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 & Employees ON-SITE in over 50 topics, all of which can be customized **FOR YOU!** Scott travels the country presenting seminars on such topics as Employment Law, Conflict Resolution, Leadership and Tolerance, to mention a few.

LET SCOTT DESIGN A PROGRAM FOR YOU!

Scott combines the areas of law and human resources to help organizations in “Solving Employee Problems **BEFORE** They Start.” Scott’s goal is **NOT** to win lawsuits. Instead, Scott’s goal is to **PREVENT THEM** while improving **EMPLOYEE MORALE**.

Scott’s first book, **Solve Employee Problems Before They Start: Resolving Conflict in the Real World**, is a #1 Best Seller for Business and Conflict Resolution on Amazon. It was also named by EGLOBALIS as one of the best global Customer and Employee books for 2020-2021. Scott’s most recent book, **Living The Five Skills of Tolerance: A User’s Manual For Today’s World**, is also a #1 Best Seller in 13 categories on Amazon, including Business Leadership, Minority Studies, Organizational Change, Management, Religious Intolerance, Race Relations and Workplace Culture, to mention a few.

Scott’s **MASTER HR TOOL KIT SUBSCRIPTION** is a favorite for anyone wanting to learn Employment Law and run an HR Department.

Scott has been named one of Business First’s 20 People To Know In HR, CEO Magazine’s 2008 Human Resources “Superstar,” a Nationally Certified Emotional Quotient Counsellor (CEQC) and a SHRM National Diversity Conference Presenter in 2003, 2006, 2007, 2008, 2010 and 2012. Scott has also received the Human Resource Association of Central Ohio’s Linda Kerns Award for Outstanding Creativity in the Field of HR Management and the Ohio State Human Resource Council’s David Prize for Creativity in HR Management.

Scott’s academic background and awards include Capital University College of Law (Class Valedictorian (1st out of 233) and Summa Cum Laude), Master of Labor & Human Resources and B.A. in Organizational Communication from The Ohio State University.

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

