

# *Understanding The NEW Americans With Disabilities Act of 1990*

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

**Scott will provide attendees with all the forms and process you need to comply with the ADA.**

- What do the **NEW ADA REGULATIONS** say and how they have changed the ADA?
- Why was the FMLA the most **PRO-EMPLOYEE** Employment Law in 2011 ... **AND WHY IS THE ADA NOW THE MOST PRO EMPLOYEE LAW NOW?**
- 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 did the EEOC say about the ADA and **LEAVES OF ABSENCE?**
- What **EXACTLY** must an employee say to be covered by the ADA?
- When do you **HAVE** to keep granting **ADDITIONAL EXTENSIONS FOR LEAVE OF ABSENCE** under the ADA ... and when do you **NOT?**
- What did the EEOC say about the **TIMING OF PROVIDING ADA ACCOMODATIONS?**
- What conditions are on the new ADA's "**VIRTUALLY ALWAYS**" list ... and why are so many of your employees now covered by the ADA?
- What did the courts say about "**ATTENDANCE,**" "**PUNCTUALITY**" and **ESSENTIAL FUNCTIONS** under the ADA?
- How does the new ADA define "**ESSENTIAL FUNCTIONS**"?
- 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?
- How does the new ADA define "**SUBSTANTIALLY LIMITED**"?
- How have the courts treated "**TELECOMMUTING**" and "**FLEXTIME**" under the ADA?
- What are you required to do under the "**INTERACTIVE PROCESS**"?
- Are "**ANGER ISSUES**" covered by the ADA?

- When can you conduct “**MEDICAL**” and “**DRUG**” testing under the ADA ... and when can you not? What do you need to do to comply with the new ADA?

## **LIST OF FORMS TO NEEDED TO COMPLY**

**Scott will provide attendees with all the forms and processes you need to comply with all of these laws and he will review them all with so you will know when to use each one.**

- **MEDICAL CERTIFICATION FORM FOR EMPLOYEE (Complies with the Circuit Court requirements)**
- **ADDITIONAL MEDICAL CERTIFICATION INFORMATION BY HEALTH CARE PROVIDER**
- **FIT TO RETURN TO WORK DUTIES FORM**
- **PHYSICIAN LETTER and CHECKLIST OF ESSENTIAL FUNCTIONS**
- **EMPLOYEE’S AUTHORIZATION TO RELEASE INFORMATION**
- **HIPAA NOTICE OF TERMINATION OF HEALTH INSURANCE COVERAGE**

In this session you will learn...

- How does the ADA **REALLY** work?
- What changes have occurred and how will they affect how you administer the ADA?
- Who is covered under the ADA?
- What types of benefits are available under the ADA?

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Scott Warrick, JD, MLHR, CEQC, SHRM-SCP ([www.scottwarrick.com](http://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](http://www.scottwarrick.com).**

