

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 ESSENTIAL FUNCTIONS and why **MUST** you 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 how to use this information **IMMEDIATELY** with his own “rubber hits the road” approach as a 40-year human resource professional and employment attorney.

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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.

