

EMPLOYMENT LAW For The PUBLIC SECTOR

by

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- What rights do public employers **REALLY** have in managing their public employees?
- How has the U.S. Supreme Court limited employees' **Freedom of Speech Rights** under the First Amendment?
- How should you use the **Pickering Balancing Test** to determine if a public employee's speech is protected by the First Amendment?
- What is the difference between "**On The Job**" and "**Off The Job**" Freedom of Speech Rights?
- What did the U.S. Supreme Court say about firing an employee who **EMBARASSES** their public employer?
- How does Freedom of Speech work with the **SOCIAL MEDIA**, like Facebook?
- What Constitutional rights do employees really have regarding "**DUE PROCESS**" under Loudermill?
- What are "**PUBLIC RECORDS**" and what must be revealed to the public upon demand?
- What are "**GARRITY**" Rights ... and what does an employer have to do to comply?
- What types of **SUBSTANCE ABUSE TESTING** can public sector employers conduct??

Join Scott as he walks you through the maze of laws that affect **PUBLIC SECTOR EMPLOYERS** ... and then shows you how to run a more efficient and safer work environment in his own practical and humorous style. Scott will not only outline a process for you to follow in his unique "rubber hits the road" approach, but he will tell you how to use this information **IMMEDIATELY!**

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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.

