

Understanding The NEW Family and Medical Leave Act of 1993

by

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

- What do the **NEW 2008 FMLA REGULATIONS** say and how they have changed the FMLA?
- How do you count the amount of FMLA time off an employee gets, including mandatory overtime?
- How should employers coordinate FMLA leave with other leaves, such as sick time, vacation time, holidays and so on?
- Who qualifies as a “**CHILD**”?
- How has the Department of Labor changed the definition of “**PARENT**”?
- How should employers count **HOLIDAY** time off under the FMLA?
- How are “**SAME SEX MARRIAGES**” viewed under the FMLA?
- What is a “**SERIOUS HEALTH CONDITION**” under the FMLA?
- What does it mean to “**CARE FOR A COVERED FAMILY MEMBER**”?
- What does it mean to provide “**PSYCHOLOGICAL COMFORT**” for a covered family member?
- When is an employer “**ON NOTICE**” of an FMLA condition?
- How do you count **MILITARY SERVICE** towards FMLA eligibility?
- When can employers ask employees for a **MEDICAL CERTIFICATION** or a **RETURN TO WORK SLIP** ... and when **CAN THEY NOT**?
- What FMLA Notice requirements are placed upon **EMPLOYEES** ... and which are placed on **EMPLOYERS**?
- What is the difference between a “**General Notice**,” an “**Eligibility Notice**,” a “**Rights and Responsibilities Notice**” and a “**Designation Notice**” ... and when do you use each one?

... and MUCH, MUCH more ...

Join one of Ohio’s most popular speakers as he reviews how the FMLA has **COMPLETELY CHANGED** under the new regulations Scott will show you how to use this information **IMMEDIATELY** with his own “rubber hits the road” approach as a 40 year human resource professional and employment attorney.

In this session you will learn...

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

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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.

