

# WHAT THE HECK HAPPENED? EMPLOYMENT LAW UPDATE

*Scott Warrick, JD, MLHR, CEQC, SHRM-SCP*

*Scott Warrick HR Consulting & Employment Law Services*

(614) 738-8317 ♣ [scott@scottwarrick.com](mailto:scott@scottwarrick.com)

[WWW.SCOTTWARRICK.COM](http://WWW.SCOTTWARRICK.COM)

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Join Scott Warrick as he gives you the **MOST THOROUGH AND PRACTICAL EMPLOYMENT LAW REVIEW** out there! He will review the most critical employment law changes and updates in his own unique, practical and entertaining style. Scott will not only inform you of these important changes, but he will use his over four decades of Employment Law/Human Resource Management experience to tell you how to use this information IMMEDIATELY!

## *Sample Topics Include:*

- What **CRITICAL CHANGES** did the EEOC make to its **HARASSMENT GUIDELINES**?
- Can employees sue you for **ILLEGAL OR RACIST DEI TRAINING**?
- Where are the courts with **BLOCKING** the FTC's **BAN ON NONCOMPETES**?
- What should your **AI POLICY** say to be **LEGALLY COMPLIANT**?
- What direction did the courts give us for the **HONEST BELIEF RULE**?
- What does the DOL's **FINAL INDEPENDENT CONTRACTOR RULE** say?
- What is **REVERSE DISCRIMINATION** ... and what did the court say about it?
- How did the rule for **EMPLOYEE ELIGIBILITY** for 401k participation change?
- Is it **ILLEGAL** to give "PREFERRED TREATMENT" to minorities in hiring and promotion decisions?
- Can an employer **REQUIRE** employees to use the **PREFERRED PRONOUNS** of others?
- What does an employee **ACTUALLY HAVE TO SAY** to request an **ADA ACCOMMODATION**?
- What **IS** the **INTERACTIVE PROCESS** under the ADA?
- How do the ADA and FMLA **DIFFER** when it comes to **HOLDING AN EMPLOYEE'S ACTUAL JOB OPEN** while they are on leave?
- How do you count employees for the FMLA when you have **REMOTE WORKERS**?
- When is an employer expected to **PROBE FOR MORE INFORMATION** when dealing with the ADA?
- What does the new **PREGNANT WORKERS FAIRNESS ACT (PWFA)** say?
- Are you in compliance with the new **PUMP ACT**?

## IN THIS SESSION, ATTENDEES WILL LEARN:

1. What important changes have occurred at the Department of Labor and NLRB,
2. What important changes have occurred in case law and
3. What important legislative changes have occurred.

### Scott's Bio

Scott Warrick ([www.scottwarrick.com](http://www.scottwarrick.com)) is a practicing Employment Law Attorney, Human Resource Professional and three-time best-selling author with over 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 on site in his own unique, practical and entertaining style.

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 is a three-time bestselling author: [\*Solve Employee Problems Before They Start: Resolving Conflict in the Real World, Tolerance and Diversity For White Guys ... And Other Human Beings\*](#) and [\*Healing The Human Brain\*](#).

Scott presents to national, state and local groups alike, both in person and through webinars. His topics range from Healing The Human Brain, Bullying/Harassment, Conflict Resolution, Leadership and Tolerance, to mention a few. Click here to learn about Scott’s topics: <https://scottwarrick.com/training-speaking/>

Scott is also a seven-time SHRM National Diversity Conference presenter. In 2023, he presented his ground-breaking “**TOLERANCE & BRAIN HEALTH**” program.

Scott was named one of Business First’s 20 People To Know In HR by CEO Magazine’ and a Human Resources “Superstar” in 2008. Scott also received the Linda Kerns Award for Outstanding Creativity in HR 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.