

WHAT IS DIFFERENT ABOUT PUBLIC SECTOR LAW?

by

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- I. FREE SPEECH, EMPLOYEES AND DUTY OF LOYALTY OFF THE JOB
- II. INTENTIONALLY OR RECKLESSLY FALSE STATEMENTS MADE OFF THE JOB ARE NOT PROTECTED BY THE FIRST AMENDMENT
- III. SELF-INTEREST IN SPEECH DOES NOT PRECLUDE FIRST AMENDMENT RETALIATION CLAIMS
- IV. FREE SPEECH, EMPLOYEES AND THE DUTY OF LOYALTY ON THE JOB
- V. TRUTHFUL REPORTS MADE ON THE JOB
- VI. TRUTHFUL REPORTS MADE UNDER SUBPOENA
- VII. NO FIRST AMENDMENT PROTECTION FOR WHISTLEBLOWER
- VIII. NO PUBLIC POLCY CLAIM FOR FIRST AMENDMENT FREE SPEECH
- IX. EMPLOYEE CONSTITUTIONAL RIGHTS ... “KINDA”
 - A. Fifth and Fourteenth Amendments:
 - B. “LOUDERMILL” RIGHTS
 - C. Preferred Process
 - D. “GARRITY” RIGHTS: SELF INCRIMINATION
 - E. Fourth Amendment: Search and Seizure

- F. Fourteenth Amendment: Equal Protection and Privacy**
- G. U.S. SUPREME COURT: Age Discrimination in Employment Act**
- H. U.S. SUPREME COURT: Americans With Disabilities Act**
- I. Family and Medical Leave Act**
- J. State's Acceptance Of Federal Funds Under The Rehabilitation Act Waives Its 11th Amendment Immunity To A Claim For Damages**



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Scott Warrick combines the areas of law and human resources to assist organizations in
“**Solving Employee Problems BEFORE They Happen.**”

Scott uses his unique background of **LAW** and **HUMAN RESOURCES** to help organizations get where they want to go, which includes coaching and training managers and employees in his own unique, practical, entertaining and humorous style.

Scott Trains Managers and Employees ON-SITE in over 50 topics

Scott Warrick specializes in working with organizations to *prevent* employment law problems from happening while improving employee relations.

Scott's academic background and awards include:

- Capital University College of Law (Class Valedictorian (1st out of 233))
- Master of Labor & Human Resources and B.A. in Organizational Communication: The Ohio State University
- The Human Resource Association of Central Ohio's Linda Kerns Award for Outstanding Creativity in the Field of Human Resource Management and the Ohio State Human Resource Council's David Prize for Creativity in Human Resource Management

For more information on Scott, just go to www.scottwarrick.com