

WHAT IS DIFFERENT ABOUT OHIO PUBLIC SECTOR LAW?

by

SCOTT WARRICK, JD, MLHR, CEQC, SCP

Scott Warrick's Consulting, Coaching & Training Services

1147 Matterhorn Drive, Reynoldsburg, Ohio 43068

(614) 738-8317 ♣ scott@scottwarrick.com

WWW.SCOTTWARRICK.COM

Link Up With Scott On [LinkedIn](#)

- I. CIVIL SERVICE LAW
- II. OHIO REVISED CODE §149.43: OHIO'S PUBLIC RECORDS ACT
 - A. What Is A Public Record?
 - B. Coverage
 - C. Requirements of Ohio's Public Records Act
 - D. Exceptions Under R.C. §149.43
 - E. Other Exceptions
 - F. Private Ohio Employers, Other Than Keepers of Public Records
 - G. Complying With A Request
 - H. In What Form Must The Public Record Be Delivered To The Individual?
- III. OHIO'S REVISED PUBLIC RECORDS ACT
 - A. Responding to Public Records Requests
 - B. Records Retention Schedules
 - C. Records Commissions

- D. Penalties for Wrongful Denial of Public Records Requests**
- E. Training Requirement**
- F. Public Records Policy**
- G. Excluded Accountant Records**
- H. Excluded Accountant Records**
- IV. OHIO SUPREME COURT: New “Functional Equivalency Test” For Determining Private Entities Subject to Ohio’s Public Records Act**
- V. OHIO’S OPEN MEETINGS LAW (SUNSHINE LAW)**
 - A. Employer Requirements**
 - B. Executive Session**
- VI. PUBLIC EMPLOYMENT RISK REDUCTION ACT**
 - A. Employer’s Responsibilities**
 - B. Employee’s Duties**
 - C. Employee Refusal**
- VII. OHIO SUPREME COURT LIMITS PERSONAL LIABILITY FOR PUBLIC SECTOR SUPERVISORS**
- VIII. PUBLIC SECTOR EMPLOYEES MAY PURSUE SEXUAL ORIENTATION CLAIMS**



SCOTT WARRICK, JD, MLHR, CEQC, SCP

Scott Warrick's Consulting, Coaching & Training Services

1147 Matterhorn Drive, Reynoldsburg, Ohio 43068

(614) 738-8317 ♣ scott@scottwarrick.com

WWW.SCOTTWARRICK.COM

Link Up With Scott On [LinkedIn](#)

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