



**AGENDA**  
**INTRODUCTION TO PUBLIC EMPLOYMENT LAW**  
**Tuesdays, February 21 – April 25, 2023**  
**1 – 5 p.m.**  
**LIVE on ZOOM**

**AGENDA**

**Week 1: Tuesday, February 21**

- |                    |   |
|--------------------|---|
| <b>1:00 - 2:00</b> | <b>Employment at Will and Its Exceptions</b>                      |
| <b>2:00 – 2:15</b> | <b>Break</b>  |
| <b>2:15 – 3:15</b> | <b>Employment at Will, cont.</b>                                  |
| <b>3:15 – 3:30</b> | <b>Break</b>  |
| <b>3:30 – 5:00</b> | <b>The Fourteenth Amendment and Property Rights in Employment</b> |

**Week 2: Tuesday, February 28**

- |                    |  |
|--------------------|--|
| <b>1:00 – 2:00</b> | <b>An Overview of Antidiscrimination Law</b>   |
| <b>2:00 – 2:15</b> | <b>Break</b>   |
| <b>2:15 – 3:30</b> | <b>Antidiscrimination Law That Requires Accommodations:<br/><i>The Americans with Disabilities Act</i><br/><i>Title VII's Requirement of Religious Accommodation</i></b> |
| <b>3:30 – 3:45</b> | <b>Break</b>   |
| <b>3:45 – 5:00</b> | <b>Antidiscrimination Law That Requires Accommodations, cont.</b>  |

**Week 3: Tuesday, March 7**

- |                    |  |
|--------------------|--|
| <b>1:00 - 2:30</b> | <b>The Law of Recruitment, Selection and Hiring</b>  |
| <b>2:30 – 2:45</b> | <b>Break</b>   |
| <b>2:45 – 4:00</b> | <b>Recruitment, Selection and Hiring, cont.</b>  |
| <b>4:00 – 4:15</b> | <b>Break</b>   |
| <b>4:15 – 5:00</b> | <b>Personnel Records: What are They and When Can They Be Disclosed?<br/>Personnel Records and the 14th Amendment's Name Clearing Hearing</b> |



**Week 4: Tuesday, March 15**

**1:00 - 4:30            The Fair Labor Standards Act (FLSA) (with breaks!)**

**4:30 – 5:00           FLSA Assessment**

**Week 5: Tuesday, March 21**

**1:00 – 5:00           Day Two of The Fair Labor Standards Act (FLSA) (with breaks!)**

**Week 6: Tuesday, March 28**

**1:00 – 2:30           Introduction to The Family and Medical Leave Act (FMLA)**

**2:30 – 2:45           Break**

**2:45 – 3:15           Choosing an FMLA Year and Military FMLA Leave**

**3:15 – 4:00           FMLA Case Study**

**4:00 – 4:15           Break**

**4:15 – 5:00           FMLA Case Study Discussion**

**Week 7: Tuesday, April 4:**

**1:00 - 2:30           Workers Compensation Law**

**2:30 - 2:45           Break**

**2:45 - 4:00           Sexual and Other Forms of Harassment**

**4:00 - 4:15           Break**

**4:15 - 5:00           The Occupational Health and Safety Act (OSHA)**



**Week 8: Tuesday, April 11**

<b>1:00 – 2:00</b>	<b>Constitutional Exceptions to Employment at Will: The First Amendment and Freedom of Speech and Political Association</b> <i>(including employee use of social media)</i>
<b>2:00 – 2:15</b>	<b>Break</b>
<b>2:15 – 3:15</b>	<b>Freedom of Speech cont.</b>
<b>3:15 – 3:30</b>	<b>Break</b>
<b>3:30 – 5:00</b>	<b>First Amendment Problems and Discussion</b>

**Week 9: Tuesday, April 18**

<b>1:00 – 2:30</b>	<b>Constitutional Exceptions to Employment at Will: The Fourth Amendment and Searches of Employees</b>
<b>2:30 - 2:45</b>	<b>Break</b>
<b>2:45 - 4:00</b>	<b>Constitutional Exceptions to Employment at Will: The Fourth Amendment and Drug Testing</b>
<b>4:00 – 4:15</b>	<b>Break</b>
<b>4:15 – 5:00</b>	<b>Drug Testing Problem and Discussion</b>

**Week 10: Tuesday, April 25**

**Discipline and Discharge in Public Employment**

<b>9:00 – 10:30</b>	<b>Understanding Just Cause Providing a Constitutionally Adequate Grievance Process</b>
<b>10:30 – 10:45</b>	<b>Break</b>
<b>10:45 – 11:00</b>	<b>Tully v. Wilmington: the NC Constitution's Fruits of Their Labor Clause</b>
<b>11:00 – 1:00</b>	<b>Concluding Problem and Discussion</b>
<b>1:00</b>	<b>Course Adjourns</b>