



TENTATIVE AGENDA

INTRODUCTION TO PUBLIC EMPLOYMENT LAW

Week 1: September 19-21, 2023

Week 2: October 10 -12, 2023

Tuesday, September 19

- 9:00 – 9:15** **Welcome and Introduction to Course**
Diane M. Juffras
School of Government
- 9:15 – 9:45** **Introduction to Law**
Diane Juffras
- 9:45 – 10:30** **Employment at Will and Its Exceptions**
Diane Juffras
- 10:30 – 10:45** **Break**
- 10:45 – 11:45** **Review of Hiring and Firing Authority in NC State, Local
Government, University and Community College Employment**
Diane Juffras
- 11:45 – 12:45** **Lunch in the School of Government Dining Room**
- 12:45 – 2:15** **An Overview of Antidiscrimination Law**
Bob Joyce
School of Government
- 2:15 – 2:30** **Break**
- 2:30 – 3:30** **Antidiscrimination Law That Requires Accommodations:
*Title VII's Requirement of Religious Accommodation***
Diane Juffras
- 3:30 – 5:00** **Religious Accommodation: Problems and Discussion**



Wednesday, September 20

9:00 – 10:30 **Antidiscrimination Law That Requires Accommodations:**
The Americans with Disabilities Act
Diane Juffras

10:30 – 10:45 **Break**

10:45 – 12:15 **The Americans with Disabilities Act Problems and Discussion**

12:15 – 1:15 **Lunch in the School of Government Dining Room**

1:15 – 2:00 **Harassment as a Form of Unlawful Discrimination**
Bob Joyce

2:00 – 2:45 **Personnel Records: What are They and When Can They Be Disclosed?**
Personnel Records and the 14th Amendment's Name Clearing Hearing
Diane Juffras

2:45 – 3:00 **Break**

3:00 – 4:15 **The Law of Recruitment, Selection and Hiring**
Bob Joyce

4:15 – 5:00 ***Tully v. Wilmington* and Its Effect on Your Promotion Policies and Beyond**



Thursday, September 21

- 9:00 – 10:30** **The First Amendment and Freedom of Speech
(including employee use of social media)**
Chris McLaughlin
School of Government
- 10:30 – 10:45** **Break**
- 10:45 – 12:15** **Introduction to the Family and Medical Leave Act**
Diane Juffras
- 12:15 – 1:15** **Lunch in the SOG Dining Room**
- 1:15 – 2:45** **FMLA cont.**
Diane Juffras
- 2:45 – 3:00** **Break**
- 3:00 – 5:00** **FMLA Case Studies and Discussion**
- 5:00** **Adjourn Week 1**



WEEK TWO

Tuesday, October 10

- 9:00 – 10:30** **The Fair Labor Standards Act (FLSA): Determining Exempt Status**
Diane Juffras
- 10:30 – 11:00** **Break**
- 11:00 – 12:00** **Determining Exempt Status, cont.**
Diane Juffras
- 12:00 – 1:00** **Lunch in the School of Government Dining Room**
- 1:00 – 2:00** **Determining Exempt Status, cont.**
Diane Juffras
- 2:00 – 3:15** **Constitutional Exceptions to Employment at Will:
The Fourth Amendment and Searches of Employees**
Bob Joyce
- 3:15 – 3:30** **Break**
- 3:30 – 5:00** **Constitutional Exceptions to Employment at Will:
The Fourth Amendment and Drug Testing**
Diane Juffras



Wednesday, October 11

- 9:00 – 10:30** **Fair Labor Standards Act: Compensable Time: Hours Worked, On-Call Time, Meal and Break Periods and Travel Time**
Diane Juffras
Bob Joyce
- 10:30 – 10:45** **Break**
- 10:45 – 12:00** **Fair Labor Standards Act: Calculating the Regular Rate**
Diane Juffras
- 12:00-1:00** **Lunch in the SOG Dining Room**
- 1:00-2:00** **Fair Labor Standards Act: Exceptions to Overtime: Public Safety Exceptions and the Fluctuating Workweek**
Diane Juffras
Bob Joyce
- 2:00-3:00** **An Overview of Workers Compensation**
Diane Juffras
- 3:00-3:15** **Break**
- 3:15 – 5:00** **How the ADA, FMLA and Workers Compensation Fit Together**
Diane Juffras



Thursday, October 12

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| 9:00-10:00 | Personnel Policies: Getting Employee Buy-In”
Leisha DeHart-Davis |
| 10:00-11:30 | Constitutional Exceptions to Employment at Will:
The Fourteenth Amendment and Property Rights in Employment
Bob Joyce |
| 11:30-11:45 | Break |
| 11:45 – 1:45 | Issues in Discipline and Discharge, cont.
Diane Juffras |
| 1:45 | Course Adjourns |