



INTRODUCTION TO PUBLIC EMPLOYMENT LAW

Week 1: September 15-17, 2026

Week 2: October 20 -22, 2026

Tuesday, September 15

- | | |
|----------------------|--|
| 8:30 – 8:45 | Welcome and Introduction to Course
Diane M. Juffras
School of Government |
| 8:45 – 9:30 | Introduction to Law
Diane Juffras |
| 9:30 – 10:15 | Employment at Will and Its Exceptions |
| 10:15 – 10:30 | Break |
| 10:30 – 11:30 | Review of Hiring and Firing Authority in NC State, Local Government, University and Community College Employment
Diane Juffras |
| 11:30 – 12:30 | Lunch in the School of Government Dining Room |
| 12:30 – 2:00 | An Overview of Antidiscrimination Law
Bob Joyce
School of Government |
| 2:00 – 2:15 | Break |
| 2:15 – 3:30 | Constitutional Exceptions to Employment at Will:
The First Amendment and Freedom of Speech (including social media)
Chris McLaughlin
School of Government |
| 3:30 – 4:00 | First Amendment Problems |
| 4:00 | Adjourn for the day |



Wednesday, September 16

- 8:30 – 10:15** **The Law of Recruitment, Selection and Hiring and
Tully v. Wilmington and Its Effect on Your Promotion Policies and Beyond**
Bob Joyce
- 10:15 – 10:30** **Break**
- 10:30 – 11:30** **Antidiscrimination Law That Requires Accommodations:
*Title VII's Requirement of Religious Accommodation***
Diane Juffras
- 11:30 – 12:30** **Lunch in the School of Government Dining Room**
- 12:30 – 2:15** **Antidiscrimination Law That Requires Accommodations:
The Americans with Disabilities Act
*The Pregnant Workers Fairness Act***
Diane Juffras
- 2:15 – 2:30** **Break**
- 2:30 – 4:00** **Accommodation Problems and Discussion**
- 4:00** **Adjourn for the day**



Thursday, September 17

8:30 – 10:00	Introduction to the Family and Medical Leave Act Diane Juffras
10:15 – 10:30	Break
10:30 – 11:30	FMLA, cont.
11:30 – 12:30	Lunch in the SOG Dining Room
12:30 – 1:15	FMLA, cont.
1:15 – 2:15	FMLA Problems and Discussion
2:15 – 2:30	Break
2:30 – 3:30	FMLA Problems and Discussion
3:30 – 4:00	Military Leave
4:00	Adjourn Week 1



WEEK TWO

Tuesday, October 20

- | | |
|----------------------|--|
| 8:30 – 10:00 | The Fair Labor Standards Act (FLSA): Determining Exempt Status
Diane Juffras |
| 10:00 – 10:15 | Break |
| 10:15 – 11:30 | Determining Exempt Status, cont.
Diane Juffras |
| 11:30 – 12:30 | Lunch in the School of Government Dining Room |
| 12:30 – 2:00 | Determining Exempt Status, cont.
Diane Juffras |
| 2:00 – 2:15 | Break |
| 2:15 – 3:15 | Civil Liability of Local Governments and Local Government Employees
Rebecca Fisher-Gabbard
School of Government |
| 3:15 – 4:00 | Unlawful Sexual Harassment
Bob Joyce |
| 4:00 | Adjourn for the day |



Wednesday, October 21

- | | |
|----------------------|---|
| 8:45 – 10:00 | Fair Labor Standards Act: Compensable Time: Hours Worked, On-Call Time, Meal and Break Periods and Travel Time
Diane Juffras
Bob Joyce |
| 10:00 – 10:15 | Break |
| 10:15 – 11:30 | Fair Labor Standards Act: Exceptions to Overtime: Public Safety Exceptions and the Fluctuating Workweek
Diane Juffras
Bob Joyce |
| 11:30 – 12:30 | Lunch in the SOG Dining Room |
| 12:30 – 1:30 | Fair Labor Standards Act: Calculating the Regular Rate
Diane Juffras |
| 1:30 – 2:30 | Personnel Records: What are They and When Can They Be Disclosed?
Kristina Wilson
School of Government |
| 2:30 – 2:45 | Break |
| 2:45 – 3:00 | Personnel Records and the 14th Amendment's Name Clearing Hearing
Bob Joyce |
| 3:00 – 4:00 | Constitutional Exceptions to Employment at Will: The Fourth Amendment and Searches of Employees
Bob Joyce |
| 4:00 | Adjourn for the Day |



Thursday, October 22

- | | |
|--|---|
| 8:30 – 10:00 | Constitutional Exceptions to Employment at Will:
The Fourth Amendment and Drug Testing
Diane Juffras |
| 10:00 – 11:30
(with a break) | Constitutional Exceptions to Employment at Will:
The Fourteenth Amendment and Property Rights in Employment
Bob Joyce |
| 11:30 – 1:00 | Issues in Discipline and Discharge
Diane Juffras |
| 1:00 | Course Adjourns |