AGENDA
INTRODUCTION TO PUBLIC EMPLOYMENT LAW
September 12 – 16, 2022, from 9 a.m. to 1 p.m.
October 10 – 14, 2022, from 9 a.m. to 1 p.m.
LIVE on ZOOM

WEEK ONE AGENDA

Monday, September 12

9:00 - 10:00  Employment at Will and Its Exceptions
Diane Juffras
Professor of Public Law and Government, School of Government

10:00 – 10:15  Break

10:15 – 11:15  Employment at Will, cont.

11:15 – 11:30  Break

11:30 – 1:00  The Fourteenth Amendment and Property Rights in Employment
Bob Joyce
Charles Edwin Hinsdale Professor of Public Law and Government

1:00  Adjourn for day
Tuesday, September 13

9:00 – 10:00 An Overview of Antidiscrimination Law
Bob Joyce

10:00 – 10:15 Break

10:15 – 11:30 Antidiscrimination Law That Requires Accommodations:
The Americans with Disabilities Act
Title VII’s Requirement of Religious Accommodation
Diane Juffras

11:30 – 11:45 Break

11:45 – 1:00 Antidiscrimination Law That Requires Accommodations, cont.

1:00 Adjourn for the day

Wednesday, September 14

9:00 – 10:30 The Law of Recruitment, Selection and Hiring
Diane Juffras

10:30 – 10:45 Break

10:45 – 12:00 Recruitment, Selection and Hiring, cont.

12:00 – 12:15 Break

12:15 – 1:00 Personnel Records: What are They and When Can They Be Disclosed?
Personnel Records and the 14th Amendment’s Name Clearing Hearing
Bob Joyce

1:00 Adjourn for the day
Thursday, September 15

9:00 – 10:30  Constitutional Exceptions to Employment at Will: The Fourth Amendment and Searches of Employees
              Bob Joyce

10:30 - 10:45  Break

10:45 - 12:00  Constitutional Exceptions to Employment at Will: The Fourth Amendment and Drug Testing
               Diane Juffras

12:00 – 12:15  Break

12:15 – 1:00  Drug Testing Problem and Discussion

1:00  Adjourn for the day

Friday, September 16

9:00 – 10:00  Constitutional Exceptions to Employment at Will: The First Amendment and Freedom of Speech and Political Association (includes employee use of social media)
              Bob Joyce

10:00 – 10:15  Break


11:15 – 11:30  Break

11:30 – 1:00  First Amendment Problems and Discussion
              Diane Juffras

1:00  Adjourn Week One
WEEK TWO
October 10 – 14, 2022, from 9 a.m. to 1 p.m.

Monday, October 10

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<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Speaker</th>
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<tbody>
<tr>
<td>9:00 - 12:30</td>
<td>The Fair Labor Standards Act (FLSA) (with breaks!)</td>
<td>Diane Juffras</td>
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<td>12:30</td>
<td>FLSA Assessment</td>
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<td>1:00</td>
<td>Adjourn for the day</td>
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Tuesday, October 11

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<th>Time</th>
<th>Activity</th>
<th>Speaker</th>
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<tr>
<td>9:00 – 10:30</td>
<td>Introduction to The Family and Medical Leave Act (FMLA)</td>
<td>Bob Joyce</td>
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<td>10:30 – 10:45</td>
<td>Break</td>
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<td>10:45 – 11:15</td>
<td>Choosing an FMLA Year</td>
<td>Diane Juffras</td>
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<td>Military FMLA Leave</td>
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<td>11:15 – 12:00</td>
<td>FMLA Case Study</td>
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<td>12:00 – 12:15</td>
<td>Break</td>
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<tr>
<td>12:15 – 1:00</td>
<td>FMLA Case Study Discussion</td>
<td>Diane Juffras</td>
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<td>1:00</td>
<td>Adjourn</td>
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Wednesday, October 12

9:00 - 10:30  Workers Compensation Law
Michael W. Balance, Esq.
Dickie, McCamey & Chilcote, P.C., Raleigh

10:30 - 10:45  Break

10:45 - 12:00  Sexual and Other Forms of Harassment
Bob Joyce

12:00 - 12:15  Break

12:15 - 1:00  The Occupational Health and Safety Act (OSHA)
Diane Juffras

1:00  Adjourn for the day

Thursday, October

9:00 - 1:00  Day Two of The Fair Labor Standards Act (FLSA) (with breaks!)
Diane Juffras

1:00  Adjourn for the day
Friday, October 16

Discipline and Discharge in Public Employment

9:00 – 10:30  Understanding Just Cause
Providing a Constitutionally Adequate Grievance Process
Diane Juffras

10:30 – 10:45  Break

10:45 – 11:00  Tully v. Wilmington and the NC Constitution’s Fruits of Their Labor Clause
Bob Joyce

11:00 – 1:00  Concluding Problem and Discussion
Diane Juffras

1:00  Course Adjourns