



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**
(including employee use of social media)
Bob Joyce

10:00 – 10:15 **Break**

10:15 – 11:15 **Freedom of Speech cont.**

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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| 9:00 - 12:30 | The Fair Labor Standards Act (FLSA) (with breaks!)
Diane Juffras |
| 12:30 | FLSA Assessment |
| 1:00 | Adjourn for the day |

Tuesday, October 11

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| 9:00 – 10:30 | Introduction to The Family and Medical Leave Act (FMLA)
Bob Joyce |
| 10:30 – 10:45 | Break |
| 10:45 – 11:15 | Choosing an FMLA Year
Military FMLA Leave
Diane Juffras |
| 11:15 – 12:00 | FMLA Case Study |
| 12:00 – 12:15 | Break |
| 12:15 – 1:00 | FMLA Case Study Discussion
Diane Juffras |
| 1:00 | Adjourn |



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 13

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 14

Discipline and Discharge in Public Employment

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| 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 |