INTRODUCTION TO PUBLIC EMPLOYMENT LAW
Week 1: September 17-19, 2024
Week 2: October 21-23, 2024

Primary Instructor: Diane M. Juffras
Professor of Public Law and Government
School of Government

Tuesday, September 17

8:30 – 8:45 Welcome and Introduction to Course

8:45 – 10:00 Employment at Will and Its Exceptions

10:00 – 10:15 Break

10:15 – 11:30 An Overview of Antidiscrimination Law

11:30 – 12:30 Lunch in the School of Government Dining Room

12:30 – 1:45 Constitutional Exceptions to Employment at Will: The First Amendment and Freedom of Speech (including employee use of social media)
Chris McLaughlin
School of Government

1:45 – 2:00 Break

2:00 – 4:00 Antidiscrimination Law That Requires Accommodations: Title VII’s Requirement of Religious Accommodation

4:00 Adjourn
Wednesday, September 18

8:30 – 10:15  Antidiscrimination Law That Requires Accommodations:  
*The Americans with Disabilities Act*  
*The Pregnant Workers Fairness Act*

10:15 – 10:30  Break

10:30 – 11:30  The Americans with Disabilities Act Problems and Discussion

11:30 – 12:30  Lunch in the School of Government Dining Room

12:30 – 1:30  Confidential Personnel Information: What Is it and When Can It Be Disclosed?  
Kristina Wilson  
School of Government

1:30 – 1:45  Personnel Records the 14th Amendment’s Name Clearing Hearing

1:45 – 2:00  Break

2:00 – 4:00  The Law of Recruitment, Selection and Hiring and  
*Tully v. Wilmington* and Its Effect on Your Promotion Policies and Beyond

4:00  Adjourn
Thursday, September 19

8:30 – 10:00  Introduction to the Family and Medical Leave Act
10:00 – 10:15  Break
10:15 – 11:30  The Family and Medical Leave Act, cont.
11:30 – 12:30  Lunch in the School of Government Dining Roo
12:30 – 1:45  FMLA Case Studies
1:45 – 2:00  Break
2:00 – 3:00  FMLA Case Studies Discussion
3:00 – 3:15  Break
3:15 – 4:00  Muddiest Points
4:00  Adjourn Week 1
WEEK TWO

Monday, October 21

8:30 – 10:00 The Fair Labor Standards Act (FLSA): Determining Exempt Status

10:00 – 10:15 Break

10:15 – 11:30 Determining Exempt Status, cont.

11:30 – 12:30 Lunch in the SOG Dining Room

12:30 – 1:30 Determining Exempt Status, cont.

1:30 – 1:45 Break

2:00 – 2:45 Harassment as a Form of Unlawful Discrimination
Bob Joyce
School of Government

2:45 – 3:00 Break

3:00 – 4:00 Constitutional Exceptions to Employment at Will: The Fourth Amendment and Searches of Employees
Bob Joyce

4:00 Adjourn
Tuesday, October 22

8:30 – 10:00   Fair Labor Standards Act: Compensable Time: Hours Worked, On-Call Time, Meal and Break Periods and Travel Time

10:00 – 10:15  Break

10:15 – 11:30  Fair Labor Standards Act: Exceptions to Overtime: Public Safety Exceptions and the Fluctuating Workweek

11:30 – 12:30  Lunch in the SOG Dining Room

12:30 – 1:45   Fair Labor Standards Act: Calculating the Regular Rate

1:45 – 2:15    Break

2:15 – 4:00    Constitutional Exceptions to Employment at Will: The Fourth Amendment and Drug Testing

4:00          Adjourn
Thursday, October 23

8:30 – 10:00  Constitutional Exceptions to Employment at Will: The Fourteenth Amendment and Property Rights in Employment
             Bob Joyce

10:15 – 10:30  Break

10:30 – 11:30  Problems in Discipline and Discharge

11:30 – 12:30  Lunch in the School of Government Dining Room

12:30 – 2:00  Exercise and Discussion: How to Draft the Discipline and Discharge Policy You Want

3:00 – 4:00  Muddiest Points

4:00  Course Adjourns