



**AGENDA**  
**INTRODUCTION TO PUBLIC EMPLOYMENT LAW**  
**Thursdays, June 12, 2025 – August 14, 2025**  
**(no class on Thursday, July 3)**  
**1 – 5 p.m.**  
**LIVE on ZOOM**

**Week 1: Thursday, June 12**

<b>1:00 - 1:15</b>	<b>Welcome and Introduction to the Course</b>
<b>1:15 – 1:45</b>	<b>Introduction to Law and the Sources for Public Employment Law</b>
<b>1:45 – 2:30</b>	<b>Employment at Will and Its Exceptions</b>
<b>2:30 – 2:45</b>	<b>Break</b>
<b>2:45 – 3:30</b>	<b>An Overview of Antidiscrimination Law</b>
<b>3:30 – 3:45</b>	<b>Break</b>
<b>3:45 – 4:45</b>	<b>Antidiscrimination Law That Requires Accommodations: <i>Title VII's Prohibition against Religious Discrimination</i></b>
<b>4:45 – 5:00</b>	<b>Knowledge Check/Quiz and Week 1 Check-in</b>



**Week 2: Thursday, June 19**

<b>1:00 – 1:15</b>	<b>Review</b>
<b>1:15 – 1:45</b>	<b>Problems in Religious Accommodation</b>
<b>1:45 – 2:15</b>	<b>Antidiscrimination Law That Requires Accommodations:</b> <i>The Americans with Disabilities Act</i> <i>The Pregnant Workers Fairness Act</i>
<b>2:15 – 2:30</b>	<b>Break</b>
<b>2:30 – 3:45</b>	<b>The ADA and the PWFA cont.</b>
<b>3:45 – 4:00</b>	<b>Break</b>
<b>4:00 – 4:45</b>	<b>Problems in Disability, Pregnancy and Reasonable Accommodation</b>
<b>4:45 – 5:00</b>	<b>Knowledge Check/Quiz and Week 2 Check-in</b>



**Week 3: Thursday, June 26**

**1:00 – 1:15      Review**

**1:15 – 2:30      The Law of Recruitment, Selection and Hiring**

**2:30 – 2:45      Break**

**2:45 – 4:00      Recruitment, Selection and Hiring, cont.**

**4:00 – 4:15      Break**

**4:00 – 4:45      Sexual and Other Forms of Harassment**

**4:45 – 5:00      Knowledge Check/Quiz and Week 3 Check-in**

**NO CLASS THURSDAY, JULY 3<sup>RD</sup> – HAPPY FOURTH OF JULY!**



**NO CLASS THURSDAY, JULY 3<sup>RD</sup> – HAPPY FOURTH OF JULY!**

**Week 4: Thursday, July 10**

<b>1:00 – 1:15</b>	<b>Review</b>
<b>1:15 – 2:15</b>	<b>FLSA Classification: Exempt or Nonexempt?</b>
<b>2:15 – 2:30</b>	<b>Break</b>
<b>2:30 – 3:15</b>	<b>FLSA Classification: Exempt or Nonexempt?</b>
<b>3:15 – 3:45</b>	<b>Breakout Groups: FLSA Classification Problems</b>
<b>3:45 – 4:00</b>	<b>Break</b>
<b>4:00 – 4:45</b>	<b>Discussion of FLSA Classification Problems</b>
<b>4:45 – 5:00</b>	<b>Knowledge Check/Quiz and Week 4 Check-In</b>



**Week 5: Thursday, July 17**

**1:00 – 1:15      Review**

**1:15 – 2:30      Compensable Time: Hours Worked, On-Call Time, Meal Periods and  
Travel Time**

**2:30 – 2:45      Break**

**2:45 – 3:30      Overtime: The Basic Rule and Public Safety Exceptions**

**3:30 – 3:45      Break**

**3:45 – 4:40      Introduction to the Regular Rate**

**4:40 – 5:00      Knowledge Check/Quiz and Week 5 Check-In**



**Week 6: Thursday, July 24**

**1:00 – 1:15      Review**

**1:00 – 2:30      Introduction to The Family and Medical Leave Act (FMLA)**

**2:30 – 2:45      Break**

**2:45 – 3:15      Choosing an FMLA Year  
Military FMLA Leave**

**3:15 – 3:45      FMLA Case Study**

**3:45 – 4:00      Break**

**4:00 – 4:45      FMLA Case Study Discussion**

**4:45 – 5:00      Knowledge Check/Quiz and Week 6 Check-In**



**Week 7: Thursday, July 31:**

<b>1:00 – 1:30</b>	<b>FLSA Review</b>
<b>1:30 - 2:30</b>	<b>Constitutional Exceptions to Employment at Will: The First Amendment and Freedom of Speech and Political Association</b>
<b>2:30 - 2:45</b>	<b>Break</b>
<b>2:45 - 3:30</b>	<b>First Amendment Problems and Discussion</b>
<b>3:30 – 3:45</b>	<b>Freedom of Speech and Social Media</b>
<b>3:45 - 4:00</b>	<b>Break</b>
<b>4:00 - 4:45</b>	<b>First Amendment and Social Media Problems and Discussion</b>
<b>4:45 – 5:00</b>	<b>Knowledge Check/Quiz and Week 7 Check-In</b>



**Week 8: Thursday, August 7**

<b>1:00 – 1:15</b>	<b>Review</b>
<b>1:15 – 2:15</b>	<b>Constitutional Exceptions to Employment at Will: The Fourth Amendment and Searches of Employees</b>
<b>2:15 - 2:30</b>	<b>Break</b>
<b>2:30 - 3:30</b>	<b>Constitutional Exceptions to Employment at Will: The Fourth Amendment and Drug Testing</b>
<b>3:30 – 3:45</b>	<b>Break</b>
<b>3:45 – 4:45</b>	<b>Drug Testing Problem and Discussion</b>
<b>4:45 – 5:00</b>	<b>Knowledge Check/Quiz and Week 8 Check-In</b>



**Week 9: Thursday, August 14**

**1:00 – 1:15      Review**

**1:15 – 2:00      Personnel Records: What Are They and When Can They Be Disclosed?  
Personnel Records and the 14th Amendment's Name Clearing Hearing**

**2:00 – 2:15      Break**

**2:15 – 3:45      Discipline and Discharge in Public Employment**

**3:45 – 4:00      Break**

**4:00 – 5:00      Concluding Problem and Discussion**

**5:00              Course Adjourns**