



**AGENDA**  
**INTRODUCTION TO PUBLIC EMPLOYMENT LAW**  
September 14 – 18, 2020, from 9 a.m. to 1 p.m.  
October 12 – 16, 2020, from 9 a.m. to 1 p.m.  
**LIVE on ZOOM**

**Pre-Work**

**Welcome and Introduction to Course**

Diane M. Juffras  
School of Government

**Introduction to Law**

**Sources of North Carolina Employment Law**

Diane M. Juffras

*Each day will include at least one break and many days will have two breaks even if the exact times of breaks are not set out here.*

**WEEK ONE**

**Monday, September 14**

- |                      |   |
|----------------------|---|
| <b>9:00 - 9:30</b>   | <b>Employment at Will and Its Exceptions</b><br>Diane Juffras                             |
| <b>9:30 - 10:30</b>  | <b>An Overview of Antidiscrimination Law</b><br>Bob Joyce<br>School of Government         |
| <b>10:30 - 11:00</b> | <b>Break</b>  |
| <b>11:00 - 1:00</b>  | <b>The Law of Recruitment, Selection and Hiring (with a short break)</b><br>Diane Juffras |
| <b>1:00</b>          | <b>Adjourn for day</b>  |



## Tuesday, September 15

- 9:00-11:15**      **Antidiscrimination Law That Requires Accommodations:**  
(with a break)    *The Americans with Disabilities Act*  
                         *Title VII's Requirement of Religious Accommodation*  
                         Diane Juffras
- 11:15 – 11:30**    **Break**
- 11:30-1:00**      **Sexual and Other Forms of Harassment**  
                         Diane Juffras
- 1:00**              **Adjourn for the day**

## Wednesday, September 16

- 9:00 – 10:30**    **Introduction to The Family and Medical Leave Act (FMLA)**  
                         Bob Joyce
- 10:30 – 11:00**    **Break**
- 11:00 – 11:30**    **Military FMLA Leave & COVID FMLA Leave**  
                         Diane Juffras
- 11:30 – 1:00**    **FMLA Problems and Discussion**  
                         Diane Juffras
- 1:00**              **Adjourn for the day**



**Thursday, September 17**

- 9:00 - 10:15**      **Personnel Records: What are They and When Can They Be Disclosed?  
Personnel Records and the 14<sup>th</sup> Amendment's Name Clearing Hearing**  
Bob Joyce
- 10:15 - 10:30**      **Break**
- 10:30 - 12:00**      **Workers Compensation Law**  
Michael W. Ballance, Esq.  
Dickie, McCamey & Chilcote, P.C.  
Raleigh
- 12:00 - 12:15**      **Break**
- 12:15 - 1:00**      **Discussion: How the FMLA, ADA and Workers Compensation Fit Together**  
Diane Juffras
- 1:00**                      **Adjourn for the day**

**Friday, September 18**

- 9:00 – 11:00**      **Constitutional Exceptions to Employment at Will:  
The First Amendment and Freedom of Speech and Political Association**  
*(includes employee use of social media)*  
Bob Joyce
- 11:00 – 11:30**      **Break**
- 11:30 – 1:00**      **First Amendment Problems and Discussion**  
Diane Juffras
- 1:00**                      **Adjourn Week One**



**INTRODUCTION TO PUBLIC EMPLOYMENT LAW  
WEEK TWO**

**Monday, October 12**

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

**Tuesday, October 13**

**9:00 - 1:00      The Fair Labor Standards Act continued (with breaks!)**  
Diane Juffras

**Wednesday, October 14**

**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**



**Thursday, October 15**

- 9:00 – 10:30**      **Liability of Government Employees**  
Trey Allen  
School of Government
- 10:30 – 11:00**      **Break**
- 11:00 – 1:00**      **The Fourteenth Amendment and Property Rights in Employment  
and  
A New Twist: Tully v. Wilmington and the NC Constitution’s  
Fruits of Their Labor Clause**  
Bob Joyce
- 1:00**                      **Adjourn for the day**

**Friday, October 16**

- 9:00 -- 1:00**              **Understanding Just Cause**  
(with breaks!)          **Providing a Constitutionally Adequate Grievance Process**  
**Problems in Discipline and Discharge**  
Diane Juffras
- 1:00**                      **Course Adjourns**