



AGENDA
INTRODUCTION TO PUBLIC EMPLOYMENT LAW
September 13 – 17, 2021, from 9 a.m. to 1 p.m.
October 18 – 22, 2021, from 9 a.m. to 1 p.m.
LIVE on ZOOM

WEEK ONE

Monday, September 13

- 9:00 - 9:45** **Employment at Will and Its Exceptions**
Diane Juffras
- 9:45 - 10:45** **An Overview of Antidiscrimination Law**
Bob Joyce
School of Government
- 10:45 - 11:00** **Break**
- 11:00 - 1:00** **The Law of Recruitment, Selection and Hiring**
Diane Juffras

Tuesday, September 14

- 9:00 – 10:00** **Recruitment, Selection and Hiring cont.**
- 10:00 – 10:15** **Break**
- 10:15 – 1:00** **Antidiscrimination Law That Requires Accommodations:**
(with a break) *The Americans with Disabilities Act*
 Title VII's Requirement of Religious Accommodation
Diane Juffras



Wednesday, September 15

- 9:00 – 10:15 Sexual and Other Forms of Harassment**
Bob Joyce
- 10:15 – 10:30 Break**
- 10:30 – 1:00 Introduction to the Fair Labor Standards Act (with a break!)**
Diane Juffras

Thursday, September 16

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

Friday, September 17

- 9:00 - 11:30 The Fair Labor Standards Act continued (with breaks!)**
Diane Juffras
- 11:30 – 11:45 Break**
- 11:45 – 1:00 Week One Question and Answer Wrap Up**
- 1:00 Adjourn Week One**



INTRODUCTION TO PUBLIC EMPLOYMENT LAW

WEEK TWO

Monday, October 18

- 9:00 – 10:30** **Introduction to The Family and Medical Leave Act (FMLA)**
Bob Joyce
- 10:30 – 10:45** **Break**
- 10:45 – 11:30** **FMLA Case Study**
Diane Juffras
- 11:30 – 11:45** **Break**
- 11:45 – 1:00** **FMLA Case Study Discussion and FMLA Q & A**
Diane Juffras

Tuesday, October 19

- 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** **How the FMLA, ADA and Workers Compensation Fit Together**
Diane Juffras
- 12:00 - 12:10** **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



Wednesday, October 20

- 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**
- 10:15 – 11:15** **Freedom of Speech cont.**
- 11:15 – 11:30** **Break**
- 11:30 – 1:00** **First Amendment Problems and Discussion**
Diane Juffras

Thursday, October 21

- 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**



Friday, October 16

Discipline and Discharge in Public Employment

- | | |
|----------------------|--|
| 9:00 – 10:45 | 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 |
| 10:45 – 11:00 | Break |
| 11:00 – 1:00 | Understanding Just Cause
Providing a Constitutionally Adequate Grievance Process |
| 1:00 | Course Adjourns |