



AGENDA
INTRODUCTION TO PUBLIC EMPLOYMENT LAW
October 7 – 11, 2019

Monday, October 7

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| 10:00-10:15 | Welcome and Introduction to Course
Diane M. Juffras
School of Government |
| 10:15-11:15 | Introduction to Law
Chuck Szypszak
School of Government |
| 11:15-11:30 | Break |
| 11:30-12:15 | Employment at Will and Its Exceptions
Diane Juffras
School of Government |
| 12:15-1:15 | Lunch in the School of Government Dining Room |
| 1:15-2:15 | An Overview of Antidiscrimination Law
Bob Joyce
School of Government |
| 2:15-2:30 | Break |
| 2:30-5:00 | The Law of Recruitment, Selection and Hiring
Diane Juffras |
| 5:00 | Adjourn |



Tuesday, October 8

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| 8:30-10:15 | Antidiscrimination Law That Requires Accommodations:
<i>The Americans with Disabilities Act</i>
<i>Title VII's Requirement of Religious Accommodation</i>
Diane Juffras |
| 10:15-10:30 | Break |
| 10:30 – 12:00 | Workers Compensation Law
Michael W. Balance, Esq.
Dickie, McCamey & Chilcote, P.C.
Raleigh |
| 12:00-1:00 | Lunch in the SOG Dining Room |
| 1:00-2:30 | The Family and Medical Leave Act (FMLA)
Bob Joyce |
| 2:30-2:45 | Break |
| 2:45-3:30 | The FMLA: Problems
Diane Juffras |
| 3:30-4:30 | How the FMLA, ADA and Workers Compensation Fit Together
Diane Juffras |
| 4:30 | Adjourn |



Wednesday, October 9

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| 9:00-12:30 | The Fair Labor Standards Act (FLSA) (with breaks!)
Diane Juffras |
| 12:30-1:30 | Lunch in the School of Government Dining Room |
| 1:30-3:00 | How Public Employment Law Differs from Private-Sector Employment Law:
The First Amendment and Freedom of Speech
(including employee use of social media)
Chris McLaughlin
School of Government |
| 3:00-3:15 | Break |
| 3:15-4:30 | How Public Employment Law Differs from Private-Sector Employment Law:
Personnel Records: What are They and When Can They Be Disclosed?
Personnel Records and the 14th Amendment's Name Clearing Hearing
Bob Joyce |
| 4:30 | Adjourn |



Thursday, October 10

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| 9:00-10:30 | Sexual and Other Forms of Harassment
Diane Juffras
Bob Joyce |
| 10:30-10:45 | Break |
| 10:45-12:30 | Liability of Government Employees
Trey Allen
School of Government |
| 12:30-1:30 | Lunch in the SOG Dining Room |
| 1:30-2:45 | How Public Employment Law Differs from Private-Sector Employment Law:
Constitutional Exceptions to Employment at Will:
The Fourth Amendment and Searches of Employees
Bob Joyce |
| 2:45-3:00 | Break |
| 3:00-4:30 | How Public Employment Law Differs from Private-Sector Employment Law:
Constitutional Exceptions to Employment at Will:
The Fourth Amendment and Drug Testing
Diane Juffras |
| 4:30 | Adjourn |



Friday, October 11: Issues in Discipline and Discharge

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| 9:00-10:30 | Constitutional Exceptions to Employment at Will:
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 |
| 10:30-10:45 | Break |
| 10:45-12:00 | Understanding Just Cause
Diane Juffras |
| 11:45-12:00 | Break |
| 12:00 – 1:00 | Providing a Constitutionally Adequate Grievance Process |
| 1:00 | Adjourn |