



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**