

Resources

"Employee Terminations – Best Practices"

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The decision to terminate an employee carries with it the risk of a possible legal challenge. Depending upon an employer's policies or whether an employee has an employment contract, an employee may, for example, have a breach of contract or "wrongful discharge" claim. An "at-will" employer generally does not need to worry about such claims. Like all other employers, however, an at-will employer still must be concerned about claims of discrimination and retaliation for exercising a legal right, such as reporting discriminatory or other unlawful employment practices. Authored by Mel Muskovitz, this article addresses best practices in employee terminations.

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