

Wrongful Terminations & Exceptions to Employment At-Will

Good cause, bad cause, and no cause at all

Most countries throughout the world allow employers to dismiss employees only for cause. In the vast majority of the United States, including Massachusetts, however, the law of the land is that employment is “at will”—terminable by either the employer or employee for any reason whatsoever, and for no reason at all, ostensibly offering equal freedom and flexibility to employers and employees if the employment relationship isn’t working out.

Over the years, however, numerous exceptions to the “at-will” rule have emerged, both by statute and through evolution of common law—which exceptions frequently limit an employer’s ability to unilaterally terminate employees. Indeed, for employers, the concept that “at-will” employment provides them unfettered discretion to terminate employees can be a trap for the unwary. As for employees, the exceptions to the “at-will” doctrine give rise to a number of legal claims for wrongful termination.

This program explores the realities of “at-will” employment in Massachusetts, both for the employer and employee. Whether you serve as in-house counsel, represent plaintiffs, or represent management in employment matters, this program is for you.

Agenda and written materials

- ▶ An Introduction to, and Management View of, At-Will Employment
- ▶ How to Retain the At-Will Nature of Employment in Your Corporate Client’s Workplace—Including the Role of Documentation and Training
- ▶ Statutory Exceptions to At-Will Employment
- ▶ Public Policy Exceptions to At-Will Employment
- ▶ Damages
- ▶ Practical and Strategic Advice for Employers and Employees
- ▶ “Ask the Experts” Q&A Session

Take this program and get this book—a \$125 value—FREE!



Representing a Plaintiff in a Wrongful Termination Case

Representing a Plaintiff in a Wrongful Termination Case provides a comprehensive, detailed, and step-by-step analysis of the critical actions needed to help the attorney successfully represent a plaintiff who alleges that he or she has been wrongfully terminated from employment. Each stage in the process, along with each important decision that counsel must make along the way, is discussed in detail, with particular attention to the practical decisions that attorneys must make in the course of representing their clients. Included in the book are valuable sample forms

and letters, checklists, and appendices. Authoritative, comprehensive, and highly practical, *Representing a Plaintiff in a Wrongful Termination Case* is an invaluable resource for any attorney whose practice may include wrongful termination.

With MCLE’s supplementation service, new supplements are mailed automatically with an invoice. If you do not wish to subscribe, please note on order form.

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