
At-Will Employment

Gray Reed's Employer Handbook

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What does “at-will” employment mean? The general assumption is that “at-will” means an employee can quit for any reason and can be fired for any reason. But is that really true? Well . . . maybe not.

There are competing ideas here and that is why it merits an edition of the handbook. Despite its general meaning, there are a number of reasons you are NOT supposed to fire an employee. It is almost like “at-will” with an asterisk and a footnote at the bottom of the page with a bunch of exceptions.

Take a look at this [month's edition](#) to find out what “at-will” really means.