




Greetings: My name is [Ron Hequet](#) ; Consultant and Speaker; **Contributing Author – American Management Association, ‘Leading & Learning Ezine’, ‘Affluent Magazine’, ‘The Advisor’ and Presenter for ExecSense Webinars.**

The abridged article below was written for a United Business Media newswire service and has been posted here in order to offer additional value and actionable thought to your organization from  ActumConsulting.com.

## **At-Will Employment ©**

By

**Ron Hequet**

Many confuse ‘employment at will’ with ‘right to work’. They are entirely two separate legal matters, but will address ‘employment at will’ tips here.

If our client operates in a state where at-will employment is permitted, we implement the key steps below and train management to avoid other missteps that would jeopardize that status.

**Do / don’t the following:**

- 1. Put it in writing:** Employment at will is a specified legal status, in which an employer can only opt out via an employment contract. There is no employment position that is exempt from this status. The state provides (I can provide if you need) the ‘employment at will’ statement which should / must be part of any employee policy manual, handbook, guide etc. If the employer does not have an employee manual, post the ‘employment at will’ statement in employee frequented areas of the company.
- 2. Avoid Contrary Policies:** Corrective Action, warnings or behavioral reprimand procedures violate the ‘employment at will’ status assuring employment at least until those procedures are fulfilled.

- 3. Match Communication:** Ensure that all verbal and written communication, i.e. memos, emails, policy and procedure statements, conversations in meetings or during reviews, comply with ‘employment at will’. If by implication your words or actions lead an employee to think that they have assured employment, the ‘employment at will’ status is violated and the employee in a probable law suit will prevail.

- 4. True Equality:** Although owners of a private company are exempt from most all employment policies, they should comply with their own policies. For example, if it is against company policy to use company email for personal email, owners should comply. Also, any employee favoritism and exceptions will violate the ‘employment at will’ status if tested in court.

**For more information and real world examples, contact...**

Ron Hequet 800.350.5700

[Ron@ActumConsulting.com](mailto:Ron@ActumConsulting.com)

Web: [www.ActumConsulting.com](http://www.ActumConsulting.com)

Blog: [www.ActumConsulting.com/blog](http://www.ActumConsulting.com/blog)

