

At Will Employment So Why Worry?

Presented By:
Michael Fox



Texas Law

For well over a century, the general rule in this State, as in most American jurisdictions, has been that absent a specific agreement to the contrary, employment may be terminated by the employer or the employee at will, for good cause, bad cause, or no cause at all.



Employment At Will

- Good reason,
- Bad reason, or
- No reason at all.

BUT, not an illegal reason.

Ogletree
Deakins
ATTORNEYS AT LAW

Take Your Employees



Ogletree
Deakins
ATTORNEYS AT LAW

Pour Them Through A Funnel



Into the

**Copetree
Drainage**
AT FORDHAM & LEE

AWW BOX

**Copetree
Drainage**
AT FORDHAM & LEE

Find the full text of this and thousands of other resources from leading experts in dozens of legal practice areas in the [UT Law CLE eLibrary \(utcle.org/elibrary\)](http://utcle.org/elibrary)

Title search: At Will Employment So Why Worry?

Also available as part of the eCourse

[2016 Essential Employment Law eConference](#)

First appeared as part of the conference materials for the
2016 Essential Employment Law: A Practical Course in the Basics session
"Texas Is an "At Will" State... So Why Worry?"