

# Texas At-Will Employment Doctrine, Its Exceptions and Other Common Law Claims



SCOTT BRUTOC AO  
1607 West Avenue  
Austin, Texas 78701  
sbrutocao@cornellsmith.com  
(512) 328-1540



## Texas At-will Employment Doctrine

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

EMPLOYEE CAN BE TERMINATED FOR:

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

BUT, not an illegal reason.

## What Laws Need I Worry About?

- Contract
- Statute
- Tort
- Public Policy

# What Laws Need I Worry About?

- Contract
  - Oral
  - Written
  - Implied
  - Collective Bargaining Agreement
- Statute
- Tort
- Public Policy

# What Laws Need I Worry About?

- Contract
- Statute
  - Title VII
  - TCHRA
  - ADEA
  - ADA
  - Etc.
- Tort
- Public Policy

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"Texas is an "At Will" State... So Why Worry?"