

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



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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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2019 Essential Employment Law: A Practical Course in the Basics session
"Texas is an "At Will" State... So Why Worry?"