

**Category:** 300

**Number:** 305

**Policy:** Employment At-Will

**Purpose:** The purpose of this policy is to define and serve as primary document for employment at-will.

**Authority:** St. Clair County Board of Commissioners. Administrative policies shall be subject to revision or termination by the Board of Commissioners at its discretion. This policy replaces and supersedes any prior policy on this subject matter.

**Application:** This policy applies to all County employees except those employed by the Courts or other co-employer departments. Employees who are members of Unions should consult the applicable collective bargaining agreement. Where a collective bargaining agreement is silent, this policy will apply.

**Responsibility:** The Human Resources Director or designee shall be responsible for the administration and enforcement of this policy.

#### **EMPLOYMENT AT-WILL**

Employment with the County is “at will” except where clearly articulated as “just cause” by a collective bargaining agreement. Employment “at will” means that the County reserves the right, except where abridged by the expressed terms of an applicable collective bargaining agreement or statute, to terminate an employee’s employment at any time for any reason or no reason. An employee also has the right to voluntarily terminate his or her employment with or without reason.

For further information, an employee may contact the Human Resources department by telephone at (810) 989-6910 or by email at [humanresources@stclaircounty.org](mailto:humanresources@stclaircounty.org).

**Review:** The Administrator/Controller has reviewed and approved this policy as to substance and Corporation Counsel has reviewed and approved as to legal content. The Human Resources Director shall periodically review this policy and make recommendations for changes as needed.

**Adopted:** June 17, 2021