

U8CITY OF NEW LONDON At-Will Employment Policy		
Issue Date: January 7, 2009	Revision Update(s):	Total Pages: 1
Policy Source: Cities and Villages Mutual Insurance Company		
Special Instructions: Review annually, update as law changes and court interpretations warrant.		

I. PURPOSE

The purpose of this policy is to address the employment relationship, which, in Wisconsin, is governed by the “at-will” doctrine. The employment-at-will doctrine may be impacted by handbooks, documents, practices and communication by the City. Therefore, this policy reinforces the City/ of New London’s adherence to the at-will doctrine.

II. POLICY

All non-contractual City employees are employees-at-will and, accordingly, are free to resign at any time without reason. The City also retains the right to terminate an employee’s employment at any time with or without reason or notice, as long as it is not an illegal reason [For Example: The following statutes restrict employment-at-will discharge: Wisconsin Fair Employment Act (Wisconsin Statute Sec. 111.32); Worker’s Compensation Act prohibition on unreasonable refusal to rehire (section 102.35); the requirements of the Family and Medical Leave Act (FMLA) and returning the employee to the same or equivalent job; the Whistleblower Protection Act (section 230.80 et seq.)]. Nothing contained in any City policy, handbook, rule, document, communication or practice is intended to be, create, imply or guarantee that employment or any City benefit will be provided for any period of time. The promise of certain benefits now and in the future does not change the fundamental employment-at-will relationship.

Compensation figures provided in annual or monthly terms to employees are stated as such for convenience or to aid in salary comparison, and are not intended to create an employment contract for a specific period of time.

Employment-at-will may only be altered as expressly stated in a City contract or collective bargaining agreement as “*Employees may only be discharged for cause*”, and must be made by the City Administrator, and only if done in a formal written agreement, signed by both the Administrator and the specific employee(s).