

Employment Termination

[phone ringing]

Receptionist:

Cohen Highley.

Announcer:

The Cohen Highley Legal Moment on FM96. I'm here with Christian Jannetta, from the commercial litigation department at Cohen Highley Lawyers. Can someone be fired even without justification?

Christian:

Yes. An employer can terminate an employee even without a valid reason.

Announcer:

That doesn't seem fair.

Christian:

Well, the law requires that if an employee is terminated without what is known as "just cause", the employer has to provide reasonable notice or financial compensation. What's "reasonable" depends on the circumstances.

Announcer:

What if there is just cause for termination?

Christian:

If, for example, an employee has truly failed to fulfill job requirements or is guilty of misconduct or insubordination, the employer may not have to give notice or compensation. Again, whether there is just cause will depend on the circumstances.

Announcer:

Employees and employers probably see things very differently when someone's fired.

Christian:

True. Employees and employers both have legal rights and obligations. If you're considering terminating someone, or have been terminated, it's best to speak with a lawyer.

Announcer: Thanks Christian. This has been the Cohen Highley
Legal Moment.

Singing: Cohen Highley, we're listening.

Announcer: Cohenhighley.com.