

World Learner School



Policy: 602 At Will Employment Policy

Effective: 8.24.15

Revised: 1.7.19

I. PURPOSE

This policy will outline termination from World Learner School according to at-will employment status.

II. GENERAL STATEMENT OF POLICY

Minnesota is an employment "at will" state. An employee can quit for any reason; an employer can fire any employee for any reason as long as that reason is not illegal, such as discrimination based on race, creed, color, sex, national origin, ancestry, religion, age, disability, sexual orientation or marital status.

World Learner School will adhere to statutes in regards to termination of employment. No notice of separation is required by law, by either party, upon separation of an employee for any reason.

A terminated employee's paycheck is to be issued within 24 hours of the employee's demand for wages. If an employee quits, wages are due within the next pay period that is more than five days after quitting. However, wages must be paid within 20 days of separation.

If the discharged or quitting employee was entrusted with money or property during employment WLS shall have an additional 10 calendar-days after the date of the employee's separation to audit the accounts of the employee before the employee's wages are to be paid.

WLS policy determines what benefits are due, such as vacation, sick leave and severance packages. Benefits are payable within 30 days of when they become due.

WLS will provide an explanation why an employee was terminated, if requested in writing by the employee. Request must be made in writing by the employee within 15 working-days of termination. The employer has 10 working days from receipt of the request to give a truthful reason in writing for the termination.

Legal References:

Minnesota Statutes 181.13

Minnesota Statutes 181.14

Minnesota Statutes 181.74