

Carolina Employer Workplace News - October 2015

By Nicola Ai Ling Prall, Andreas N. Satterfield and William Robert Gignilliat, IV

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Lessons for Terminating an Employee

A case involving a claim for breach of an oral promise provides lessons for employers on what “not to do” when discharging an employee. A South Carolina jury returned an \$868,000 verdict for the wrongful termination claim. Lessons include watching what you say. [Read more...](#)

North Carolina At-Will Unchanged by Federal Public Policy

All employment in North Carolina is considered “at will,” and employers (or employees) may end the employment relationship for any reason. While the state high court recognized an exception to this rule when an employer’s reason for ending the employment relationship is unlawful or contrary to public policy, it has not recognized an exception for a wrong discharge claim under state law based on federal public policy. A federal district court found that the “consensus” among North Carolina’s intermediate courts is that such an exception does not exist. [Read more...](#)

We welcomed Associate [Wm. Robert Gignilliat](#) to our Greenville Office this past June. Mr. Gignilliat is admitted to practice law in both South Carolina and Georgia. Prior to joining the firm, he clerked for U.S. District Court judges in Anderson, SC and Augusta, GA. He is a graduate of the University of Georgia School of Law.

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If you have questions about these or other workplace developments, please contact a Jackson Lewis attorney in the [Greenville](#) or [Raleigh](#) office.

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*The National Operations Center serves as the firm's central administration hub and houses the firm's Facilities, Finance, Human Resources and Technology departments.