

## **N.J. Human Resources Law Alert - February 2012**

January 31, 2012

### **DON'T UNINTENTIONALLY ENTER INTO A "CONTRACT" WITH YOUR AT-WILL EMPLOYEE**

Most employers understand the importance of maintaining an "at-will" relationship with their employees. That is why they commonly include a prominent disclaimer in their handbooks emphasizing that employment is at-will and that there is no contract between the employer and the employee.