PURPOSE: To inform all employees that anyone may leave employment at any time, or be terminated at any time, for any reason, at the discretion of the individual employee or RWJBarnabas Health (RWJBH).

POLICY: Continued employment is at RWJBH’s and the individual's discretion. Neither RWJBH nor the employees are obligated to any specific term of employment.

GUIDELINES:

1. All employees, regardless of status or time with RWJBH, are expected to meet and maintain standards of acceptable job performance and behavior and are considered "at will" employees. RWJBH reserves the right to dismiss any employee at any time for any reason with or without notice and with or without cause.

2. RWJBH is not able to guarantee employment for any specified length of time, nor is it able to guarantee any certain annual compensation to any employee.

3. Periodically, it may be in the best interests of RWJBH to terminate employees on either an individual basis or during a reduction of the work force. RWJBH reserves the right to make these decisions at its sole discretion.

4. In a like manner, any employee may elect to terminate his or her employment with RWJBH at any time, subject to the reasonable notice provisions found elsewhere in these policies.

5. No manager or other representative of RWJBH, other than the facility President or designee, has any authority to make any statement or provide any assurance of job security, a fixed term of employment, guaranteed annual compensation, or continued employment to applicants or to any employees.

6. No manager or representative, other than the facility President or designee has any authority to enter into any contract or agreement for employment for any specified period of time. Any employment contract must be approved by the Legal Department and Human Resources prior to execution or signing and prior to hiring any contracted employee.

7. For those employees covered by a collective bargaining agreement, if there is any inconsistency between this Policy and specific provisions of such an agreement, the language of the collective bargaining agreement shall govern.