



## Fisher Phillips Attorney Discusses Firing Employees in an At-Will State in the Wake of Natural Disasters

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In the wake of Hurricane Florence, a story surfaced regarding a restaurant employee who was fired after she failed to show up for work. She had lost her power and heeded the state’s warning to stay off the road. Whether or not the business had the right to fire her—even in the at-will state of North Carolina—is based on whether her fears were reasonable, attorney for Fisher Phillips, Howard Mavity, told [Law.com](#). He said that companies should devise strategies ahead of time to address essential personnel plans and how they will handle work shortages, or other big issues. “You can imagine the bad publicity, which would translate into legal issues if you misevaluated this risk.”

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