



Healthcare Co-Chair Busts the At-Will Employment “Myth” for Industry Employers

Publication

8.23.19

While at-will employment is a foundational principle in most states, employers can run into trouble if they don’t recognize the limitations on the “myth” that either the employer or employee can terminate the employment relationship for any legal reason or no reason at all. Houston partner Kevin Troutman points out in an article for *Medical Journal-Houston* that companies must consider all of the laws that may affect a decision to terminate, including those related to discrimination and retaliation. Emerging HR trends and evolving federal and state laws, which recently have focused on pay equity, use of information regarding an employee’s criminal history and recreational or medical marijuana use, among other issues, also may affect employment decisions.

To read the article, visit [*Medical Journal-Houston*](#).

Related People



A. Kevin Troutman

Senior Counsel

713.292.5602

Email