



Philadelphia Attorney Discusses Possible Recourse If Restaurant Employees Quit Without Notice

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In an interview with *Restaurant Business Online*, **Nan Sato** discusses what, if any, recourse an employer may have if an employee quits without notice. The article highlights that many restaurants have their busiest time of year during the holidays but can be faced with employee shortages. While two weeks' notice is a common and expected professional courtesy in restaurants, it does not always happen.

Nan explains that assuming the departing worker is an at-will employee, the company does not have any recourse against them because, in an at-will employment relationship, either the employer or the employee can terminate the employment relationship at any time without notice or cause. She also notes that to prevent this from happening in the future, employers can include a notice requirement in the offer letter.

To read the article, visit [*Restaurant Business Online*](#).

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