



FALL RIVER RURAL ELECTRIC COOPERATIVE, INC.

GENERAL POLICY NO. 601

SUBJECT: EMPLOYMENT-AT-WILL

I. **POLICY:**

Except as provided in Section V below, all employees of the Cooperative are employed “at will,” meaning that either the Cooperative or the employee may end the employment relationship at any time and for any reason.

II. **PURPOSE:**

The purpose of the Policy is to avoid misunderstandings and disputes by clearly setting forth the nature of the employment relationship between the Cooperative and its employees, particularly with respect to each party’s right to end the employment relationship.

III. **PROVISIONS:**

- A. Every employee of the Cooperative is employed “at-will” except as expressly stated in this Policy, (Section V).
- B. Employees are asked to provide the Cooperative with two (2) weeks’ written notice of resignation from their employment.
- C. Only the General Manager/CEO (or the Cooperative’s Board of Directors (the Board) with respect to the General Manager/CEO’s status) is authorized to modify a Cooperative employee’s status as an “at-will” employee and such modification may only be affected in a written employment agreement signed by the employee and an authorized representative of the Cooperative. Except for the procedure stated in this Section III (C), no Cooperative representative

is authorized to modify the at-will nature of an employee's or applicant employment, or to enter into any agreement, oral or written, or to make any promise, contrary to this Policy. Supervisory and management personnel are not authorized to make representations of promises that alter the at-will nature of an employee's employment.

- D. Except as expressly provided in Section V below, the at-will nature of an employee's employment shall not be modified by any statements contained in this or any other employee handbooks, employment applications, recruiting materials, memoranda, or any other materials provided to employees in connection with their employment and none of these referenced documents, whether singly or combined, will create an express or implied contract concerning any terms or conditions of employment.
- E. Except as expressly provided in Section V below, nothing contained in this manual, employee handbooks, employment applications, Cooperative memoranda, or other materials provided to employees in connection with their employment, require the Cooperative to have just cause in order to terminate an employee or otherwise restrict the Cooperative's right to have just cause to terminate any employee at any time for any lawful reason.
- F. Statements of specific grounds for termination set forth elsewhere in this manual are not all-inclusive and do not restrict the Cooperative's right to terminate an employee's employment at will.

IV. RESPONSIBILITY:

The General Manager/CEO is responsible for the administration of this Policy. The General Manager/CEO is responsible for considering and approving any modifications to an employee's at-will employment status. The Board is responsible for considering and approving any modifications to the General Manager/CEO's at-will employment status.

V. EXCEPTIONS:

The at-will nature of an employee's employment may be modified in an authorized written employment agreement, as provided in Section III (C) above.

VI. PRIMACY OF POLICY:

This Policy supersedes any prior policy with respect to “at-will” employment and any existing policy that may be in conflict with the provisions of this Policy. This Policy does not represent a contract between employer and employee, and the employer herein may change the policy alone and without notice.

APPROVED BY THE BOARD OF DIRECTORS



Doug Schmier, President

DATE EFFECTIVE: March 14, 1977
DATE REVISED: October 27, 2003
March 30, 2009
February 27, 2012
November 20, 2017