



March 2015

# YOU SHOULD KNOW

## IN THIS ISSUE

/  
[Too Pretty, Too Bad](#)  
>  
[Employee Rights](#) >  
[Employment Quiz](#) >



Patrick Malone &  
Associates

888-625-6635

Dear Jessica,

It's pretty easy to fire someone in America as protections are limited for most employees. There are exceptions, however, that you should be aware of if you think you, or someone you care about, has been wrongfully terminated.



## Know Your Employment Rights

### ***Discrimination, Harassment and the At-Will Employee***

Should a dental hygienist who was fired by her boss for being irresistibly attractive have a case for wrongful termination? What about an employee who reported illegal business practices and was fired just days later?

Since most working Americans are considered "at-will" employees, we thought you should know your rights when an employer crosses the line.

***Punch In Here >>>***



***At-will employees have far fewer rights than employees with employment contracts.***

## BY THE NUMBERS /

**119**  
Million  
At-Will

According to the [Bureau of Labor Statistics](#), there are nearly 119 million employees working in the private sector. More than 80 percent of these workers are considered "at will," which means they can be fired for any reason or no reason at all.

**#1**  
Most  
Loyal

As the job market picks up steam, so too has [turnover](#). The average employee at Massachusetts Mutual Life Insurance Company jumped ship after just nine months. Eastman Kodak is number one in employee loyalty at 20 years.

## THE DOCKET /

> [CHECK OUT OUR BETTER HEALTH CARE NEWSLETTER.](#)

> [LATEST NEWS FROM](#)

OUR PATIENT SAFETY  
BLOG

> CHILD SAFETY TIPS AND  
ACCIDENT PREVENTION  
FROM OUR CHILD  
PROTECTION BLOG

> MALPRACTICE A-Z:  
ANSWERS ON SPECIFIC  
TOPICS

# 13 Fair Chance

Thirteen states and 90 cities across the country have passed laws barring questions about criminal convictions on job applications. These “fair chance” laws say applicants should be judged on their qualifications rather than convictions.

## BOOKMARK FAVORITES /



### What Are “At-Will” Employee Rights?

Fox News outlines exactly what rights employees have under the at-will employment status in this segment called “On Your Side.” [View video.](#)



### Iowa Dentist in Hot Water over “Irresistibly Attractive” Employee

Melissa Nelson discusses her wrongful termination case in this CNN report. Her case made it all the way to the Iowa Supreme Court. [View video.](#)



### FTC Attorney Reviews the Rules on Background Checks

An attorney at the Federal Trade Commission explains the rights of a job applicant when a prospective employer requests a background check. [View video.](#)



### Take the Employment Law Quiz and Win an iPod Shuffle!

Test your smarts on employment law with this short quiz and enter our drawing for an iPod Shuffle.

[Take the survey](#)



### Fighting Bias in Women’s College Sports and Beyond

Tom Newkirk discusses how subconscious bias can occur in any organization, what people can do to see bias in themselves and others and how we can work together to eliminate it.

[Listen now](#)

*You Should Know* is a copyrighted publication of Voice2News, LLC, and is made possible by the attorney shown above. This newsletter is intended for the interest of past and present clients and other friends of this lawyer. It is not intended as a substitute for specific legal advice. You received this newsletter at <jessica%40jdsupra.com> because you indicated to the above attorney your interest in receiving information via email. If you no longer wish to receive these emails, click here to unsubscribe from this newsletter, and your request will be honored immediately. You may also submit your request in writing to: Steven L. Miller, Editor, 4907 Woodland Ave., Des Moines, IA 50312. Be sure to include your email address.