

Camden County Library District Policy Manual

Section 1. Personnel Policies.

Subsection 37. At-Will Employment Policy

Employment with the Camden County Library District is at will. At-will employment means that neither the employee nor the Library has entered into a contract regarding the duration of one's employment. Employees are free to terminate employment at any time, with or without reason. Sufficient notice will need to be given to be eligible for re-employment at any time in the future. See the Resignation and Job Abandonment Policy for further details on this. Likewise, the Library has the right to terminate an employee's employment or otherwise discipline, transfer, or demote an employee at any time, with or without reason, at the discretion of the Library.

No Camden County Library District employee may enter into an employment contract for a specific period of time or any agreement contrary to this policy without prior written approval from the Board of Trustees.

Any employee terminated will be paid on the final day of employment as determined by the Board of Trustees.

Employers are required to pay a discharged employee all wages due at the time of dismissal. If not paid at that time, the employee should contact his or her former employer by certified mail return receipt requested, requesting wages that are due. The employer has seven days to respond to the written request. If the employer does not pay the wages due within seven days, the employer will be liable for additional wages to the employee until he or she is finally paid for up to sixty days. (Missouri Dept. of Labor and Industrial Relations)