Wrongful Employment Termination and Resulting Economic Losses

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Why Does this Site Require Cookies?

This site uses cookies to improve performance by remembering that you are logged in when you go from page to page. To provide access without cookies would require the site to create a new session for every page you visit, which slows the system down to an unacceptable level.

What Gets Stored in a Cookie?

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Wrongful termination is a broad term with a specific legal meaning. Although many individuals who are terminated from their employment feel their termination was. Employment is considered “at-will” and therefore not guaranteed in all states besides Montana. This means your employer is free to terminate your employment at any time, for any reason or for no particular reason at all. The exception, though, is when an employee is fired for illegal reasons (such as discrimination or retaliation) or in violation of an employment contract. If you are able to prove that your termination was prompted by racial intolerance or a culture of sexism, for instance, then you might have a claim for wrongful termination.

Do You Have an Employment Contract? Estimating economic damages in a wrongful termination case, if the Plaintiff has not yet found comparable alternative employment, is one of the most challenging assignments that confronts the forensic economist. Estimating the duration and magnitude of economic loss following termination involves myriad variables, many of which are difficult to predict, let alone quantify. Worker age can be a prime determinant of the magnitude of loss in employment cases, determining where the worker is in his or her career, the type of earnings level and growth that can be expected, and the ease with which the worker can find alternative employment. Such studies will, we hope, allow for better estimates of economic losses from job loss, and in particular, job loss resulting from termination.