AT-WILL EMPLOYMENT DEFINED

Unless otherwise expressly stated in a written appointment to a position or in a written contract of employment duly approved and executed by University of Nebraska at Omaha (UNO), all non-faculty employees are considered employees at will. Either UNO or the employee may terminate the employment relationship at any time, with or without cause (as long as the reason is non discriminatory), upon giving the proper advance notice. Accordingly, the Bylaws of the Board of Regents of the University of Nebraska stipulate under 4.4.1 that a “Special Appointment” [managerial and non-academic administrative positions] may be terminated by either party giving the other at least 90 days’ notice of the date of termination.” Office-Service (hourly paid) employees are entitled to a two-week notice.