

Next Steps When an Employee Gives Notice of Quitting

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David Barron was quoted in *SHRM* discussing when it is appropriate to immediately dismiss an employee even after they have given their notice of resignation. "The employee is leaving for a competitor and there is a concern the employee may share confidential information or trade secrets. The employee is disgruntled, and allowing the worker to remain for two weeks would hurt other workers' morale. The employee's role is sensitive, or there is a risk that an employee who is not focused and accountable could harm the business," said David. An example of the first category would be a salesperson. "Why would you allow the employee to continue to talk to customers and risk he or she would lay the groundwork to compete against you?" he asked. Removing an employee's access to confidential information may be important. "You wouldn't want to allow an employee to continue to be involved in sensitive meetings if they are going to work for a competitor and may use that information," he said.

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