



BOARD POLICIES

DIVISION II. College Employees	POLICY NUMBER 2.03.01
CATEGORY 2.03.01 Employment At Will	DATE Adopted 8/2019

2.03.01 EMPLOYMENT AT WILL

Employment at Joliet Junior College (JJC) is on an at-will basis unless otherwise stated in a written individual employment agreement signed by the President of the College or as provided for in a collective bargaining agreement which covers the employee’s employment.

This means that either the employee or the College may terminate the employment relationship at any time, for any reason, with or without notice, in accordance with employment laws, applicable policies, and/or collective bargaining agreement.

Any compensation information provided to an employee in annual or monthly terms are not intended and do not create an employment contract for any specific period of time.

Nothing in this statement is intended to interfere with, restrain, or prevent concerted activity as protected by the Illinois Educational Labor Relations Act (IELRA). Such activity includes employee communications regarding wages, hours, or other terms or conditions of employment. JJC employees have the right to engage in or refrain from such activities.