

Without a Disclaimer, Employee Handbook May Create a Contract

A recently decided case from an Ohio Court of Appeals found that an employee handbook may create a contract as to the terms of employment, including an employee's rate of pay and insurance coverage, absent a clear disclaimer to the contrary, according to an article by **Michael C. Griffaton** of **Vorys, Sater, Seymour and Pease LLP**.

"The Court explained that 'employment manuals may constitute binding contracts between employees and employers provided all necessary elements of an implied contract are present.' Thus, an employee claiming the existence of an implied contract must prove offer, acceptance, consideration, and mutual assent," he wrote.

[Read the article.](#)