

Just Got Fired?

Know Your Rights.

This guide gives you a practical, general starting point for the days right after a termination — what to check, what to ask for, and what questions to bring to an employment attorney. It's general information, not legal advice.

What's inside

- Your first 48 hours — what to do right after you're let go
- Final paycheck — what you're generally owed and by when
- A practical checklist you can use today
- Questions to ask an employment attorney before you decide anything
- How to reach Termination.id for a free case review

Free tools at termination.id

AI Wrongful Termination Analyzer · Severance Calculator · Free case review

Your first 48 hours

What you do right after a termination can matter later, even if you never end up needing a lawyer. These steps protect you either way.

- Write down what happened while it's fresh: dates, names, exact words used.
- Request a copy of your termination letter and any separation paperwork in writing.
- Do not sign a severance agreement or release on the spot — ask for time to review it.
- Gather your recent performance reviews, emails, and any complaint you filed.
- Ask HR, in writing, what happens to your final pay, PTO payout, and benefits.
- Update your resume and start your job search planning in parallel.

What you're generally owed

Exact rules vary by state, so treat this as a general checklist to verify, not a guarantee.

- All wages earned through your last day worked
- Unused vacation/PTO payout, if your state or employer policy requires it
- Any earned but unpaid commissions or bonuses
- Reimbursement for approved outstanding business expenses
- COBRA notice for continuing health coverage

Practical checklist

Use this as a working list over the next two weeks.

- ☐ Requested my termination letter and separation paperwork in writing
- ☐ Reviewed my final paycheck against my last pay stubs
- ☐ Did not sign any release without reading it fully
- ☐ Saved copies of relevant emails, reviews, and messages
- ☐ Wrote a dated timeline of events leading up to the termination
- ☐ Checked my state's final paycheck deadline rules
- ☐ Tried the free AI Wrongful Termination Analyzer at termination.id
- ☐ Requested a free case review

Questions to ask an employment attorney

- Based on what I've described, does this look like it could be more than an ordinary termination?
- What evidence would strengthen a potential claim, and what should I gather now?
- What are my realistic options: negotiation, an agency complaint, or a lawsuit?
- What are the relevant deadlines I need to know about for my state?
- How do your fees work, and is a free case review really free?
- Should I sign the severance agreement I was offered, and what am I giving up?

Get a free case review at termination.id

Call {{PPC_NUMBER}} · or submit the free case review form

General information only — not a substitute for advice from a licensed attorney.

Before you go

A quick, honest note about what this guide is — and isn't.

Legal Disclaimer

Termination.id provides general legal information for educational purposes only. This guide is not legal advice, is not a substitute for consultation with a licensed attorney, and does not create an attorney-client relationship. Termination.id is not a law firm and does not practice law. Employment laws vary significantly by state and change over time; confirm any specific deadline or entitlement with a licensed employment attorney in your state.

Where to go from here

- Try the AI Wrongful Termination Analyzer at termination.id for a general first read
- Use the Severance Calculator before you negotiate
- Read the full guide library at termination.id/guides.html
- Request a free case review — no cost, no obligation

termination.id

Free case review: {{PPC_NUMBER}}