

Is There Any Minhag Hamakom in The U.S. Regarding Severance?

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Question: Is there any prevalent custom in the United States in regards to paying severance?

Answer: Rav Moshe Feinstein established the obligation to provide various types of employees with "*chodesh l'shana*", a severance package that totals one month's worth of pay for each year of work. While he felt this is appropriate for various workers, it has become well-established only in the context of teachers and *rabbeim*.

Torah U'Mesorah has incorporated the obligation of *chodesh l'shana* into their Code of Practice, writing that it is accepted that all *rabbeim* who are terminated should receive this severance.

While it isn't clear if Rav Moshe was making a *takanah* based on his authority as the leader of American Jewry, attesting to a common *minhag* or using some other halachic means, many Rabbanim say that because *chodesh l'shana* has now been accepted as the common practice in the United States, it now has the full status of a *minhag hamakom* and is completely binding.

Question: What about other industries besides *chinuch*?

Answer: My understanding is that there is no widespread *minhag* in the United States for general workers, unlike in countries like Israel where the custom is to provide severance to all workers.