

HOW TO LEGALLY PREPARE FOR A REDUCTION IN FORCE

Event

Mar 16, 2023

9:00 am - 10:00 am PDT

With recent changes in the economy, some employers are taking steps to reduce costs through layoffs. These savings are only realized if the reduction in force (RIF) is handled properly. If an RIF may be in your company's future, you need to start preparing now to minimize legal risks.

Here are just a few of the issues that will be covered in this webinar:

- **Layoff Planning:** Planning in advance for a layoff is one of the best ways to minimize the legal risks. Our discussion will focus on steps you should consider. For example, how will you select employees for layoff?
- **Notice Requirements:** The federal WARN Act (and similar state laws) could be triggered by the layoffs. We will discuss how to assess this and the types of notices that are due your employees, their representatives and government officials.
- **Remote Employees:** Almost every employer has remote employees these days. We will discuss what state and local laws may apply to them and how they are counted for purposes of WARN and other applicable laws.
- **Severance Agreements:** To get a valid waiver of age discrimination claims you need to be sure you have the proper language in your severance agreement. We will

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review these and other state and federal nuances for severance agreements.

- **Implementing the Layoff:** We will share best practices on how to roll out your reduction in force.

The firm will be submitting this program for HRCI and SHRM credit.

If you have any questions, please contact [Jennifer Barry-Smith](#).

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Reductions in Force (RIFs)