

Insights, News & Events

PLANNING, COMMUNICATING, AND EXECUTING AN EFFECTIVE REDUCTION-IN-FORCE: KEY EMPLOYMENT LAW CONSIDERATIONS

Event

May 21, 2025

1:00 pm - 2:00 pm EDT

In today's dynamic business environment, organizations are increasingly faced with difficult workforce decisions, including the possibility of implementing a reduction-in-force (RIF). While necessary in some circumstances, RIFs come with significant legal, operational, and reputational risks if not properly handled.

Join our experienced employment law attorneys for a practical and strategic webinar focused on helping employers navigate the legal landscape of RIFs. This session will provide an overview for HR professionals, in-house counsel, and business leaders of the key stages of a RIF—from planning and documentation to employee communications and post-implementation compliance.

What We'll Cover:

- Legal frameworks governing RIFs, including WARN Act compliance and state-specific notice requirements
- Selection criteria and minimizing risk of discrimination claims
- Preparing defensible documentation and internal communications
- Strategies for compassionate and compliant employee notifications

Related People



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- Best practices for severance agreements, releases, and waivers
- Preserving employee morale, protecting brand reputation, and mitigating litigation risk

Whether you're actively planning a reduction or want to be prepared for future challenges, this session will provide actionable insights and risk management strategies you can immediately apply.

Who Should Attend:

- HR professionals, in-house counsel, executives, and managers involved in workforce planning or employee relations.

If you have any questions, please contact [Lorri-Ann Carter](#).

Fisher Phillips is committed to providing access to all of our events for disabled attendees. Automated closed captioning is available for all of our webinars. For other accommodation inquiries, please give us three business days advance notice prior to the scheduled event by contacting [Lorri-Ann Carter](#). Thank you.

Service Focus

Reductions in Force (RIFs)