

## Reductions-in-Force/WARN Act

Employers conduct workforce reductions for a variety of economic and strategic reasons.

### Overview

We have the experience and in-house resources to provide effective advice and counsel on issues arising before, during and after a reduction-in-force or reorganization. Our goal is to minimize the potential for individual or class action litigation and to ensure a positive employee relations environment for remaining and future employees.

Our attorneys assist both union and non-union employers in reduction-in-force and reorganization planning and execution, including:

- Preparation of severance and release agreements;
- Compliance with WARN Act requirements;
- Negotiations with unions; and
- Impact analysis for protected groups.

We defend employers in state and federal courts and administrative agencies against discrimination, breach of contract and other claims arising from reductions-in-force and reorganizations.