INSIGHTS + NEWS

Navigating a Reduction in Force

There may come a time when you are faced with the difficult but necessary decision to lay off some employees as part of a reduction in force or other restructuring initiative at your organization. There are a wide array of laws that may impact a reduction in force, and you will want to ensure that you understand and comply with all of your legal obligations prior to conducting the layoff.

On May 9, 2023, Danielle Jurema Lederman and Ray Ripple discussed how to:

- Determine if there are any applicable notice requirements
- Assess any severance obligations
- Ensure the process is fair
- Define applicable decisional units
- Avoid a disparate impact
- Reduce the risk of litigation

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