

National Guides



Littler on Reductions in Force

Scope of Discussion. This publication provides an outline of the general issues to consider when implementing a reduction in force. The framework is presented in the sequence typically encountered by a company when implementing a RIF, and includes the layoff selection process, reassignment, severance, final pay, employment taxes, and communicating the layoff decision, among other issues. It also provides an overview of the federal WARN Act and releases.

The focus of this publication is federal law. While some state law distinctions may be included, the coverage is not comprehensive.

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