



DOWNSIZING AND WARN ACT

ON YOUR TEAM

Tough times often force employers to make tough decisions on the size and extent of their workforce. Barnes & Thornburg attorneys have counseled clients on how best to navigate the mine fields present when a reduction in force (RIF) is necessary.

We have worked with clients on how to best plan for and execute downsizing, including:

- Planning layoffs to comply with the Worker Adjustment and Retraining Notification (WARN) Act
- Giving notices, including required disclosures, in a WARN Act situation
- Drafting severance and release agreements
- Analysis of potential withdrawal liability issues in unionized environments
- Negotiating with unions over organized employers- downsizing

Barnes & Thornburg attorneys also advise clients on the proper ways to create and use evaluation tools that will result in the selection of workers for termination in a RIF, using procedures that are compliant with federal and state anti-discrimination laws.

Why Barnes & Thornburg?

Finding new ways to help clients identify solutions and new business opportunities, across industries, is at our core. We are, at times, more than lawyers, we are advisers bringing new ideas to light. We understand what keeps you up at night and work collaboratively to find practical and creative solutions, at the heart of business.

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