



# WARN Act

We are go-to counsel when business or economic decisions are likely to result in the reduction of an organization's workforce.

The terminology may change but regardless of whether it is a downsizing, reduction in force, reorganization, layoff, facility closure, or sale, we help employers navigate the personnel side of difficult business decisions.

We advise clients on compliance with the federal Worker Adjustment and Retraining Notification Act (WARN) as well as similar state statutes like the California Worker Adjustment and Retraining Notification Act. We also provide guidance on how to minimize or avoid discrimination claims and address benefit and severance packages.

Although our primary focus is to minimize risk and avoid litigation, when disputes arise, we provide a prompt, responsive and cost-effective defense to individual and class action lawsuits in federal and state courts and arbitrations.

## AREAS OF CONCENTRATION

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- Compensation & Benefits
- Discrimination & Harassment
- Handbooks, Policies & Procedures
- Leave Laws
- Termination & Severance Packages
- Wage & Hour
- WARN Act
- Workplace Investigations
- Wrongful Termination