

## LAYOFFS, TERMINATIONS, & REDUCTIONS IN FORCE

Moore & Van Allen's Employment and Labor Attorneys often assist our clients in navigating the Worker Adjustment and Retraining Notification Act (WARN) and avoiding its potential traps. From partial plant closings to complete shutdowns, regulations can often be complex in terms of timing of layoffs and the linkage with historical terminations. Further, some states have additional requirements relating to shutdowns and mass layoffs. Moore and Van Allen's Employment and Labor team is available to guide employers through the legal maze of regulations triggered by a reduction-in-force or plant shutdown, and we can assist in crafting reduction-in-force plans and severance packages when desired.

Our attorneys also assist employers in obtaining well written and comprehensive releases of claims in exchange for severance payments.