



Reductions in Force

Practice Areas

Labor and Employment

Affirmative Action Plans and OFCCP Compliance
EEOC/Agency Class Investigation and Litigation
Defense
Discrimination Defense
Trials and Arbitrations
FLSA/Wage-and-Hour Defense
Corporate Immigration Law
California Employment Law
Executive Agreements and Severance
Labor Management Relations
Leave of Absence and Disability Advice/Defense
Non-Compete and Trade Secret Litigation
Pay Equity Advice and Defense
Pre-Hire Testing and Background Check Advice/Defense
Preventive Employment Counseling
Reductions in Force
Whistleblower/False Claims Act Defense
Workplace Investigations
Industry Focus: Health Care
Industry Focus: Restaurants
Industry Focus: Retail
Industry Focus: Tech
Startups

Nilan Johnson Lewis has extensive experience supporting employers through reductions in force of all sizes, ranging from a handful of employees up through several thousand. We have advised and supported Fortune 50 employers through every step of the process, including identifying positions for reduction, developing selection criteria that are both business-focused and legally defensible, working with leaders to understand the impact on their teams, conducting adverse-impact analyses, developing severance terms, and drafting separation packages. We are especially knowledgeable regarding the intricacies of the Older Workers Benefit Protection Act (OWBPA) and Worker Adjustment and Retraining Notification Act (WARN) requirements. And we have developed numerous OWBPA disclosures and WARN notices addressing a wide variety of scenarios.