

Editor's Introduction to Corporate Counsel's Guide to Reductions in Force, 2025 edition

This publication provides explanations of relevant laws and regulations related to workforce reduction. It includes everything needed to counsel clients on ways to avoid the legal pitfalls possible with reductions in force. Some of the areas covered include the WARN Act, the National Labor Relations Act, age discrimination, ERISA, general termination questions, COBRA, alternative dispute resolution, legislative history and regulations, and advice and counsel. You also find a good selection of checklists and practical commentary by legal counsel who have been through workforce reductions.

Highlights of the 2025 edition include:

Several chapters have received revised or updated information:

- Ch. 1 Introduction and Overview, including a new section heading addressing **Government employees**
- Ch. 3 The Worker Adjustment and Retraining Notification Act, including new section headings addressing **Class action** and **Arbitration**
- Ch. 4 State Plant-Closing Laws
- Ch. 6 The Age Discrimination in Employment Act and Reductions in Force
- Ch. 10 Severance Pay Plans, including a new section heading addressing **Public statements**
- Ch. 14 Alternative Dispute Resolution and Reductions in Force, including discussion and analysis of recent U.S. Supreme Court decisions addressing exemptions to the Federal Arbitration Act