



## COVID-19 Comeback Plan: Conducting Reductions in Force Post-COVID-19

07.09.2020

Labor & Employment partner David Burton outlines key questions that employers should ask themselves prior to conducting a reduction in force, including:

- “Will my decision have a disparate impact on various protected classes?”
- “If I received Paycheck Protection Program (PPP) funds, could a reduction in force affect my loan forgiveness?”
- “How should I handle my reduction in force so that I can reduce the likelihood of Families First Coronavirus Response Act (FFCRA) -related claims?”
- “Will my reduction in force trigger any thresholds related to the Worker Adjustment and Retraining Notification (WARN) Act?”

### Related People

- David C. Burton – 757.473.5354 – [dburton@williamsmullen.com](mailto:dburton@williamsmullen.com)

### Related Services

- Labor, Employment & Immigration