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RIFs, Rightsizing, and Cost Savings During the Coronavirus Crisis

3.24.2020 | 12:00 pm – 1:00 pm

WEBINAR UPDATE: Michigan's "STAY HOME" ORDER – What does YOUR business need to do?

Butzel Long will discuss the legal issues involved in workforce reductions and cost-savings efforts caused by the COVID-19 pandemic. These issues are even more complex given Michigan Governor Gretchen Whitmer's "Stay Home" Executive Order issued on Monday, March 23, 2020. We will provide an update on the "Stay Home" Executive Order, what it might mean to your business and workforce, and your options going forward.

With the American economy rapidly closing for business employers must grapple with how to manage their workforce, save costs, and protect their most valuable assets. In this webinar, we will discuss the legal issues involved in workforce reductions and cost-saving efforts caused by the COVID-19 pandemic as well as best practices. Topics include:

- Ways to reduce costs without reductions in force (RIFs);
- How to protect trade secrets and company property as employees are required to work from home;
- How to handle and implement RIFs on the fly;
- Potential liabilities stemming from workforce reductions including discrimination claims, WARN Act liability, collective bargaining issues, and other legal landmines; and
- Best practices for planning for work disruption and recalling employees back to work.

Given the speed and breadth of changes to U.S. business in response to the COVID-19 crisis, companies should hope for the best but prepare for the worst. Businesses face pressures to weather the storm in the short term while avoiding long term liabilities. Bring your questions and join us on March 24.

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