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Workplace Strategies Watercooler 2025: Advanced RIF Course—Navigating Complex Issues [Podcast]

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In this installment of our *Workplace Strategies Watercooler 2025* podcast series, David Froiland, a shareholder in Ogletree's Milwaukee office who co-chairs the RIF/WARN Practice Group, and Brandon Sher, a shareholder in the firm's Philadelphia office who co-chairs the Retail Industry Group, discuss the complex issues that may arise during the implementation of a reduction in force (RIF). Brandon and David review how the federal Worker Adjustment and Retraining Notification (WARN) Act regulations apply to remote workers and the "single site of employment" criteria. They also cover the specific triggers and requirements of state mini-WARN laws across various jurisdictions. Finally, David and Brandon address a number of other RIF/WARN issues, including statistical analysis and disparate impact theory, disclosures required by the Older Workers Benefit Protection Act (OWBPA), and multistate separation agreements.

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