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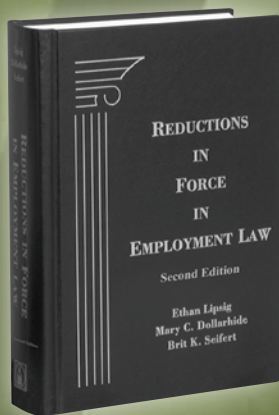
REDUCTIONS IN FORCE IN EMPLOYMENT LAW, SECOND EDITION

By Ethan Lipsig, Mary C. Dollarhide, and
Brit K. Seifert

*The single most comprehensive resource that
addresses discrimination, benefits, and other
key concerns related to reductions in force.*

*"REDUCTIONS IN FORCE IN EMPLOYMENT LAW is an
invaluable resource that provides a comprehensive
review of the issues related to a workforce reduction.
It delves deeply into hard issues and creative
solutions, and all of this is done with a keen eye
on the practicalities. I recommend this book to any
practitioner dealing with a workforce reduction."*

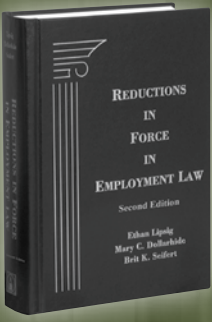
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New Edition! REDUCTIONS IN FORCE IN EMPLOYMENT LAW, SECOND EDITION

By Ethan Lipsig, Mary C. Dollarhide, and Brit K. Seifert

The struggling economy is forcing many of today's businesses to restructure their work forces. For labor and employment law attorneys dealing with this type of activity, **REDUCTIONS IN FORCE IN EMPLOYMENT LAW, SECOND EDITION** provides the clear guidance to successfully complete any and all procedures involved, and represent employees affected by the restructuring. This treatise provides a comprehensive understanding of the key employment and employee benefit considerations that arise in a reduction in force, whether it is a limited reconfiguring, a merger, a bankruptcy, shifting corporate objectives, or other business change.

The material in this soup-to-nuts volume is presented in logical order, from the preliminary issues attendant upon planning a workforce reduction to its implementation, and then to the issues arising in its wake. This treatise encompasses a wealth of information, including: careful analyses of discrimination law issues; the often complex disclosure and other issues attendant upon releases of ADEA claims; a comprehensive review of developments under the federal WARN Act, as well as state laws analogous to the federal WARN Act; ERISA and non-ERISA benefit plan issues; tax considerations, including an examination of golden parachute penalties; and litigation trends related to severance benefits and the amendment and termination of benefit plans used in the reduction-in-force context.

The **SECOND EDITION** OF **REDUCTIONS IN FORCE IN EMPLOYMENT LAW** contains revised material addressing significant new developments, including:

- **When layoff selections violate the federal Sarbanes-Oxley Act and when federal Family and Medical Leave Act entitlements impact layoff selections**
- **Innovative RIF benefit programs implemented in certain industries following the 2008 worldwide financial panic**
- **The American Recovery and Reinvestment Act of 2009 (ARRA) with the subsidy offered to employers for COBRA premiums**
- **The furnishing of statistical information required under the Older Workers Benefit Protection Act (OWBPA) for valid releases of ADEA claims**
- **The federal Worker Adjustment and Retraining Notification Act (WARN Act) and all of its latest developments, as well as each analogous state WARN act**
- **Whether an employee may have amounts from severance payments invested in 401(k) plans or treated as deferred plan contributions**

As part of its practical, hands-on approach, this comprehensive resource also incorporates separate comments or discussion capsules into each chapter to provide real-life scenarios of issues likely to arise in a workforce restructuring, along with resolutions of those issues. An index, a table of cases, a table of statutes, a glossary, appendices, and model forms are included for easy reference. Whatever your perspective, **REDUCTIONS IN FORCE IN EMPLOYMENT LAW, SECOND EDITION** is your complete source for understanding virtually any employment issue related to a reduction in force.

REDUCTIONS IN FORCE IN EMPLOYMENT LAW, SECOND EDITION



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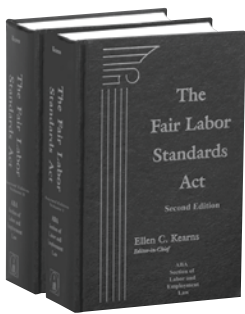
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New Edition!

THE FAIR LABOR STANDARDS ACT, SECOND EDITION

Ellen C. Kearns, Editor-in-Chief

ABA Section of Labor and Employment Law

With its labyrinth of requirements, the Fair Labor Standards Act can be confusing and difficult. Now, this complex and rapidly expanding area of the law is presented in a single, balanced treatise that will become your reference of first resort as you advise clients, analyze fact patterns, and litigate cases under the FLSA. **THE FAIR LABOR STANDARDS ACT, SECOND EDITION** goes beyond descriptions of FLSA coverage and exemptions to help you determine why and how you should proceed on a particular course for your clients. You get:

- **Point-by-point evaluations of each FLSA exemption**
- **Proven steps and strategies for dealing with enforcement, remedies, and litigation**
- **Special considerations for determining compensable hours, minimum wages, and overtime pay**
- **Discussions concerning Department of Labor (DOL) administration, state and local government coverage, child-labor issues, and recordkeeping**
- **Meticulous citations and footnotes—with decisions broken out by circuit**

The **SECOND EDITION** contains expanded discussion of:

- **Collective action litigation brought under the Fair Labor Standards Act by individual private plaintiffs**
- **"Hybrid" actions involving both state and federal law claims**
- **Elements of enforcement actions and litigation brought by the Secretary of Labor**

The **SECOND EDITION** also provides detailed analysis of a number of critical topics, including the 2004 white-collar exemptions, the background of each of the exemptions, and the case law that has come down under the new regulations. The coverage of government employment, for its part, has been augmented to include discussions of the new regulations with respect to the white-collar exemptions. The new edition considers the 2008 SAFETEA-LU Technical Corrections Act as well, which essentially eliminated the motor carrier exemption for any vehicle weighing under 10,000 pounds.

In addition to these developments, the FLSA coverage now includes a detailed description of joint employment and independent contractor status, as well as an examination of the economic reality test and individual liability of corporate officers and owners. In-depth looks at preliminary and postliminary time, off-the-clock time, and travel time have also been added to the chapter on compensable work time.

Count on **THE FAIR LABOR STANDARDS ACT, SECOND EDITION** to provide the practical insights on real-world questions about litigation, remedies, and more that will ensure you are fully informed on this critical law.

About the Editor-in-Chief

Ms. Kearns is a managing partner at Constangy, Brooks & Smith, LLP, Boston, MA.

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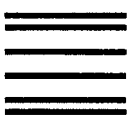
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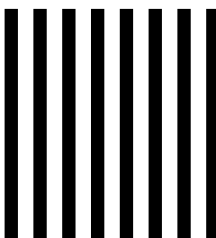


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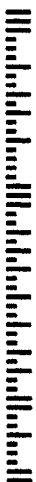
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