

Federal Laws

- Worker Adjustment and Retraining Notification Act (WARN)
- Equal employment opportunity laws (Title VII of the Civil Rights Act of 1964 and the Age Discrimination in Employment Act (ADEA))
- Older Workers Benefit Protection Act (OWBPA)
- Laws providing for reinstatement rights (FMLA and state counterparts, Uniformed Services Employment and Employment Rights Act (USERRA))
- Laws regulating benefits administration (Employee Retirement Income Security Act (ERISA), COBRA, and Health Insurance Portability and Accountability Act (HIPAA))
- Wage and hour laws

State Laws

- Unemployment insurance
- Severance pay
- Service letter laws
- Employee access to personal records
- Common law claims

