

# HR Legal Issues With Restructuring, Reorganization & Downsizing – Special Report



As an employer, you must be able to make tough decisions about pay, benefits, job responsibilities and other key terms of employment, especially during hard times. The problem is that what you regard as legitimate and necessary changes for the good of the business might drive employees to leave the organization and sue you for constructive dismissal. This exposes you to risk of liability for not only termination notice and unpaid employment standards benefits but also punitive and other damages that can run into 5- and even 6- or 7-figures. This special report includes a list of constructive dismissal pitfalls to avoid, how to protect your company, how to navigate group terminations, company re-organizations, and much, much more.