

# Temporary Layoffs and Constructive Dismissal Liability Risks



On one hand, it is clear that temporary layoffs are, in many cases, a constructive dismissal that exposes the employer to potential liability. On the other hand, many people have asserted that this long-standing legal principle should not be applied to the current set of circumstances. More specifically, they assert that it is simply not appropriate to put businesses in the position where they either have to maintain operating costs that they cannot possibly afford or risk even greater liability through a constructive dismissal claim.

Our HR Insider experts have put together the most up-to-date in-depth report on this subject and included is:

- How to Comply with Group Termination Requirements
- The Constructive Dismissal Conundrum
- The Difference between Termination and Temporary Layoff
- Recalling Employees Back to Work from a Temporary Layoff
- Group Termination Severance Quiz
- and much more...

What's more, we are keeping all these resources updated as new information becomes available.

*Note: This is a piece from 2020, reflective upon the COVID-19 pandemic, but the principles and strategies mentioned are still applicable for HR directors facing any economic uncertainty or crisis in the workplace due to external factors.*