Layoff Alternatives



- Reduce Wages
- Postpone Wage Increases
- Reduce Hours
- Restrict Overtime
- Freeze Hiring
- Review non-performing employees
- Terminate consultants, contractors, and temporary employees
- Shut down organizations for short period of time
- Reduce Fringe Benefits
- Eliminate or Reduce Bonuses
- Extend vacation time – instead of 2 weeks, offer 4 (only two are paid)
- Redirect work processes/Job Reassignments/Transfers
- Retrain Employees
- Job Share
- Swap employees or lend them to another company (receiving company pays salaries and agrees not to hire)
- Offer Voluntary Reduction in Force Program with Severance Inducements
- Provide pay and benefits while employees complete community service projects/assignments