



# **Saintcyr Consulting, LLC.**

Building Transformative Leaders

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## **ALTERNATIVES TO LAYOFFS**

Employers are having to make difficult decisions in these uncertain times.

Layoffs are a reality for some and a

possibility for others. This is the time to put people first, find creative ways to save jobs, and lead with compassion when you have to make the difficult decisions.

Here are some ideas and best practices for consideration.

- Determine eligibility for Covid-19 related relief.
- Communicate with care and respect.
- Make EAP available for family, mental health, and emotional support.
- Partner with other companies that are hiring and post jobs within your organization.
- Identify opportunities to train and up-skill for other jobs.
- Consider work-share opportunities.
- Allow employees to share ideas on how to retain jobs.
- If it comes to it, offer more generous severance packages.
- Payout PTO that employees may not necessarily be entitled to under normal circumstances.
- Coordinate with your state unemployment agency and financial service entities to provide information and answers to FAQs .
- Remember to consult with Finance, HR, and Legal for further guidance and analysis.

