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LAW FIRMS IN THE SOUTHEAST
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RIGHTS OF EMPLOYEES.

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“[BARRETT & FARAHANY]’S PROFESSIONALISM, PATIENCE,
AND EMPATHY MADE A DIFFICULT TIME FEEL A LITTLE
EASIER. I’M INCREDIBLY GRATEFUL FOR THEIR GUIDANCE
AND WOULD HIGHLY RECOMMEND THEM.”

- J.F.

WHAT ARE YOUR RIGHTS AFTER BEING LAID OFF?

Losing your job can feel overwhelming. Beyond the emotional impact, there are practical concerns: How will you pay your bills? What happens to your health insurance? Will you receive severance pay?

Understanding your rights after being laid off is crucial. Federal and state laws provide protections that can ease your transition and help you maintain financial stability. Whether you’ve just received notice or are navigating the aftermath, knowing what you’re entitled to can make all the difference to you and your family.

The employment law attorneys at Barrett & Farahany will explain your immediate

rights, health insurance options, severance considerations, and legal protections. If you believe your rights have been violated, consulting an employment attorney can help you take the next steps.



Your Immediate Rights After a Layoff

When you're laid off, certain rights take effect immediately. These include your final paycheck and eligibility for unemployment benefits.

Final Paycheck

You are entitled to receive your final paycheck, which should include all wages earned up to your last day of work. The timeframe for receiving this payment depends on state law. Some states require employers to provide it immediately upon termination, while others allow payment on the next regular payday.

Your final paycheck should also include compensation for any accrued, unused vacation or paid time off (PTO), depending on your state's laws and company policy. If your employer fails to provide your final paycheck within the required timeframe, you may have grounds to file a wage claim.

Unemployment Benefits

Unemployment benefits provide temporary financial assistance to workers who lose their jobs through no fault of their own. Eligibility requirements vary by state but generally include:

- Working a minimum number of hours or earning a certain amount during a specific period (known as the "base period")
- Being unemployed or working reduced hours
- Being able and available to work

- Actively seeking employment

To apply, visit your state's unemployment office website or contact them directly. Be prepared to provide information about your previous employment, including dates of employment, reason for separation, and wage history. Processing times vary, but applying as soon as possible ensures you receive benefits without unnecessary delays.

If you don't receive the benefits that you feel you should, it could have to do with how your employer filed the end of your termination. If it has been incorrectly filed, the attorneys at Barrett & Farahany can help...

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Our Attorneys Represent Clients Across Several States

Our ability to offer a comprehensive array of legal services across numerous states is made possible by our strategically positioned network of attorneys. Our attorneys are situated in states across America, and proudly extend our renowned brand of resources to its respective region. Led by seasoned and highly connected legal teams, our offices deliver invaluable legal representation tailored to the unique needs of each state they serve.



Meet the Team at Barrett & Farahany

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