The WARN Act: Notes

WORKER ADJUSTMENT AND RE-TRAINING NOTIFICATION

Compliance home-page: <https://www.dol.gov/agencies/eta/layoffs/warn>

Original text of the law: <https://uscode.house.gov/view.xhtml?path=/prelim@title29/chapter23&edition=prelim>

Worker’s Rights Under WARN:

<https://www.dol.gov/sites/dolgov/files/ETA/Layoff/pdfs/WorkerWARN2003.pdf>

WARNS requires eligible companies to notify employees in writing at least 60 days before the data of a “mass layoff” or plant closing. This could mean that a third of employees at a single site will be laid off, or if 500 or more employees are laid off at a single site. WARN does not cover contract workers, workers on strike, or consultants. It does not cover government employees. And, based on this criteria, it will not cover your corner store or cafe down the block.

Workers are protected under WARN if:

* it is a business with 100 or more full-time employees, OR
* employs 100 workers who work a combined 4,000 hours per week

AND if the company is a:

* private for-profit business
* private non-profit organization
* quasi-public entity separately organized from the regular government

--

Questions for a PIO at the Arizona Dept. of Economic Security

Are WARN notices ever taken down? (This seems like complete data since 2010, but is it?)

What are non-WARN notices, and what is a company’s incentive to post them?