

Quick Guide to the

NEW YORK **WARN** ACT

(Worker Adjustment & Retraining Notification)

COVERED EMPLOYERS

50+

Number of Employees
in New York State

"Business
Enterprise"

Might include separate,
but related entities

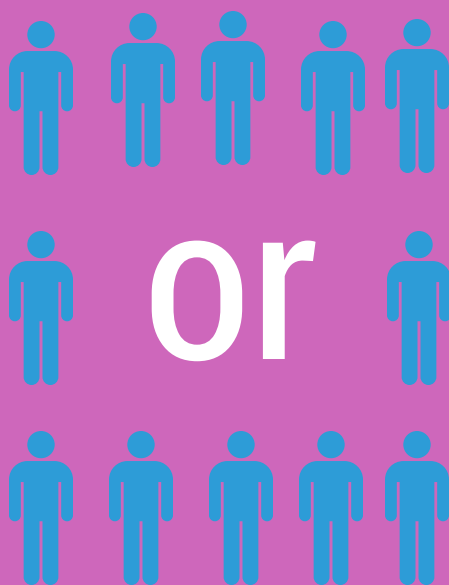


Doesn't include government
entities, but can include
private non-profits

MASS LAYOFF

25+

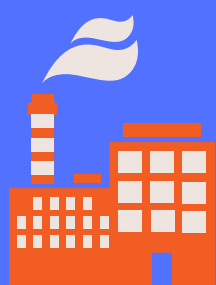
Employees with
employment loss if at
least 33% of active
workforce at site



250+

Employees with
employment loss at site
even if less than 33% of
workforce

PLANT CLOSING



Shutdown of
employment site,
facility, or operating unit



25+

Employees with
employment loss

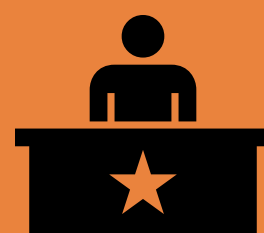
NOTICE REQUIREMENT



Affected Employees
and their Unions



Written notice 90 days
before first
employment loss



Government Officials

Check out the New York Management Law Blog for
more helpful guides, articles and updates.

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