

WARN Employer's Guide to California and Federal Mass Layoff and Plant Closing Rules - 9th Edition

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Castle Publications
01.2021

The Worker Adjustment and Retraining Notification Act ("WARN") applies to employers throughout the country with 100 or more employees. California has enacted independent rules that apply to employers with 75 or more employees. The laws require advance notice before a mass layoff or plant closing can occur. In this publication, Attorney Richard J. Simmons of Sheppard, Mullin, Richter & Hampton LLP addresses the notification obligations created by the federal and state laws, as well as the key exemptions and rules regarding temporary projects, covered employers, sales of businesses, strikes, lockouts, employee notices, and enforcement provisions. It describes the compliance obligations employers face and limited exceptions to the notification obligations. It also examines the damages and remedies that can be awarded where violations occur. It includes helpful appendices that include a side-by-side comparison of the state and federal laws, a case table and other resources. Among the subjects addressed in the publication are the following:

- **Notification Obligations**
- **Definition of Mass Layoffs**
- **Definition of Plant Closings**
- **Application Of WARN Rules To COVID-19 Pandemic**
- **California and Federal Laws**
- **Covered Employees**

- **Sales of Businesses**
- **Unforeseeable Business Circumstances**
- **Strikes and Lockouts**
- **Employee Notices**
- **Enforcement Provisions**
- **Damages and Penalties**

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