

## Comparison of WARN and New Jersey Plant Closing/Mass Layoff Law

Federal WARN	New Jersey State (New)
<i>Notice Requirement</i>	
60 days	90 days
<i>Severance Requirement</i>	
N/A	<ul style="list-style-type: none"> <li>• Provided to each <del>full-time</del> employee whose employment is terminated <del>and to whom the employer provides less than the number of days of notification required [pursuant to the act]</del> severance pay equal to one week of pay for each full year of employment. <del>If the employer provides any employee with less than the number of days of notification required pursuant [to the Act], the employer shall provide that employee with an additional four weeks of pay.</del></li> <li>• Severance .... shall be regarded as compensation due to an employee for back pay and losses associated with the termination of the employment relationship, and earned in full upon termination of the employment relationship, notwithstanding the calculation of the amount of the payment with reference to the employee's length of service.</li> </ul>
<i>Notice Provided To</i>	
<ul style="list-style-type: none"> <li>• The affected employees <i>or</i> their bargaining representative</li> <li>• The chief elected official of the unit of local government</li> <li>• The state dislocated worker unit</li> </ul>	<ul style="list-style-type: none"> <li>• Each employee to be terminated <i>and</i> any collective bargaining units</li> <li>• The chief elected official of the municipality</li> <li>• The Commissioner of Labor and Workforce Development</li> </ul>
<i>Content of Notice</i>	
<ul style="list-style-type: none"> <li>• The name and address of the employment site where the plant or mass layoff will occur</li> <li>• A statement as to whether the planned action is expected to be permanent or temporary and, if the entire plant is to be closed a statement to that effect</li> <li>• Job titles of positions to be affected and the number of affected employees in each job classification</li> <li>• An indication as to whether bumping rights exist</li> <li>• The name and telephone number of a company official to contact</li> </ul>	<ul style="list-style-type: none"> <li>• A statement of the number of employees to be terminated and the date or dates of the mass layoff or termination of operations</li> <li>• A statement of the reasons for the mass layoff or transfer or termination of operations</li> <li>• A statement of any employment available to employees at any other establishment operated by the employer, and information regarding the benefits, pay and other terms and conditions of that employment and the location of the other establishment</li> <li>• A statement of any employee rights with respect to wages, severance pay, benefits, pension or other terms of employment as they relate to the termination, including any rights based on a collective bargaining agreement or other existing employer policy</li> <li>• A disclosure of the amount of the severance pay which is payable A statement of the employees' right to receive from the response team, information, referral and counseling regarding public</li> </ul>