
Loss Control: Activities to Prevent Accidents or Reduce the Cost of Accidents in the Workplace

Worker Adjustment and Retraining Notification (WARN)

WARN Overview

On January 1, 2003, California specific Worker Adjustment and Retraining Notification (WARN) requirements (Assembly Bill 2957, Chapter 4, Part 4, Sections 1400-1408, California Labor Code) became law. These Labor Code provisions expand upon requirements in the federal WARN legislation that was effective February 4, 1989.

WARN provides protection to employees, their families, and communities by requiring employers to give affected employees and other state and local representatives notice 60 days in advance of a plant closing or mass layoff. Advance notice provides employees and their families some transition time to adjust to the prospective loss of employment, to seek and obtain alternative jobs and, if necessary, to enter skills training or retraining that will allow these employees to successfully compete in the job market.

General Provisions of the Federal and California WARN Laws

Employers should carefully review the [California](#) WARN provisions and the [Federal](#) WARN law for a full understanding of the notification requirements.

What Happens After an Employer Files a WARN Notice? (Rapid Response Teams)

The Employment Development Department (EDD) has established Rapid Response Teams to assist employers and workers during a mass layoff or plant closing. These teams, facilitated through the One-Stop Career Center System, are a cooperative effort between the Local Workforce Investment Area and the EDD. This team disseminates information on the adult and dislocated worker services available under Title I of the Workforce Investment Act and through the EDD Workforce Services Office and Unemployment Insurance programs. If the dislocation is the result of foreign competition or foreign relocation, the dislocated worker may be eligible for assistance, income support, job search assistance/relocation, and/or training under the Trade Adjustment Assistance (TAA).

For More details and assistance go to the following web page for
California – employment Development Department

[www.edd.ca.gov/Jobs and Training/Layoff Services WARN.htm#WARN%20Overview](http://www.edd.ca.gov/Jobs_and_Training/Layoff_Services_WARN.htm#WARN%20Overview)

Contact Your CompWest Loss Control Consultant

If You Have Any Questions or Need Assistance

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