

HIGHLIGHTS
OF
THE 1988 PLANT CLOSING LAW

Effective Date: (Section 11)

This law went into effect on February 4, 1989.

Definitions: (Section 2)

"Employer" means any business which employs 100 or more employees, or whose employees work an aggregate of 4,000 hours per week or more.

"Plant closing" means the permanent or temporary cessation of employment for 50 or more employees within any 30-day period.

"Mass layoff" means a reduction in workforce of at least 33% and no less than 50 of the employees during any 30-day period. Such a reduction can be the loss of employment from termination, a layoff exceeding 6 months or a 50% reduction in hours of work during a 6 month period.

Notice Requirements: (Section 3)

An employer will not close a plant or order a mass layoff until the end of a 60-day period after a written notice has been given, announcing such intentions, to the following entities:

1. All union representatives of the effected employees.
2. All effected employees, if there is no union representation.
3. The State dislocated worker unit in that area.
4. The chief elected official (i.e. mayor, town supervisor or county board) of the local government within which the intended closing or layoff is to take place.