

WARN Act Compliance Reference

Essential regulatory requirements for California employers



Legal Disclaimer: This reference is for informational purposes only and does not constitute legal advice. Consult qualified employment counsel before filing.

Who Must Comply

Law	Threshold	Trigger Events
California § 1401	75+ employees	Plant closing, mass layoff (50+ in 30 days)
Federal WARN	100+ employees	Plant closing, mass layoff

SB 617 Required Disclosures

All employee notices must include these three elements:

1. LWDB Coordination Statement

State whether employer will coordinate with Local Workforce Development Board

2. Rapid Response Services (54 words, exact)

Mandatory service disclosure text - must use exact wording from statute

3. CalFresh Program Disclosure

Program description + helpline 877-847-3663 + website

Penalties for Non-Compliance

Statutory Penalties (Cal. Labor Code § 1401):

- \$500 per day per employee (max 60 days)
- Back pay + benefits for up to 60 days
- Attorney's fees if employees prevail

Example: 100 employees × \$500/day × 60 days = \$3,000,000 in civil penalties

Compliance Checklist

- ☐ Verify 75+ employee threshold
- ☐ Provide 60-day advance notice
- ☐ Include LWDB coordination statement
- ☐ Insert 54-word Rapid Response text
- ☐ Add CalFresh disclosure
- ☐ Send to all 4 recipients same day
- ☐ Retain proof of delivery