

WARN NOTICES

The federal Worker Adjustment and Retraining Notification (WARN) Act offers protection to workers and communities by requiring employers to provide public notice 60 days in advance of covered plant closings and mass layoffs. This notice must be provided to either affected workers or their representatives (e.g., a labor union), the State Rapid Response Coordinator, and the appropriate unit(s) of local government.

In general, employers are required to provide a WARN if they have 100 or more employees and layoffs involve 50 or more workers. Note: Federal, state, and local government entities that provide public services are not required to submit a WARN. When an employer submits layoff and business closing notices under the WARN Act, the local Rapid Response Coordinator makes contact with the employer to explain the benefits of Rapid Response for the employer and the affected workers.

WARN PROCESS

Employers may email WARNs to WARNnotices@commerce.fl.gov. State Rapid Response staff reviews and enters each WARN notice into the program database and the FloridaCommerce website. The WARN notice and background information is sent to the affected Local Workforce Development Board's Executive Director and the Local Rapid Response Coordinator. Weekly reports of WARN notices are sent to FloridaCommerce staff and other interested parties.

PUBLIC AWARENESS

FloridaCommerce's Office of Communications and External Affairs accepts media inquiries by emailing Media@commerce.fl.gov and public record requests via PRRequest@commerce.fl.gov.

For additional information about the WARN Act, please visit our [WARN home page](#). To view the list of WARN Act notices, please visit our online [WARN database](#).



For additional information call: 1-866-352-2345
or email RapidResponse@Commerce.fl.gov

Ron DeSantis, Governor
J. Alex Kelly, Secretary