

New York Employers, Be Fore-WARNed

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Kelley Drye's [Labor and Employment](#) Practice Group has prepared an advisory regarding the New York state WARN Act, outlining the differences between the federal WARN Act and the NY WARN statutes. Any company doing business in New York should be familiar with this new law.

Did you know that New York state has enacted a state version of the "Worker Adjustment and Retraining Notification Act" (WARN act), which will be going into effect on February 1, 2009? This new law will potentially impact any company with a presence in New York, that conducts a layoff on or after that date. There are significant differences between the state and federal versions of this law. The New York Act provides significantly broader employer coverage, a greater notice period and different triggers.