Do I need to file a WARN?

Employer has 100 or more full-time workers, and layoffs that will last over 6 months and affect at least 50 full-time workers; (or has multiple layoffs which total at least 50 or more workers during any 90-day period)

No

Yes

Is the employer closing a plant or facility?

Yes

No

Are the number of workers to be laid off at least one-third of the workforce (for businesses laying off fewer than 500 workers) or a total of 500 workers

No

Yes

Are the layoffs due to factors other than strikes, lockouts, or completing a particular project?

Yes

No notice required

Notice required for workers, DWU, and chief elected official