When is a WARN required?

1. 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)
   - Yes
     - Are the layoffs due to factors other than strikes, lockouts, or completing a particular project?
       - Yes
         - Notice required for workers, Dislocated Worker Unit, and chief elected official
       - 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?
           - Yes
             - Notice required for workers, Dislocated Worker Unit, and chief elected official
           - No
             - No
     - No
2. Is the employer closing a plant or facility?
   - Yes
     - Notice required for workers, Dislocated Worker Unit, and chief elected official
   - No
3. No notice required