Not Sure if You Should File a WARN Notice When Conducting Job Cuts? Here's How to Tell

News
2.12.15

Steve Roppolo was quoted in the *Houston Business Journal* on February 12, 2015. The article "Not Sure if You Should File a WARN Notice When Conducting Job Cuts? Here's How to Tell" discussed the relevance of the Worker Adjustment and Retraining Notification Act to local Houston employers, as the energy industry has been announcing cuts left and right.

Steve was quoted on the significance of the WARN Act.

"It's designed for employees to have a soft landing," said Steve.

If you're unsure whether you need to file a WARN notice, do a headcount, Steve said. Employers with 100 or more full-time employees who have worked more than six months fall under the purview of the WARN Act, he said.

To file a WARN notice, employers must deliver a written notice to affected employees at least 60 days before the cuts would take effect. Employers must file the notice with the affected employees, a state agency such as the Texas Workforce Commission and a chief elected local official, said Steve.

Because of a negative connotation associated with a WARN notice, some employers circumnavigate filing a notice by not cutting enough jobs, said Steve, resulting in an unintended, but positive, effect for employees.

To read the full article, please visit the *Houston Business Journal*.

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