

## **CLIENT ALERT: Effective January 1, 2012, New Hampshire WARN Act Applies to Employers of 100 or More Employees**

Employers doing business in New Hampshire must be aware of a state law requiring employers to provide written notice to employees in advance of a mass layoff or plant closing. Modeled after Federal law, the New Hampshire Worker Adjustment and Retraining Notification Act ("NH WARN Act") took effect on January 1, 2010. See RSA 275-F:1, *et seq.* As originally enacted, the NH WARN Act applied to employers who employed 75 or more employees. In June 2011, the NH legislature amended the NH WARN Act. See **S.B. 121**. Effective January 1, 2012, the NH WARN Act will apply to employers who employ 100 or more employees.

For a summary of the NH WARN Act, please see MBJ's Client Alert dated December 14, 2009, entitled, *The New Hampshire WARN Act to Take Effect on January 1, 2010*.

Please contact your MBJ attorney with any questions you have concerning an employer's obligations to provide notice under applicable law in advance of a mass layoff or plant closing.

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This alert was published on August 29, 2011.

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