

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 See RSA 275-F:1, *et seq.* As originally enacted, the NH WARN Act applied to employers who employed 75 or more employees.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.

Jeffrey S. Siegel is an attorney with Morgan, Brown & Joy, LLP and is a member of the bars of Massachusetts and New Hampshire. Jeff may be reached at (617) 523-6666 or at jsiegel@morganbrown.com. Morgan, Brown & Joy, LLP focuses exclusively on representing employers in employment and labor matters.

This alert was published on August 29, 2011.

This publication, which may be considered advertising under the ethical rules of certain jurisdictions, should not be construed as legal advice or a legal opinion on any specific facts or circumstances by Morgan, Brown & Joy, LLP and its attorneys. This newsletter is intended for general information purposes only and you should consult an attorney concerning any specific legal questions you may have.