

	Federal WARN	California WARN	NY WARN
Required Notice Period	60 days	60 days	90 days
Minimum Number of Employees to Apply	100 full-time	75	50 full-time
Minimum Number of Employees for Mass Layoff Notice	50 full-time, if 33% of workforce at a single site  or  500	50 regardless of site size	25 full-time, if 33% of workforce at a single site,  or  250
Minimum Number of Employees for Plant Closing Notice	50 during any 30-day period	No minimum number	25 during any 30-day period
Notification for Relocation	No	Yes, if the site is 100 or more miles away	Yes, if the site is 50 or more miles away
Parties to Notify	<ul style="list-style-type: none"> <li>• employee representative <i>or</i> (if unrepresented) the affected employees</li> <li>• state or entity designated by the state to carry out rapid response under the WARN Act</li> <li>• chief elected official of the unit of local government where closing or layoff occurs</li> </ul>	<ul style="list-style-type: none"> <li>• affected employees</li> <li>• Employment Development Department</li> <li>• local workforce investment boards</li> <li>• chief elected official of each city and county government within which the termination, relocation or mass layoff occurs</li> </ul>	<ul style="list-style-type: none"> <li>• affected employees <i>and</i> their representatives</li> <li>• New York Department of Labor</li> <li>• local workforce investment boards</li> </ul>