

1944

Sponsor(s): Representatives Hudgins, Campbell, Kenney, Conway, Wood, Upthegrove, Flannigan, McCoy, Cooper, Berkey, Simpson, Hunt, Romero, Veloria, Dunshee, Cody and Edwards

Brief Description: Requiring notice of mass layoffs.

HB 1944 - DIGEST

(SEE ALSO PROPOSED 1ST SUB)

Provides that an employer may not order a mass layoff, relocation, or termination at a covered establishment unless, sixty days before the order takes effect, the employer gives written notice of the order to the following: (1) The employees of the covered establishment affected by the order;

(2) The employment security department, the local workforce development council, and the chief elected official of each city and county government within which the termination, relocation, or mass layoff occurs; and

(3) The legislature through the offices of the chief clerk of the house of representatives and the secretary of the senate.

Provides that an employer who fails to give notice as required by this act before ordering a mass layoff, relocation, or termination is liable to each employee entitled to notice who lost his or her employment for: (1) The value of wages at the average regular rate of compensation received by the employee during the last three years of his or her employment, or the employee's final rate of compensation, whichever is higher; and

(2) The value of any benefits to which the employee would have been entitled had his or her employment not been lost, including, but not limited to: (a) The value of any pension, profit sharing, stock bonus, stock purchase, and stock option plans; and (b) the cost of any medical expenses incurred by the employee that would have been covered under an employee benefit plan.