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HR Policy Association Opposes WARN Expansion Bill

Bill Would Create Disincentives to Hiring New Employees

Washington, DC— The HR Policy Association released a policy brief today describing how the recently introduced FOREWARN Act (S. 1374/H.R. 3042) would make the already substantial compliance problems under the Worker Adjustment and Retraining Notification Act (WARN) virtually insurmountable in many circumstances.

The Association believes that the legislation, introduced by Sen. Sherrod Brown (D-OH) and Rep. George Miller (D-CA), would substantially increase the number of WARN-required notices by lowering the triggers while further taxing employers' ability to predict layoffs by increasing the notice period from 60 to 90 days. Meanwhile, the Association contends that under the proposed legislation, employers would have to be far more explicit in the notice content, including providing the reasons for the layoff as well as the availability of employment at other facilities.

As is stated in the Policy Brief, "Such changes could pose a disincentive to employers to hire employees under circumstances where their long-term employment may not be assured."

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FOREWARN Act Policy Brief:

<http://www.hrpolicy.org/downloads/2009/WARN%20Act%20Policy%20Brief%207%2009.pdf>

HR Policy Association is the lead organization representing chief human resource officers of major employers. The Association consists of more than 285 of the largest corporations doing business in the United States and globally, and these employers are represented in the organization by their most senior human resource executive. Collectively, their companies employ more than 18 million employees worldwide and have a combined market capitalization of more than \$7.5 trillion. These senior corporate officers participate in the Association because of their passionate interest in the direction of human resource policy. Their objective is to use the combined power of the membership to act as a positive influence to improve public policy, the HR marketplace, and the human resource profession.