

A Comparison of Iowa's Layoff Notification Law and the Federal Workers Adjustment and Retraining Notification Act

	Iowa Layoff Notification Law	Federal WARN Act
Applies to:	Companies with 25 or more employees.	Companies with 100 or more employees.
Goes into effect when:	A permanent or temporary shutdown or mass layoff of 25 or more employees for a period exceeding 6 months.	Closing: when 50 or more employees will be affected during a 30-day period. Mass Layoff: when 500 or more employees or 33% of the workforce will permanently lose their job during a 30-day period.
Length of notice required:	30-days	60-days
Information required in the notice:	Company Name, Address, Business Contact Information, Date of Event, Names and Addresses of Affected Employees	Company Name, Address, Business Contact Information, Date of Event, Names and Addresses of Affected Employees
Enforcement through:	Iowa Workforce Development	US Department of Labor & United States District Courts
Contact information:	State Rapid Response Coordinator Iowa Workforce Development 1000 E Grand Avenue Des Moines, IA 50319 Phone: 515-725-2007 Fax: 515-281-9641 Email: dislocated.worker@iwd.iowa.gov	U.S. Department of Labor Employment & Training Administration Office of Work-Based Learning Room N-5426 200 Constitution Avenue NW Washington, DC 20210 Phone: 202-219-5577