

New Jersey Revises NJ WARN, Creating Mass Layoff Exception, Delaying Severance, Notice Obligations

By Martin W. Aron, James M. McDonnell, Timothy D. Speedy & Justin B. Cutlip

April 17, 2020

Meet the Authors



Martin W. Aron

(He/Him • Marty)

Principal

908-795-5127

Martin.Aron@jacksonlewis.com



James M. McDonnell

Principal

908-795-5208

James.McDonnell@jacksonlewis.com



New Jersey Governor Phil Murphy has signed a bill revising employers' notice obligations for *mass layoffs* to create an exception for such actions necessitated by national emergencies, natural disasters, and other specific events.

The law also delays the effective date of the enhanced notice and severance obligations from the January 2020 amendment to the Millville Dallas Airmotive Plant Job Loss Notification Act.

For details on the law and its impact on businesses, see our article, [New Jersey Passes Bill to Amend NJ WARN, Create Mass Layoff Exception, Delay Severance, Notice Obligations.](#)

Timothy D. Speedy

Principal

908-795-5219

Timothy.Speedy@jacksonlewis.com



Justin B. Cutlip

Of Counsel

908-795-5136

Justin.Cutlip@jacksonlewis.com

Related Services

COVID-19

Reductions-in-Force/WARN Act

Wage and Hour

©2020 Jackson Lewis P.C. This material is provided for informational purposes only. It is not intended to constitute legal advice nor does it create a client-lawyer relationship between Jackson Lewis and any recipient. Recipients should consult with counsel before taking any actions based on the information contained within this material. This material may be considered attorney advertising in some jurisdictions. Prior results do not guarantee a similar outcome.

Focused on labor and employment law since 1958, Jackson Lewis P.C.'s 1000+ attorneys located in major cities nationwide consistently identify and respond to new ways workplace law intersects business. We help employers develop proactive strategies, strong policies and business-oriented solutions to cultivate high-functioning workforces that are engaged, stable and diverse, and share our clients' goals to emphasize inclusivity and respect for the contribution of every employee. For more information, visit <https://www.jacksonlewis.com>.