

119TH CONGRESS
1ST SESSION

H. R. 5761

To amend the Worker Adjustment and Retraining Notification Act to support workers who are subject to an employment loss, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

OCTOBER 14, 2025

Mrs. SYKES (for herself, Ms. BUDZINSKI, and Mrs. DINGELL) introduced the following bill; which was referred to the Committee on Education and Workforce

A BILL

To amend the Worker Adjustment and Retraining Notification Act to support workers who are subject to an employment loss, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Fair Warning Act of
5 2025”.

1 **SEC. 2. DEFINITIONS; PROVISION OF NOTICE OF SITE CLOS-**
2 **INGS AND MASS LAYOFFS.**

3 (a) WARN ACT AMENDMENTS.—Sections 2 and 3 of
4 the Worker Adjustment and Retraining Notification Act
5 (29 U.S.C. 2101; 2102) are amended to read as follows:

6 **“SEC. 2. DEFINITIONS; EXCLUSIONS FROM DEFINITION OF**
7 **LOSS OF EMPLOYMENT.**

8 “(a) DEFINITIONS.—As used in this Act:

9 “(1) AFFECTED EMPLOYEE.—The term ‘af-
10 fected employee’ means a full-time or part-time em-
11 ployee who may reasonably be expected to experience
12 an employment loss as a consequence of a proposed
13 site closing or mass layoff by the employee’s em-
14 ployer.

15 “(2) EMPLOYER.—

16 “(A) IN GENERAL.—The term ‘employer’
17 means any business enterprise of one or more
18 entities that—

19 “(i) employs 50 or more employees,
20 including part-time employees, in the ag-
21 gregate; or

22 “(ii) has an annual payroll of at least
23 \$2,000,000.

24 “(B) MULTIPLE ENTITIES.—

25 “(i) IN GENERAL.—In the case of a
26 business enterprise of more than one enti-

1 ty, the entity subject to the requirements
2 under this Act as an employer of an af-
3 fected employee shall be the entity that di-
4 rectly employs such employee.

5 “(ii) PARENTS, AFFILIATES, AND CON-
6 TRACTING COMPANIES.—A parent, affil-
7 iate, or contracting company of the entity
8 described in clause (i) may also be subject
9 to the requirements under this Act as an
10 employer of the affected employee de-
11 scribed in such clause based on the degree
12 of control or integration the parent, affil-
13 iate, or contracting company exercises out-
14 side of or at the single site of employment
15 at which the site closing or mass layoff oc-
16 curred. Such control or integration shall be
17 indicated by such factors as—

18 “(I) common ownership or finan-
19 cial control;

20 “(II) common directors or offi-
21 cers;

22 “(III) de facto exercise of control
23 over the circumstances relating to
24 such site closing or mass layoff;

1 “(IV) unity of personnel policies
2 emanating from a common source; or

3 “(V) dependency of operations.

4 “(C) ADDITIONAL DEFINITIONS.—For pur-
5 poses of subparagraph (B)—

6 “(i) the term ‘contracting company’
7 means an ultimate or intermediate client of
8 an independent contractor or a provider of
9 financial services that participates directly
10 or indirectly in making decisions that af-
11 fect the provision of notice required under
12 this Act; and

13 “(ii) the term ‘parent’ means an ulti-
14 mate owner or intermediate owner, regard-
15 less of amount of ownership interest, that
16 participates directly or indirectly in making
17 decisions that affect the provision of notice
18 required under this Act.

19 “(D) CONSIDERATION.—In allocating li-
20 ability under this Act among multiple entities of
21 a business enterprise, substantial weight shall
22 be given to any decisionmaking responsibility an
23 entity had for the failure to provide notice to
24 affected employees as required under this Act.

1 “(3) EMPLOYMENT LOSS.—Subject to sub-
2 section (b), the term ‘employment loss’ means—

3 “(A) an employment termination, other
4 than a discharge for cause, voluntary departure,
5 or retirement;

6 “(B) a layoff through a mass layoff or site
7 closing that is not a temporary mass layoff or
8 temporary site closing in compliance with the
9 requirements under paragraphs (2) and (3) of
10 section 3(d); or

11 “(C) a reduction in hours of work of more
12 than 50 percent during each month of any 90-
13 day period that is not part of a short-time com-
14 pensation program provided in the case of such
15 a temporary mass layoff or temporary site clos-
16 ing.

17 “(4) MASS LAYOFF.—

18 “(A) IN GENERAL.—The term ‘mass lay-
19 off’ means a reduction in force that results in
20 an employment loss during any 90-day period—

21 “(i) for 10 or more employees of an
22 employer at a single site of employment, as
23 calculated under subparagraph (B); or

24 “(ii) for 250 or more employees of an
25 employer, irrespective of employment site.

1 “(B) CALCULATION.—The number of em-
2 ployees at a single site of employment who suf-
3 fer an employment loss shall be calculated in a
4 manner that includes—

5 “(i) all such employees who work at
6 the physical location of the site; and

7 “(ii) all such employees who work re-
8 motely and—

9 “(I) are assigned to or otherwise
10 associated with the site;

11 “(II) receive assignments or
12 training from the site;

13 “(III) report to a manager asso-
14 ciated with the site; or

15 “(IV) whose job loss was a fore-
16 seeable consequence of a reduction in
17 force at the site.

18 “(5) REPRESENTATIVE.—The term ‘representa-
19 tive’ means an exclusive representative of employees
20 within the meaning of section 8(f) or 9(a) of the Na-
21 tional Labor Relations Act (29 U.S.C. 158(f);
22 159(a)) or section 2 of the Railway Labor Act (45
23 U.S.C. 152).

24 “(6) SECRETARY.—The term ‘Secretary’ means
25 the Secretary of Labor.

1 “(7) SHORT-TIME COMPENSATION PROGRAM.—

2 The term ‘short-time compensation program’
3 means—

4 “(A) a short-time compensation program,
5 as defined in section 3306(v) of the Internal
6 Revenue Code of 1986, that is operational; or

7 “(B) a program determined by the Sec-
8 retary to be equivalent to a program described
9 in subparagraph (A) that provides, in com-
10 parable amounts and with comparable restric-
11 tions to such a program, employees experi-
12 encing a temporary reduction in work hours
13 with pro rata pay, unimpaired benefits, and
14 supplemental income.

15 “(8) SITE CLOSING.—The term ‘site closing’
16 means the permanent or temporary shutdown of a
17 single site of employment, or one or more facilities
18 or operating units within a single site of employ-
19 ment, that results in an employment loss at the sin-
20 gle site of employment during any 30-day period for
21 5 or more employees, calculated in the same manner
22 as described in paragraph (4)(B).

23 “(9) UNIT OF LOCAL GOVERNMENT.—The term
24 ‘unit of local government’ means any general pur-
25 pose political subdivision of a State which has the

1 power to levy taxes and spend funds, as well as gen-
2 eral corporate and police powers.

3 “(b) EXCLUSIONS FROM EMPLOYMENT LOSS DUE
4 TO A SITE CLOSING OR MASS LAYOFF.—An employee
5 shall not be considered to have experienced an employment
6 loss due to a site closing or mass layoff if the site closing
7 or mass layoff is the result of the relocation or consolida-
8 tion of part or all of the employer’s business and, prior
9 to the site closing or mass layoff—

10 “(1) the employer offers to transfer the em-
11 ployee to a different site of employment within a
12 reasonable commuting distance with no more than a
13 90-day break in employment; or

14 “(2) the employer offers to transfer the em-
15 ployee to any other site of employment regardless of
16 distance with no more than a 90-day break in em-
17 ployment, and the employee accepts within 30 days
18 of the offer or of the site closing or mass layoff,
19 whichever is later.

20 **“SEC. 3. NOTICE REQUIRED BEFORE SITE CLOSINGS AND**
21 **MASS LAYOFFS.**

22 “(a) NOTICE TO EMPLOYEES, STATE DISLOCATED
23 WORKER UNITS, AND LOCAL GOVERNMENTS.—Except as
24 provided in subsection (c), an employer shall not order a
25 site closing or mass layoff until 90 calendar days after

1 the date on which the employer has served written notice
2 of such an order to—

3 “(1)(A) each representative of the affected em-
4 ployees as of the time of the notice; or

5 “(B) each affected employee;

6 “(2) the Secretary and the Governor of the
7 State where the site closing or mass layoff is to
8 occur;

9 “(3) the State or entity designated by the State
10 to carry out rapid response activities under section
11 134(a)(2)(A) of the Workforce Innovation and Op-
12 portunity Act (29 U.S.C. 3174(a)(2)(A)); and

13 “(4) the chief elected official of the unit of local
14 government within which such closing or layoff is to
15 occur.

16 “(b) DUTIES UPON RECEIPT OF NOTICE.—A State
17 or designated entity that receives a notice under sub-
18 section (a)(3) shall—

19 “(1) make the information in the notice publicly
20 available within the jurisdiction of the local govern-
21 ment involved;

22 “(2) transmit a copy of the notice to each af-
23 fected local area (as defined in section 3 of the
24 Workforce Innovation and Opportunity Act (29
25 U.S.C. 3102)), so that the information in the notice

1 can be distributed through activities under section
2 134(c)(2)(A)(iv)(I)(aa) of that Act (29 U.S.C.
3 3174(c)(2)(A)(iv)(I)(aa)); and

4 “(3) ensure that—

5 “(A) an appropriate labor-management
6 committee described in section 3(51)(C) of the
7 Workforce Innovation and Opportunity Act (29
8 U.S.C. 3102(51)(C)) has been established or is
9 established not later than 20 days after receipt
10 of the notice; and

11 “(B) an individual is designated, by not
12 later than 20 days after receipt of such notice,
13 to coordinate rapid response activities described
14 in section 134(a)(2)(A)(i) of such Act, in con-
15 sultation with the labor-management com-
16 mittee.

17 “(c) REDUCTION OF NOTIFICATION PERIOD.—

18 “(1) POTENTIAL NEW BUSINESS OR FINANC-
19 ING.—An employer may order the site closing of a
20 single site of employment before the conclusion of
21 the 90-day period described in subsection (a) if the
22 employer can demonstrate that—

23 “(A) as of the date that notice would have
24 been required, and continuing until it was pro-
25 vided, the employer was being offered, on ac-

1 ceptable terms, new business or financing in an
2 amount which, if obtained, would have enabled
3 the employer to avoid the site closing; and

4 “(B) had notice been given as of such date,
5 the notice would have precluded the new busi-
6 ness or financing.

7 “(2) UNFORESEEN CIRCUMSTANCES.—

8 “(A) NATURAL DISASTERS.—The 90-day
9 advance notice under subsection (a) shall not be
10 required if the site closing or mass layoff is due
11 directly to any form of natural disaster, such as
12 a flood, earthquake, or a drought ravaging the
13 farmlands of the United States.

14 “(B) TERRORIST ATTACKS.—The 90-day
15 advance notice under subsection (a) shall not be
16 required if the site closing or mass layoff is due
17 directly to a terrorist attack that affects the op-
18 eration of the site.

19 “(C) PUBLIC HEALTH EMERGENCIES.—
20 The 90-day advance notice under subsection (a)
21 shall not be required if the site closing or mass
22 layoff is due directly to a catastrophic infectious
23 disease outbreak or other public health emer-
24 gency that affects the operation of the site.

25 “(3) PROVISION OF NOTICE.—

1 “(A) POTENTIAL NEW BUSINESS OR FI-
2 NANCING.—An employer relying on paragraph
3 (1) shall be liable under this Act for any por-
4 tion of the 90-day period described in sub-
5 section (a) prior to the provision of notice in
6 which it is unable to meet the requirements of
7 such paragraph.

8 “(B) OTHER REQUIREMENTS.—

9 “(i) IN GENERAL.—An employer rely-
10 ing on paragraph (1) or (2) shall give as
11 much notice as is practicable and at that
12 time shall give a brief statement of the
13 basis for reducing the notification period.

14 “(ii) LIABILITY.—An employer that
15 fails to satisfy the requirements under
16 clause (i) shall be liable under this Act for
17 the full 90-day period described in sub-
18 section (a).

19 “(d) TEMPORARY MASS LAYOFF OR SITE CLOS-
20 ING.—

21 “(1) IN GENERAL.—A layoff through a tem-
22 porary mass layoff or temporary site closing shall be
23 treated as an employment loss under this Act as of
24 the date of the commencement of the temporary
25 mass layoff or temporary site closing unless the em-

1 employer complies with the requirements under para-
2 graphs (2) and (3).

3 “(2) INITIAL PERIOD OF TEMPORARY MASS
4 LAYOFF OR SITE CLOSING.—With respect to the pe-
5 riod of a temporary mass layoff or temporary site
6 closing that has not been extended as described in
7 paragraph (3), the employer shall—

8 “(A) at the commencement of such layoff
9 or closing, provide a written notice as required
10 under subsection (a) stating—

11 “(i) the date on which the employer
12 expects to recall the affected employees to
13 work, which date shall be less than 90 days
14 after the date of such commencement; and

15 “(ii) that the employer will provide
16 short-time compensation for the duration
17 of such layoff or closing through a short-
18 time compensation program;

19 “(B) as soon as practicable, provide short-
20 time compensation through such program,
21 which shall continue to be provided for the du-
22 ration of the temporary mass layoff or tem-
23 porary site closing; and

24 “(C) on or before the recall date stated
25 under subparagraph (A)(i)—

1 “(i) in good faith, recall the affected
2 employees for at least 90 days of employ-
3 ment;

4 “(ii) extend the period of the tem-
5 porary mass layoff or temporary site clos-
6 ing in accordance with paragraph (3); or

7 “(iii) except as provided in paragraph
8 (4)(C), terminate the affected employees
9 with not less than 90 days’ notice.

10 “(3) EXTENSION OF PERIOD OF TEMPORARY
11 MASS LAYOFF OR SITE CLOSING.—In the case the
12 employer seeks to extend the period of a temporary
13 mass layoff or temporary site closing beyond the re-
14 call date stated under paragraph (2)(A)(i) or a sub-
15 sequent recall date as provided under this para-
16 graph, the employer shall—

17 “(A) prior to the pending recall date, pro-
18 vide to each individual or entity described in
19 subsection (a) a written notice of such exten-
20 sion, stating—

21 “(i) that the period of the temporary
22 mass layoff or temporary site closing will
23 be extended to a new recall date within 90
24 days of the pending recall date; and

1 “(ii) that the employer will continue
2 providing short-time compensation as de-
3 scribed in paragraph (2)(A)(ii);

4 “(B) continue providing short-time com-
5 pensation as described in paragraph (2)(B);
6 and

7 “(C) on or before such new recall date—

8 “(i) in good faith, recall the affected
9 employees for at least 90 days of employ-
10 ment;

11 “(ii) further extend the period of the
12 temporary mass layoff or temporary site
13 closing in accordance with this paragraph;
14 or

15 “(iii) except as provided in paragraph
16 (4)(C), terminate the affected employees
17 with not less than 90 days’ notice.

18 “(4) TEMPORARY MASS LAYOFFS OR SITE CLOS-
19 INGS RESULTING IN TERMINATIONS.—

20 “(A) IN GENERAL.—In the case the period
21 of a temporary mass layoff or temporary site
22 closing, including any extensions of such layoff
23 or closing, culminates in the employer termi-
24 nating an affected employee with less than 90
25 days’ notice in violation of paragraph (2)(C)(iii)

1 or paragraph (3)(C)(iii), the employer shall, ex-
2 cept as provided in subparagraph (C), be liable
3 to such employee for back pay and benefits as
4 described in section 5 for each day, for up to
5 a maximum of 90 days, the employer did not
6 provide notice and short-time compensation as
7 required under this subsection.

8 “(B) NO REDUCTIONS.—Notwithstanding
9 section 5(a)(2), no amount for which an em-
10 ployer is liable under subparagraph (A) shall be
11 reduced by any payment received by an em-
12 ployee for short-time compensation during the
13 period of the violation.

14 “(C) EXCEPTIONS.—An employer may ter-
15 minate an affected employee under paragraph
16 (2)(C)(iii) or (3)(C)(iii) with less than 90-days’
17 notice as described in such paragraph if the em-
18 ployer can demonstrate the existence of a cir-
19 cumstance described in paragraph (1) or (2) of
20 subsection (c). The applicable requirements
21 under paragraph (3) of such subsection shall
22 apply with respect to any employer relying on
23 such a circumstance in providing less than 90-
24 days’ notice under paragraph (2)(C)(iii) or
25 (3)(C)(iii).

1 “(e) DETERMINATIONS WITH RESPECT TO EMPLOY-
2 MENT LOSS.—

3 “(1) MULTIPLE GROUPS.—For purposes of this
4 section, in determining whether a site closing or
5 mass layoff at a single site of employment has oc-
6 curred or will occur, employment losses for 2 or
7 more groups at the single site of employment, each
8 of which is less than the minimum number of em-
9 ployees specified in paragraph (4) or (8) of section
10 2(a) but which in the aggregate exceed that min-
11 imum number, and which occur within any 90-day
12 period, shall be considered to be a site closing or
13 mass layoff unless the employer demonstrates that
14 the employment losses are the result of separate and
15 distinct actions and causes and are not an attempt
16 by the employer to evade the requirements of this
17 Act.

18 “(2) TREATMENT OF BUSINESS SALES.—

19 “(A) IN GENERAL.—In the case of a sale
20 of part or all of an employer’s business, the
21 seller shall be responsible for providing notice
22 for any site closing or mass layoff in accordance
23 with this section up to and including the effec-
24 tive date of the sale. After the effective date of
25 the sale of part or all of an employer’s business,

1 the purchaser shall be responsible for providing
2 notice for any site closing or mass layoff in ac-
3 cordance with this section.

4 “(B) TRANSFER OF EMPLOYEES.—In the
5 case of a sale of part or all of an employer’s
6 business, and notwithstanding any other provi-
7 sion of this Act, any person who is an employee
8 of the seller as of the effective date of the sale
9 shall be considered an employee of the pur-
10 chaser immediately after the effective date of
11 the sale.

12 “(f) CONTENT OF NOTICES.—An employer who is re-
13 quired to provide notice as required under subsection (a)
14 shall include—

15 “(1) in each notice required under such sub-
16 section—

17 “(A) a statement of the number of affected
18 employees;

19 “(B) the reason for the site closing or
20 mass layoff;

21 “(C) whether the layoff is permanent or
22 temporary and, if temporary, the date on which
23 the employer expects to recall the affected em-
24 ployees to work;

1 “(D) the availability of employment at
2 other establishments owned by the employer;

3 “(E) a statement of each employee’s rights
4 with respect to wages and severance and em-
5 ployee benefits; and

6 “(F) a statement of the available employ-
7 ment and training services provided by the De-
8 partment of Labor; and

9 “(2) in each notice required under such sub-
10 section (except for paragraph (1)(B) of such sub-
11 section), the names, addresses, and occupations of
12 the affected employees.

13 “(g) INFORMATION REGARDING BENEFITS AND
14 SERVICES AVAILABLE TO EMPLOYEES.—Concurrent with
15 or immediately after providing the notice required under
16 subsection (a)(1), an employer shall provide affected em-
17 ployees with information regarding the benefits and serv-
18 ices available to such employees, as described in the guide
19 compiled by the Secretary under section 13.

20 “(h) ACCESS OF RAPID RESPONSE TEAMS.—An em-
21 ployer who is required to provide notice under subsection
22 (a) shall permit, during work hours, reasonable on-site ac-
23 cess to any Federal, State, or local rapid response team
24 under section 134(a)(2)(A) of the Workforce Innovation
25 and Opportunity Act (29 U.S.C. 3174(a)(2)(A)) respon-

1 sible for providing reemployment, training services, and
2 related services to affected employees.

3 “(i) DOL NOTICE TO CONGRESS.—As soon as prac-
4 ticable and not later than 15 days after receiving notice
5 under subsection (a)(2), the Secretary shall notify the ap-
6 propriate Senators and Members of the House of Rep-
7 resentatives who represent the area or areas where the site
8 closing or mass layoff is to occur.”.

9 (b) WIOA AMENDMENT REGARDING THE PROVISION
10 OF INFORMATION THROUGH LOCAL EMPLOYMENT AND
11 TRAINING ACTIVITIES.—Section 134(c)(2)(A)(iv)(I)(aa)
12 of the Workforce Innovation and Opportunity Act (29
13 U.S.C. 3174(c)(2)(A)(iv)(I)(aa)) is amended by inserting
14 before the semicolon the following: “and of information in
15 notices described in section 3(a), and of access to the data-
16 base established under section 5(e), of the Worker Adjust-
17 ment and Retraining Notification Act (29 U.S.C. 2102(a);
18 2104(e))”.

19 **SEC. 3. EXEMPTION.**

20 Section 4 of the Worker Adjustment and Retraining
21 Notification Act (29 U.S.C. 2103) is amended to read as
22 follows:

1 **“SEC. 4. EXEMPTION.**

2 “This Act shall not apply to a site closing or mass
3 layoff if the closing or layoff is the result of the completion
4 of a particular project or undertaking for which—

5 “(1) the completion point of the project or un-
6 dertaking was—

7 “(A) ascertainable; and

8 “(B) when an affected employee was hired,
9 described to and acknowledged by the employee,
10 in writing, as limiting the duration of the em-
11 ployment; and

12 “(2) the approach of the completion point was
13 reasonably obvious, without any notice other than
14 under paragraph (1)(B), to any affected employee
15 not less than 60 days before the occurrence of the
16 completion point.”.

17 **SEC. 4. ADMINISTRATION AND ENFORCEMENT OF RE-**
18 **QUIREMENTS.**

19 Section 5 of the Worker Adjustment and Retraining
20 Notification Act (29 U.S.C. 2104) is amended—

21 (1) in subsection (a)—

22 (A) in paragraph (1)—

23 (i) in the matter preceding subpara-
24 graph (A), by striking “plant” and insert-
25 ing “site”;

26 (ii) in subparagraph (A)—

1 (I) in the matter preceding clause
2 (i), by striking “each day” and insert-
3 ing “each calendar day”; and

4 (II) in clause (ii), by striking
5 “and” after the semicolon;

6 (iii) in subparagraph (B), by striking
7 the period at the end and inserting “;
8 and”;

9 (iv) by inserting after subparagraph
10 (B) the following:

11 “(C) liquidated damages in an amount equal to
12 30 days of back pay, at the rate of compensation
13 calculated under subparagraph (A).”; and

14 (v) in the flush text following sub-
15 paragraph (C) (as added by clause (iv)), by
16 striking “a maximum” through “event”
17 and inserting “90 days, plus a day for
18 each day that an employee is on parental,
19 family, or medical leave during the period
20 of violation and for each day that an em-
21 ployee has such leave curtailed due to such
22 employment loss. In no event shall an em-
23 ployer be liable”;

1 (B) in paragraph (2)(A), by inserting “,
2 which begins on the date of the employment
3 loss” after “the violation”;

4 (C) in paragraph (3), by inserting “the
5 Secretary, a State, or” before “a unit of local
6 government”;

7 (D) in paragraph (4)—

8 (i) by striking “which has violated
9 this Act” and inserting “that has violated
10 the provisions of section 3 with respect to
11 the Secretary, a State, or a unit of local
12 government”;

13 (ii) by striking “omission that violated
14 this Act” and inserting “omission that vio-
15 lated such provisions”;

16 (iii) by striking “violation of this Act”
17 and inserting “violation of such provi-
18 sions”; and

19 (iv) by striking “reduce the amount of
20 the liability or penalty provided for in this
21 section” and inserting “reduce the amount
22 of the penalty under paragraph (3)”;

23 (E) by striking paragraph (5) and insert-
24 ing the following:

1 “(5)(A) A person (including a representative of em-
2 ployees, the State where the site closing or mass layoff
3 is to occur, the entity designated by the State to carry
4 out rapid response activities under section 134(a)(2)(A)
5 of the Workforce Innovation and Opportunity Act (29
6 U.S.C. 3174(a)(2)(A)), or a unit of local government ag-
7 grieved under paragraph (1) or (3)) seeking to enforce the
8 liability provided for in this section may, either for such
9 person, for other persons similarly situated, or for both,
10 sue in any district court of the United States for any dis-
11 trict in which the violation is alleged to have occurred or
12 in which the employer transacts business.

13 “(B) A person’s right to institute (including on behalf
14 of other persons) or benefit from enforcement under sub-
15 paragraph (A) shall not be affected by any predispute
16 agreement, including any predispute arbitration agree-
17 ment or predispute joint-action waiver (as such terms are
18 defined in section 401 of title 9, United States Code).”;

19 (F) in paragraph (6), by striking “pre-
20 vailing party” and inserting “prevailing plain-
21 tiff”; and

22 (G) in paragraph (7), by striking “plant”
23 and inserting “site”;

24 (2) by redesignating subsection (b) as sub-
25 section (c);

1 (3) by inserting after subsection (a) the fol-
2 lowing:

3 “(b) LIMITATIONS.—An action shall be brought
4 under this section not later than 4 years after the date
5 of the last event constituting the alleged violation for
6 which the action is brought.”;

7 (4) in subsection (c), as so redesignated, by
8 striking “plant” and inserting “site”; and

9 (5) by adding at the end the following:

10 “(d) EXEMPTION FROM LIQUIDATED DAMAGES.—
11 Notwithstanding subsection (a)(1)(C), an employer is not
12 liable for the liquidated damages described in such sub-
13 section if the alleged site closing or mass layoff is caused
14 by business circumstances (other than a financier’s deci-
15 sion) that were not contemplated nor should reasonably
16 have been contemplated as of the 30th day before the site
17 closing or mass layoff.

18 “(e) DATABASE.—

19 “(1) TRANSMITTALS.—A State or designated
20 entity that receives a notice under section 3(a) shall
21 transmit a copy of the notice to the Secretary.

22 “(2) DATABASE.—The Secretary shall create
23 and maintain a publicly available database that pro-
24 vides information from notices transmitted under
25 paragraph (1).

1 “(3) CONTENTS OF DATABASE.—The database
2 under paragraph (2) shall include—

3 “(A) for each notice transmitted under
4 paragraph (1), a copy of the notice, the date of
5 the notice, the name of the employer involved,
6 the unit of local government affected by the
7 closing or layoff involved, the number of em-
8 ployees so affected, the sector in which the lay-
9 off occurred (as identified by the North Amer-
10 ican Industry Classification System code), and
11 the type of the closing or layoff;

12 “(B) a search function that allows users to
13 identify the geographic, annual, and sectoral
14 breakdown of the notices; and

15 “(C) a function that allows the data to be
16 downloaded in a user-friendly format.

17 “(4) ACCESS THROUGH WEBSITE.—The Sec-
18 retary shall provide a link to the database through
19 the internet website of the Department of Labor.”.

20 **SEC. 5. POSTING OF NOTICES.**

21 Section 11 of the Worker Adjustment and Retraining
22 Notification Act (29 U.S.C. 2101 note) is amended to read
23 as follows:

1 **“SEC. 11. POSTING OF NOTICES.**

2 “(a) POSTING OF NOTICES.—Each employer shall
3 post and keep posted, in conspicuous places upon the
4 premises of the employer where notices to employees are
5 customarily posted, a notice to be prepared or approved
6 by the Secretary setting forth excerpts from, or summaries
7 of, the pertinent provisions of this Act and information
8 pertinent to the filing of a complaint under this Act.

9 “(b) PENALTIES.—The Secretary may impose a civil
10 penalty on any person who willfully violates this section
11 of not more than \$500 for each separate offense.”.

12 **SEC. 6. NON-WAIVER OF RIGHTS AND REMEDIES; INFORMA-**
13 **TION REGARDING BENEFITS AND SERVICES**
14 **AVAILABLE TO EMPLOYEES.**

15 The Worker Adjustment and Retraining Notification
16 Act (29 U.S.C. 2101 et seq.) is further amended by adding
17 at the end the following:

18 **“SEC. 12. RIGHTS AND REMEDIES NOT SUBJECT TO WAIV-**
19 **ER.**

20 “(a) IN GENERAL.—The rights and remedies pro-
21 vided under this Act (including the right to file or partici-
22 pate in a class action under rule 23 of the Federal Rules
23 of Civil Procedure in Federal court) are substantive and
24 may not be waived, deferred, or lost pursuant to any
25 agreement or settlement other than an agreement or set-
26 tlement described in subsection (b).

1 “(b) AGREEMENT OR SETTLEMENT.—An agreement
2 or settlement referred to in subsection (a) is an agreement
3 or settlement negotiated by—

4 “(1) a private attorney on behalf of affected
5 employees; or

6 “(2) a designated representative of affected em-
7 ployees under the National Labor Relations Act (29
8 U.S.C. 151 et seq.) or the Railway Labor Act (45
9 U.S.C. 151 et seq.).

10 **“SEC. 13. INFORMATION REGARDING BENEFITS AND SERV-**
11 **ICES AVAILABLE TO WORKERS.**

12 “(a) IN GENERAL.—The Secretary of Labor shall
13 maintain a guide of benefits and services that may be
14 available to affected employees, including unemployment
15 compensation, trade adjustment assistance, COBRA con-
16 tinuation coverage, and early access to training services
17 and other services, including counseling services, available
18 under title I of the Workforce Innovation and Opportunity
19 Act (29 U.S.C. 3111 et seq.).

20 “(b) AVAILABILITY OF GUIDE.—The guide main-
21 tained under subsection (a) shall be available on the inter-
22 net website of the Department of Labor and shall include
23 a description of the benefits and services, the eligibility
24 requirements, and the means of obtaining such benefits
25 and services.

1 “(c) TRANSMISSION TO EMPLOYERS.—Upon receiv-
 2 ing notice from an employer under section 3(a)(2), the
 3 Secretary shall immediately transmit such guide to such
 4 employer.”.

5 **SEC. 7. CONFORMING AMENDMENTS.**

6 (a) WORKER ADJUSTMENT AND RETRAINING NOTI-
 7 FICATION ACT.—The Worker Adjustment and Retraining
 8 Notification Act is amended—

9 (1) in the table of contents in section 1(b) (29
 10 U.S.C. 2101 note)—

11 (A) by striking the item relating to section
 12 3 and inserting the following:

“Sec. 3. Notice required before site closings and mass layoffs.”;

13 (B) by striking the item relating to section
 14 11 and inserting the following:

“Sec. 11. Posting of notices.”;

15 and

16 (C) by adding at the end the following:

“Sec. 12. Rights and remedies not subject to waiver.

“Sec. 13. Information regarding benefits and services available to workers.”;

17 and

18 (2) in section 7 (29 U.S.C. 2106), by striking
 19 “plant” and inserting “site”.

20 (b) OTHER LAWS.—Section 3110(a)(5) of the USEC
 21 Privatization Act (42 U.S.C. 2297h–8(a)(5)) is amended
 22 by striking “2101(a) (2) and (3) of title 29, United States

1 Code” and inserting “paragraphs (2) and (3) of section
2 2(a) of the Worker Adjustment and Retraining Notifica-
3 tion Act (29 U.S.C. 2101(a)), as in effect on the day be-
4 fore the date of enactment of the Fair Warning Act of
5 2025”.

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