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111TH CONGRESS
1ST SESSION

H. R. 2077

To amend the Worker Adjustment and Retraining Notification Act to require notifications under that Act for mass layoffs that occur at more than one site of an employer and to increase penalties for violation of the Act.

IN THE HOUSE OF REPRESENTATIVES

APRIL 23, 2009

Mr. GUTIERREZ (for himself, Mrs. NAPOLITANO, Mr. LIPINSKI, Mr. GRIJALVA, and Mr. ROTHMAN of New Jersey) introduced the following bill; which was referred to the Committee on Education and Labor

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A BILL

To amend the Worker Adjustment and Retraining Notification Act to require notifications under that Act for mass layoffs that occur at more than one site of an employer and to increase penalties for violation of the Act.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the ''Alert Laid off Employees in Reasonable Time Act''.

SEC. 2. MASS LAYOFFS OF A SINGLE EMPLOYER AT MULTIPLE SITES.

(a) IN GENERAL.—Section 2(a)(3) of the Worker Adjustment and Retraining Notification Act (29 U.S.C. 2101(a)(3)) is amended—

(1) in subparagraph (B)(ii) by inserting ''or'' after the semicolon; and

(2) by adding at the end the following:

''(C) results in an employment loss for a single employer at more than 1 site of employment during any 30-day period for—

''(i)(I) at least 33 percent of the employees of the employer (excluding any part-time employees); and

''(II) at least 50 employees (excluding any part-time employees); or

''(ii) at least 500 employees (excluding any part-time employees);''.

(b) CONFORMING AMENDMENT.—Section 3(a)(2) of such Act (29 U.S.C. 2102(a)(2)) is amended by striking ''to the State'' and inserting ''in the case of a plant closing or mass layoff described in section 2(a)(3)(B), to the State''.

SEC. 3. INCREASED PENALTIES.

Section 5(a)(1)(A) of the Worker Adjustment and Retraining Notification Act (29 U.S.C. 2104(a)(1)(A)) is

amended by striking ''back pay'' and inserting ''two times the amount of back pay''.

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