

# NEW JERSEY STATE AFL-CIO

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January 8, 2007

Dear Members of the State Assembly:

**RE: Support A-1044 (Van Drew / Johnson / Egan / Gordon / Diegnan / Giblin / Vas):  
Concerns Mass Layoffs**

The New Jersey State AFL-CIO supports A-1044, which would extend the current employer notification requirement for workers of a pending mass layoff. The legislation would extend the current worker notification period from the federal mandate of 60 days to 90 days. This would provide additional time for employees to find new employment or to be retrained for a different career as well as provide additional time for negotiations between the company and the state to remain in New Jersey. This provision also benefits the local economy where the layoffs are occurring by providing for a better transition to future employment and consequently a reduction in unemployment.

The notification requirement would only apply to layoffs of 100 or more full time employees, which is consistent with federal law. In the case that corporations are not in compliance with the layoff notification provision, a severance pay equal to one week of wages for each year of work by the employee would be provided. The current federal law also provides for a financial penalty for non-compliance, the amount of which would be deducted from the state penalty. If a company complies with the additional 30 day notice required by this bill, then they would not have to pay any severance to workers. There are no additional employer penalties contained in the bill.

The New Jersey State AFL-CIO supports this legislation because workers losing their jobs due to a mass layoff or plant closing should be afforded the maximum notification time in order to minimize the negative consequences on themselves and their families. The social and economic consequence of a mass layoff not only on employees and their family's futures, but also upon their local community cannot be underestimated by our elected officials. For these reasons, the New Jersey State AFL-CIO respectfully asks for your support of this bill.

Sincerely,

Charles Wowkanech  
President

Laurel Brennan  
Secretary/Treasurer

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OPEIU:153