

## S 2938

Fair Warning Act of 2019

**Congress:** 116 (2019–2021, Ended)

**Chamber:** Senate

**Policy Area:** Labor and Employment

**Introduced:** Nov 21, 2019

**Current Status:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

**Latest Action:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Nov 21, 2019)

**Official Text:** <https://www.congress.gov/bill/116th-congress/senate-bill/2938>

### Sponsor

**Name:** Sen. Brown, Sherrod [D-OH]

**Party:** Democratic • **State:** OH • **Chamber:** Senate

### Cosponsors (2 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Murray, Patty [D-WA]	D · WA		Nov 21, 2019
Sen. Schumer, Charles E. [D-NY]	D · NY		Nov 21, 2019

### Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Nov 21, 2019

### Subjects & Policy Tags

#### Policy Area:

Labor and Employment

### Related Bills

Bill	Relationship	Last Action
116 HR 5205	Identical bill	<b>Nov 20, 2019:</b> Referred to the House Committee on Education and Labor.

## **Fair Warning Act of 2019**

This bill bars an employer from ordering a site closing or mass layoff until 90 calendar days after the employer has served written notice of such an order to (1) each representative of the affected employees as of the time of the notice or each affected employee, (2) the Department of Labor and the governor of the state where the site closing or mass layoff is to occur, and (3) the state or entity designated by the state to carry out rapid response activities.

No notice shall be required if the site closing or mass layoff is because of any natural disaster, such as a flood, earthquake, or a drought ravaging the farmlands of the United States.

Labor shall maintain a guide of benefits and services that may be available to affected employees, including unemployment compensation, trade adjustment assistance, COBRA continuation coverage, and early access to training services and other services, including counseling services.

## **Actions Timeline**

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- **Nov 21, 2019:** Introduced in Senate
- **Nov 21, 2019:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.