

## HR 5205

Fair Warning Act of 2019

**Congress:** 116 (2019–2021, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Nov 20, 2019

**Current Status:** Referred to the House Committee on Education and Labor.

**Latest Action:** Referred to the House Committee on Education and Labor. (Nov 20, 2019)

**Official Text:** <https://www.congress.gov/bill/116th-congress/house-bill/5205>

### Sponsor

**Name:** Rep. Ryan, Tim [D-OH-13]

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

### Cosponsors (10 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Trone, David J. [D-MD-6]	D · MD		Nov 20, 2019
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Nov 26, 2019
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Nov 26, 2019
Rep. Levin, Andy [D-MI-9]	D · MI		Nov 26, 2019
Rep. Nadler, Jerrold [D-NY-10]	D · NY		Nov 26, 2019
Rep. Suozzi, Thomas R. [D-NY-3]	D · NY		Nov 26, 2019
Rep. Tlaib, Rashida [D-MI-13]	D · MI		Nov 26, 2019
Rep. Wild, Susan [D-PA-7]	D · PA		Nov 26, 2019
Rep. Pocan, Mark [D-WI-2]	D · WI		Dec 5, 2019
Rep. Hayes, Jahana [D-CT-5]	D · CT		Feb 4, 2020

### Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Nov 20, 2019

### Subjects & Policy Tags

**Policy Area:**

Labor and Employment

### Related Bills

Bill	Relationship	Last Action
116 S 2938	Identical bill	Nov 21, 2019: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

## **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 20, 2019:** Introduced in House
- **Nov 20, 2019:** Referred to the House Committee on Education and Labor.