

HB 1251 -- SEVERANCE FOR EMPLOYEES

SPONSOR: Clemens

This bill requires that if an employer transfers or terminates operation, during any continuous period of no more than 30 days, and conducts a mass layoff or terminates at least 50 employees, the employer must:

- (1) For employers who employ 100 or more employees, provide at least 90 days notice of the termination or layoff as specified; and
- (2) Provide each employee, who was terminated, severance pay of at least one week pay for each full year of employment.

If the employer does not provide an employee sufficient notice of termination or layoff, then the employer is required to pay the employee an additional four weeks of pay.

No waiver of the right to severance provided for under this bill will be effective without the approval of the Director of the Department of Labor and Industrial Relations or a court.

This bill is the same as HB 2420 (2020).