

# LEGAL UPDATE

# OHIO

## Ohio Enacts Mini-WARN Act

On June 30, 2025, Ohio enacted a new [law](#) that generally incorporates the federal Worker Adjustment Retraining and Notification (WARN) Act, which requires employers to provide notice prior to conducting plant closings or mass layoffs. However, the new law also requires employers to provide additional information in such notices. The law is effective **Sept. 29, 2025**.

### Ohio Mini-WARN Act Overview

The new law states that employers must comply with all federal WARN Act requirements and that it does **not** establish a standard different from that established by federal law. In general, the federal WARN Act requires employers with 100 or more employees (either full-time or who work at least 4,000 hours per week, in the aggregate, excluding overtime) to provide 60 days' notice to employees, their representatives and certain government employees prior to conducting a mass layoff or plant closing. A mass layoff or plant closing generally includes an employment loss for 50 or more full-time employees during any 30-day period at a single employment site.

However, in addition to the elements required to be included in notices under the federal WARN Act, Ohio employers must also include:

- **In notices to affected employees represented by a union:**
  - A detailed statement explaining the reason for the closing or layoff; and
  - Any department or division impacted by the closing or layoff;
- **In notices to affected employees that are not represented by a union:**
  - A detailed statement explaining the reason for the closing or layoff;
  - The procedures for exercising bumping or reemployment rights under a collective bargaining agreement or company policy;
  - Information on how affected employees can access unemployment insurance benefits and other assistance programs; and
  - Information about available services for affected employees, including job placement assistance, retraining programs or counseling services;
- **In notices to the director of job and family services and chief elected officials:**

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### Highlights

#### June 30, 2025

Ohio enacted a state law that generally mirrors the federal WARN Act but adds additional notice content requirements.

#### Sept. 29, 2025

The Ohio mini-WARN Act takes effect.

***Effective Sept. 29, 2025, Ohio employers must provide additional information in WARN notices.***

- A description of any action taken or planned to mitigate the impact of the closing or layoff, including any efforts to secure alternative employment or training for affected employees; and
- A copy of the notice provided to affected employees or their representatives.

### **Employer Takeaways**

In general, the new Ohio law does not significantly alter employer obligations already imposed by the federal WARN Act. However, employers that conduct plant closings or mass layoffs on or after the law's effective date should ensure that the required notices include all required elements under both Ohio and federal law.