

CALIFORNIA

California Expands CalWARN Notice Content Requirements

Provided to you by **Employco USA, Inc.**

On Oct. 1, 2025, California [amended](#) the California Worker Adjustment and Retraining Notification Act (CalWARN) to add additional content requirements for notices of mass layoffs, relocations or terminations. The new requirements take effect on **Jan. 1, 2026**.

Background

CalWARN requires employers that operate a covered establishment (a facility employing **75 or more employees** in the preceding 12 months) to provide at least 60 days' advance notice to affected employees and certain government parties of any mass layoff, relocation or termination of a covered establishment. The notice must include all of the elements required under the federal WARN Act.

Amendment Overview

Effective Jan. 1, 2026, CalWARN will require employers to provide the following information in addition to existing requirements in any required notices:

- An indication of whether the employer plans to coordinate services, such as a rapid response orientation, through the local workforce development board or a different entity, or does not plan to coordinate services;
- A functioning email and telephone number of the local workforce development board and the following description: "Local Workforce Development Boards and their partners help laid-off workers find new jobs. Visit an America's Job Center of California location near you. You can get help with your resume, practice interviewing, search for jobs and more. You can also learn about training programs to start a new career.";
- A description of CalFresh, the statewide food assistance program, the CalFresh benefits helpline and a link to the CalFresh internet website; and
- A functioning email and telephone number of the employer for contact.

Additionally, if the employer chooses to coordinate services with the local workforce development board or another entity, the employer must arrange services within **30 days** from the date of the notice.

Employer Takeaways

In advance of the effective date, employers may begin updating CalWARN notice templates to ensure compliance with the new requirements.

Highlights

Oct. 1, 2025

California amends CalWARN to expand content requirements for notices of mass layoffs, relocations or terminations.

Jan. 1, 2026

The amendment takes effect.

***Effective Jan. 1, 2026,
California employers
will be subject to
expanded CalWARN
notice content
requirements.***