



BIPARTISAN POLICY CENTER

	Minimum Business Size for Act to Apply	Required Advance Notification Time Prior to Layoff	Penalties and Employer Liability
<b>California</b>	75 employees full- or part-time	60 days	Same as federal
	75 full-time employees OR		
<b>Illinois</b>	75 or more employees who, in the aggregate, work at least 4,000 hours per week (exclusive of overtime hours)	60 days	Same as federal, with the exception that attorney's fees are not mentioned
<b>Iowa</b>	25 full-time employees	30 days	Penalty up to \$100 per day for period of violation
	100 full-time employees OR		Same as federal with the additions that:
<b>New Hampshire</b>	100 or more employees who, in the aggregate, work at least 3,000 hours per week (exclusive of overtime hours)	60 days	The business can face a civil penalty of up to \$2,500  The department shall have a lien upon the business revenues and all real and personal property of the employer for the employer's liability
<b>New Jersey</b>	100 full-time employees	60 days	Severance equal to one week of pay for each full year of employment  Possible reasonable attorneys' fees to prevailing plaintiff and compensatory damages, including lost wages, benefits and other remuneration
	50 full-time employees OR		
<b>New York</b>	50 or more employees who, in the aggregate, work at least 2,000 hours per week	90 days	Same as federal
<b>Wisconsin</b>	50 employees	60 days	Same as federal with the addition that any employer who violates posting requirements shall forfeit up to \$100