

116TH CONGRESS  
2D SESSION

# H. R. 8583

To amend the Worker Adjustment and Retraining Notification Act to require employers who are ordering a plant closing or mass layoff to cover the cost of an economic impact study in each impacted unit of local government, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

OCTOBER 13, 2020

Mr. DESAULNIER introduced the following bill; which was referred to the Committee on Education and Labor, and in addition to the Committees on Transportation and Infrastructure, and Financial Services, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

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## A BILL

To amend the Worker Adjustment and Retraining Notification Act to require employers who are ordering a plant closing or mass layoff to cover the cost of an economic impact study in each impacted unit of local government, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Justice for Dislocated  
5 Workers Act”.

1 **SEC. 2. DEFINITIONS.**

2 Section 2(a) of the Worker Adjustment and Retraining  
3 Notification Act (29 U.S.C. 2101(a)) is amended—

4 (1) in paragraph (1)—

5 (A) in subparagraph (A), by inserting be-  
6 fore the semicolon at the end the following: “,  
7 without regard to the number employees em-  
8 ployed within a single site of employment”; and

9 (B) in subparagraph (B), by inserting be-  
10 fore the semicolon at the end the following: “,  
11 without regard to the number employees em-  
12 ployed within a single site of employment”;

13 (2) in paragraph (2)—

14 (A) by striking “means the permanent”  
15 and inserting the following: “means—”

16 “(A) the permanent”;

17 (B) in subparagraph (A), as so designated  
18 by this paragraph, by striking “50 or employees  
19 excluding any part-time employees” and insert-  
20 ing “25 or more full-time employees or 75 or  
21 more full-time or part-time employees; or”; and

22 (C) by adding at the end the following:

23 “(B) a permanent or temporary shutdown  
24 of a single site of employment of multiple em-  
25 ployers, if such employers contract with a com-  
26 mon employer of the affected employees and if

1 such shutdown results in a combined employ-  
2 ment loss during any 30-day period for 50 or  
3 more employees, excluding any part-time em-  
4 ployees.”; and

5 (3) in paragraph (3)(B), by striking clauses (i)  
6 and (ii) and inserting the following:

7 “(i) at least 33 percent of the employ-  
8 ees (excluding any part-time employees);  
9 and

10 “(ii) 25 or more full-time employees  
11 or 75 or more full-time or part-time em-  
12 ployees.”.

13 **SEC. 3. NOTIFICATION.**

14 Section 3(a) of the Worker Adjustment and Retraining  
15 Notification Act (29 U.S.C. 2102) is amended—

16 (1) in paragraph (1), by striking “and” at the  
17 end;

18 (2) in paragraph (2)—

19 (A) by inserting “the State representatives  
20 for such State,” before “and the chief”; and

21 (B) by striking the period at the end and  
22 inserting “; and”; and

23 (3) by adding at the end the following:

1           “(3) to each Member of Congress representing  
2           such State or the Congressional district in which  
3           such unit is located.”.

4 **SEC. 4. ECONOMIC IMPACT STUDY.**

5           Section 3 of the Worker Adjustment and Retraining  
6 Notification Act (29 U.S.C. 2102) is amended by adding  
7 at the end the following:

8           “(e) ECONOMIC IMPACT STUDY.—

9           “(1) IN GENERAL.—A notice served by an em-  
10          ployer under subsection (a) before ordering a plant  
11          closing or mass layoff shall not be considered valid  
12          unless, not less than 30 days prior to serving such  
13          notice, the employer covers the cost of, and ensures  
14          that each unit of local government within which such  
15          closing or layoff is to occur completes (directly or  
16          through a contract), an economic impact study to  
17          assess the economic impact of such order during the  
18          1-year period beginning on the first day of such clo-  
19          sure or layoff on such unit, which shall include—

20                 “(A) a review of the finances of the em-  
21                 ployer to determine if the employer is finan-  
22                 cially viable (as such term is defined by the  
23                 Secretary of the Treasury) to make the pay-  
24                 ments described in paragraph (2), which deter-

1           mination shall include whether the employer is  
2           experiencing economic hardship; and

3           “(B) in a case in which an employer is not  
4           experiencing economic hardship, an assessment  
5           of direct and indirect financial losses (including  
6           impact on local businesses (such as downstream  
7           job and supply chain loss and decreases in cus-  
8           tomer base), and impact on tax revenue) that  
9           will be experienced by such unit.

10          “(2) PAYMENT BY EMPLOYER.—

11           “(A) IN GENERAL.—In the case of an em-  
12           ployer that is not experiencing an economic  
13           hardship and that orders a plant closing or  
14           mass layoff, the employer not later than 30  
15           days prior to such closure or mass layoff,  
16           shall—

17           “(i) pay to the Impacted Workers  
18           Fund established under section 505 of the  
19           Public Works and Economic Development  
20           Act of 1965 (if such a Fund has been es-  
21           tablished) of the State in which each coun-  
22           ty is located that, in accordance with para-  
23           graph (1)(B), will experience financial  
24           losses as a result of such order, an amount

1 equal to such financial losses to be dis-  
2 persed in accordance with such section; or

3 “(ii) in a case in which the Fund de-  
4 scribed in clause (i) has not been estab-  
5 lished, pay to the workforce development  
6 system (as defined in section 3 of the  
7 Workforce Innovation and Opportunity Act  
8 (29 U.S.C. 3102)) of the State in which  
9 each county is located that, in accordance  
10 with paragraph (1)(B), will experience fi-  
11 nancial losses as a result of such order, an  
12 amount equal to such financial losses to be  
13 dispersed in accordance with such section.

14 “(B) PRIVATE RIGHT OF ACTION.—A unit  
15 of local government aggrieved by an employer  
16 that violates subparagraph (A), may sue in any  
17 district court of the United States for any dis-  
18 trict in which the violation is alleged to have oc-  
19 curred, or in which the employer transacts busi-  
20 ness.

21 “(3) GUIDANCE BY THE SECRETARY.—Not  
22 later than 6 months after the date of enactment of  
23 the Justice for Dislocated Workers Act, the Sec-  
24 retary of Labor shall issue guidance on conducting  
25 the economic impact studies.

1           “(4) GRANTS TO COVER THE COST OF ECO-  
2           NOMIC IMPACT STUDIES.—

3           “(A) IN GENERAL.—The Secretary of  
4           Labor shall award grants to employers subject  
5           to the requirements of paragraph (1) the cost  
6           an economic impact study required under such  
7           paragraph.

8           “(B) APPLICATION.—To receive a grant  
9           under this paragraph, an employer shall submit  
10          to the Secretary of Labor an application at  
11          such time, in such manner, and containing such  
12          information as the Secretary may require.”.

13 **SEC. 5. ADMINISTRATION AND ENFORCEMENT OF RE-**  
14 **QUIREMENTS.**

15          Section 5 of the Worker Adjustment and Retraining  
16          Notification Act (29 U.S.C. 2104) is amended—

17               (1) in subsection (a)(1)(A)(i), by inserting  
18               “twice” before “the average regular”; and

19               (2) in subsection (b), by striking “The rem-  
20               edies” and inserting “Except as otherwise provided  
21               in section 3(e)(2)(B), the remedies”.

1 **SEC. 6. COOPERATIVE AGREEMENTS TO ESTABLISH IM-**  
2 **PACTED WORKERS FUNDS.**

3 (a) IN GENERAL.—The Public Works and Economic  
4 Development Act of 1965 (42 U.S.C. 3121 et seq.) is  
5 amended by inserting after section 504 the following:

6 **“SEC. 505. COOPERATIVE AGREEMENTS TO ESTABLISH IM-**  
7 **PACTED WORKERS FUNDS.**

8 “(a) IN GENERAL.—To be eligible to receive funds  
9 described in section 3(e)(2) of the Worker Adjustment and  
10 Retraining Notification Act (29 U.S.C. 2102(e)(2)) a  
11 State shall enter into a cooperative agreement with the  
12 Secretary under this section.

13 “(b) COOPERATIVE AGREEMENT CONTENTS.—A co-  
14 operative agreement entered into under subsection (a)  
15 shall require a participating State to—

16 “(1) establish and administer an Impacted  
17 Workers Fund (in this Act referred to as a ‘Fund’)  
18 to receive amounts pursuant to section 3(e)(2) of the  
19 Worker Adjustment and Retraining Notification Act  
20 (29 U.S.C. 2102(e)(2)); and

21 “(2) ensure that amounts deposited into the  
22 fund are used to support only the jurisdiction of the  
23 unit of local government for which such amounts are  
24 deposited (as determined by an economic impact  
25 study under section 3(e) of the Worker Adjustment  
26 and Retraining Notification Act (29 U.S.C.



1       2102(e)), including for workforce training, income  
2       assistance, and wage insurance.”.

3       (b) CONFORMING AMENDMENT.—The table of con-  
4       tents in section 1(b) of the Public Works and Economic  
5       Development Act of 1965 (42 U.S.C. 3121 note) is  
6       amended by inserting after the item related to section 504  
7       the following:

“Sec. 505. Cooperative agreements to establish Impacted Workers Funds.”.

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