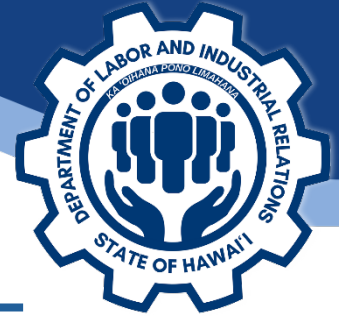


# DISLOCATED WORKER/CLOSING

## NOTICE TO EMPLOYEES



**You have the right** to receive written notice at least **60 days before** a possible layoff or termination if it is caused by certain business actions taken by your employer. Your employer is also required to provide the same written notice to the Department of Labor and Industrial Relations (DLIR) under Hawai'i's Dislocated Workers Act (Chapter 394B, Hawai'i Revised Statutes).

The Dislocated Workers Act applies to businesses that:

- Have employed **at least 50 people in Hawai'i at any time during the 12 months** before the business action; **and**
- Are involved in a **sale, transfer, merger, business takeover, bankruptcy, or other business transaction** that results in;
  - Relocation of operations **outside Hawai'i**, or
  - The **shutdown** of all or part of their operations.

If these conditions are met, your employer must provide advance written notice to you, your collective bargaining representative (if applicable), and the DLIR.

**You also have the right to receive a dislocated worker allowance** if you are laid off or terminated because of one of these qualifying business transactions **and** you are eligible to receive unemployment insurance benefits. This allowance is intended to **supplement your unemployment benefits** and may be paid for **up to a maximum of four weeks**.

For information about assistance to employers and employees facing a business closure, please contact the following **American Job Centers**:

- |           |              |
|-----------|--------------|
| • O'ahu   | 808-768-5701 |
| • Hawai'i | 808-935-6527 |
| • Maui    | 808-270-5777 |
| • Kauai   | 808-274-3056 |