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# california employers be warned: expanded cal-warn notice requirements take effect january 1, 2026

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*MSK Client Alert*

October 20, 2025

Earlier this month, Governor Newsom signed California Senate Bill 617 into law, amending the California Worker Adjustment and Retraining Notification Act (Cal-WARN). Effective January 1, 2026, the law imposes enhanced notice requirements on employers conducting mass layoffs, relocations, or terminations.

## **Key Changes Under SB 617**

SB 617 broadens the scope of information that employers must include in a Cal-WARN notice. The expanded requirements include:

### **1. Coordination of Services**

Employers must indicate whether they plan to coordinate support services for affected employees through the Local Workforce Development Board (LWDB), another entity or not at all.

### **2. LWDB Contact Information and Description of Services**

Notices must include the LWDB's phone number and email address, along with the following description of rapid response services offered by the LWDB:

*"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 help start a new career."*

This information must be provided regardless of whether the employer chooses to coordinate with the LWDB or another organization.

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### 1. CalFresh Program Description

Employers must include a brief description of CalFresh, California's statewide food assistance program.

### 2. CalFresh Contact Information

Notices must include the CalFresh benefits helpline phone number, and a link to the CalFresh website.

### 3. Employer Contact Information

The employer's phone number and email address must also be listed in the notice.

### How MSK Can Help

Employers anticipating layoffs or worksite closures in 2026 should begin preparing now. MSK's experienced employment attorneys are here to help navigate these expanded requirements, and ensure full compliance with Cal-WARN (and/or the federal WARN Act) and related issues.