

April 20, 2020

The Honorable Phil Murphy
Governor of New Jersey
354 Stockton St,
Princeton, NJ 08540

Dear Governor Murphy:

The ERISA Industry Committee (ERIC) and the nationwide employers that we represent applaud you for your decision to sign S. 2352 into law, which delays the effective date of the expanded NJ WARN Act. In light of the impact that the COVID-19 pandemic has had on employers and employees in the state, the need for stable business administration has never been greater.

ERIC is a national advocacy organization that exclusively represents large employers that provide health, retirement, paid leave, and other benefits to their nationwide workforces. Our member companies are leaders in every sector of the economy, with stores, warehouses, factories, and operations in every state.

Employers had serious concerns about the implementation of this new law during the current public health crisis. Delaying the effective date allows employers to maintain focus on their response to the COVID-19 pandemic and to continue services to citizens across the state. We similarly applaud the inclusion of a carveout in the expanded New Jersey WARN Act for employers negatively impacted by natural disasters or public emergencies, providing support for companies struck by unforeseeable circumstances.

Thank you again for your action on this critical issue during these unprecedented times.

Sincerely,



Annette Guarisco Fildes