



# RapidResponse

Help for businesses facing potential layoffs

[mass.gov/rapidresponse](https://mass.gov/rapidresponse)

## What is Rapid Response?

Rapid Response is a service offered to businesses and employees affected by layoffs and closings. We provide early job placement assistance and outplacement services.

### Benefits to your business:

Businesses have lower **Unemployment Insurance** costs, as people return to work quicker when they start services prior to layoff. It maintains morale and productivity, as Rapid Response shows your business has a high regard for the employees in transition by helping them maintain their morale and productivity.

### Benefits to your employees:

Employees will receive timely job placement assistance, which may include:

- Job referrals
- Customized job fairs
- Workshops and resume preparation
- Training options
- Enrollment in **MassHire JobQuest**

### WorkShare:

Our regional teams help maintain your business and retain employees during temporary business downturns by using the **WorkShare Program**. It is an alternative to laying off employees and lets you keep trained employees with key skill sets. Under this program, your business can:

- Reduce the number of normal work hours for a particular unit, shift, or all staff
- Include full-and part-time employees in the plan
- Apply for a plan with a minimum of two employees
- Agree to continue fringe benefit levels
- Supplement lost pay with partial Unemployment Insurance (UI) benefits
- Require that the WorkShare participants remain available to work for you as in their normal work schedule

After a business has tried every option to minimize layoffs, our team can provide job placement services before layoffs occur, by partnering with organized labor, if applicable, hired outplacement firms, and companies looking to hire affected workers. We also refer jobseekers to the MassHire Career Center system.

### Information is also provided regarding:

- Filing an Unemployment Insurance claim
- Comparing health coverage options
- Identifying useful community resources



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**LABOR & WORKFORCE DEVELOPMENT**



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## Worker Adjustment and Retraining Notification (WARN) Act

It is important for employers to understand their obligations under WARN. Certain mass layoffs and closings will meet the criteria of the WARN Act and the employer is required to provide 60-days' notice to:

- all affected employees
- their representatives
- the Executive Office of Labor and Workforce Development/MassHire Rapid Response Director
- local Workforce Development Boards
- the chief elected official of the unit(s) of local government where the site of employment is located

Filing a WARN on time may prevent a class-action lawsuit from being filed against your company.

### Rapid Response regional contacts:

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