



# Department of Health

KATHY HOCHUL  
Governor

JAMES V. McDONALD, MD, MPH  
Commissioner

JOHANNE E. MORNE, MS  
Executive Deputy Commissioner

December 4, 2025

DAL: NH 25-27  
Subject: Reminder - Worker Adjustment and  
Retraining Notice Requirements

Dear Nursing Home Administrator:

Recently, it has come to the Department of Health's attention that upon voluntary closure, some nursing homes have failed to comply with the New York State Worker Adjustment and Retraining Notice Act ("WARN," Labor Law Article 25-A and 12 NYCRR Part 921). Please be reminded that nursing homes who employ fifty (50) or more full-time employees must issue notice as required by WARN at least ninety (90) days prior to closure. Failure to comply with WARN subjects the operator to enforcement remedies, including civil penalties and liability to employees.

Helpful guidance is available online at <https://dol.ny.gov/worker-adjustment-and-retraining-notification-warn%29%3A>. If you have any questions, please write to [WARN@labor.ny.gov](mailto:WARN@labor.ny.gov).

Your compliance with WARN and other State and federal statutory and regulatory requirements is pivotal for your employees and residents. If you have any questions about the content of this correspondence, please write to the Division of Nursing Home and ICF/IID Surveillance at [nhinfo@health.ny.gov](mailto:nhinfo@health.ny.gov).

Sincerely,

Stephanie E. Paton, RN, Director  
Division of Nursing Home and ICF/IID Surveillance

cc: Dr. Fish  
V. Deetz  
C. Rodat  
H. Hayes  
A. Cokgoren  
R. Darrah, Department of Labor  
M. Henderson, Department of Labor