

(d) (1) "Workplace" includes a factory, plant, office or other facility where employees produce goods or provide services.

(2) "Workplace" does not include a construction site or other temporary workplace.

[7-302.] 3-302.

This [subheading] SUBTITLE does not apply to reductions in operations if the reduction:

(1) Results solely from labor disputes;

(2) Occurs in a commercial, industrial, or agricultural enterprise operated by this State or its political subdivisions;

(3) Occurs at construction sites or other temporary workplaces;

(4) Results from seasonal factors that are determined by the Department to be customary in the industry; or

(5) Results when an employer files for bankruptcy under federal bankruptcy laws.

[7-303.] 3-303.

There shall be a quick response program to provide both employers and employees with services to assist in mitigating the impact on employees that occurs with a reduction in operations.

[7-304.] 3-304.

(a) The State's quick response program is under the direction of the Secretary [of Employment and Training]:

(b) The Secretary [of Employment and Training] in cooperation with the Governor's Employment and Training Council shall develop voluntary guidelines for employers faced with a reduction in operations. These guidelines shall include:

(1) The appropriate length of time for advance notification to employees that an employer expects to terminate due to a reduction in operations. Whenever possible and appropriate, at least 90 days notice shall be given;

(2) The appropriate continuation of benefits, such as health, severance, and pension, that an employer should provide to employees who will be terminated due to a reduction in operations; or