(1) the relocation of a part of an employer's operation from 1 workplace to another existing or proposed site; or

(2) the shutting down of a workplace or a portion of the operations of a workplace that reduces the number of employees by at least 25 percent or 15 employees, whichever is greater, over any 3–month period.

(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.

11–302.

This 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.

11–303.

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.

11–304.

(a) The State's quick response program is under the direction of the Secretary.

(b) The Secretary in cooperation with the Work Force Investment Board 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

(3) the specific mechanisms that employers can utilize to ask for the assistance of the State's quick response program.