

DECEMBER 16, 2024 | STATE & LOCAL SAFETY TRENDS

Coast-to-Coast Compliance: New York Retail Worker Safety Act Effective Date Nears

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As we previously [reported](#), on September 5, 2024, Governor Kathy Hochul signed the Retail Worker Safety Act ([S8358C/A8947C](#)) into law. This significant legislation requires retail employers in New York State to implement comprehensive workplace violence prevention policies and provide mandatory training to their employees.

Most provisions of the Act (excluding panic button installation) are set to take effect on March 3, 2025. While a potential Chapter Amendment may extend this date to June 1, 2025, employers should prepare for March 3rd compliance.

The New York State Department of Labor (NY DOL) is tasked with issuing a plan template and guidance to help employers comply with the Act's requirements. However, the NY DOL has not yet released these materials.

In preparation for the Act's implementation, CMC's national [OSHA Workplace Safety Practice](#) has been working with our retail clients to develop programs and related materials to comply with the New York Retail Worker Safety Law. For more information about how we can support your organization in achieving compliance with this new law or to assist with your workplace violence prevention programs, please contact [Andrea Chavez](#) or [Rachel Conn](#).

The New York Retail Worker Safety Act closely follows the enactment of California's Workplace Violence Prevention law, which became effective on July 1, 2024. This legislative momentum underscores a growing national emphasis on workplace safety and violence prevention. With these two landmark laws setting precedents on opposite coasts, we anticipate a broader trend toward similar workplace violence prevention regulations emerging across the United States in the coming years.