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Compliance Countdown: New York Retail Worker Safety Act Effective Date Nears

By [Andrea Chavez](#) and [Rachel Conn](#)

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](#).