

As Retail Worker Safety Act Becomes Effective, NYSDOL Issues Guidance and Materials for Employers

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The New York Retail Worker Safety Act (the “Act”) went into effect earlier this week, on June 2, 2025.

As we outlined in our recent [blog post](#), the law requires covered retailers to provide certain safety measures for retail store workers, including implementing a written workplace prevention policy and conducting training on the policy. The New York State Department of Labor (NYSDOL) has now provided guidance and materials on its [website](#).

New Materials

The NYSDOL guidance includes [model materials](#) that employers can use or reference when creating materials required under the Act. The model materials include a model workplace violence prevention policy, an interactive video training program, a text version of the training program, and frequently asked questions (FAQs).

Employers electing to use these materials should consider tailoring the model documents to their specific worksites, including addressing the worksite’s specific emergency exits and safety meet-up locations, providing instructions on emergency and security devices, and adding any additional information or history on site-specific security concerns.

New Requirements Still to Come

The NYSDOL notes that additional provisions of the law will go into effect in 2027. Starting January 1, 2027, all retail employers with 500 or more employees in New York State are required to provide a silent response button that must request immediate assistance from a security officer, manager, or supervisor in case of emergency. Employers will be required to provide employees with training on the use of the silent button.

We recommend that employers plan ahead to ensure timely compliance, especially given the technical and logistical requirements of this provision.

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