The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Senate Legislative Services. The keyword, summary, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

DIGEST

SB 223 Original

2025 Regular Session

Bouie

Proposed law establishes the "Retail Service Worker Health and Safety Act".

Proposed law defines "employer", "employee", "panic button", "retail store", and "workplace".

<u>Proposed law</u> requires employers to determine the presence of factors in the workplace that may place employees at risk of workplace violence. <u>Proposed law</u> requires employers to develop and implement a written workplace violence prevention program that includes:

- (1) Making high-risk areas more visible to more people.
- (2) Installing external lighting.
- (3) Using drop safes or other methods to minimize cash on hand.
- (4) Posting signs stating that limited cash is on hand.
- (5) Providing employee training.
- (6) Establishing and implementing reporting systems for incidents of workplace violence.

Proposed law requires employers to provide annual training on the risks of workplace violence.

<u>Proposed law</u> requires employers who have experienced a certain number of violent incidents in the workplace, as determined by the secretary of the La. Workforce Commission, to hire a security guard who will be present during hours of operation.

<u>Proposed law</u> provides that the state of Louisiana, a political subdivision of the state of Louisiana, a public authority, or any other government agency or instrumentality are not considered "employers" for purposes of proposed law.

<u>Proposed law</u> authorizes the La. Workforce Commission to promulgate rules and regulations pursuant to the provisions of the Administrative Procedure Act that may be necessary for the implementation of the provisions of <u>proposed law</u>.

Effective August 1, 2025.

(Adds R.S. 23:491-497)