
HOUSE COMMITTEE AMENDMENTS

2026 Regular Session

Substitute for Original House Bill No. 585 by Representative Chassion as proposed by the House Committee on Labor and Industrial Relations

This document reflects the content of a substitute bill but is not in a bill form; page numbers in this document DO NOT correspond to page numbers in the substitute bill itself.

To enact Part III of Chapter 3 of Title 23 of the Louisiana Revised Statutes of 1950, to be comprised of R.S. 23:271 through 273, relative to workplace violence; to enact the Discount Retailer Workforce Safety and Retention Act; to provide for a short title; to require a workforce safety plan for certain retailers; and to provide for related matters.

Be it enacted by the Legislature of Louisiana:

Section 1. Part III of Chapter 3 of Title 23 of the Louisiana Revised Statutes of 1950, comprised of R.S. 23:271 through 273, is hereby enacted to read as follows:

PART III. DISCOUNT RETAILER WORKFORCE SAFETY AND RETENTION ACT

§271. Short title

This Part shall be known and may be cited as the "Discount Retailer Workforce Safety and Retention Act".

§272. Definitions

For the purpose of this Part, the following terms have the meanings ascribed to them:

(1)(a) "Employer" means a person, association, legal or commercial entity, limited liability corporation, holding company, parent company, or corporate group receiving services from an employee, and, in return, giving compensation of any kind to an employee.

(b) "Employer" does not include an employer who employs fewer than fifteen employees within this state for each working day for twenty or more calendar weeks in the current or preceding calendar year.

(2)(a) "Small box discount retail" means a business that has a floor area of five thousand to ten thousand square feet, which sells retail physical goods, products,

or merchandise directly to the consumer, including food or beverages for off-premises consumption, household products, personal grooming and health products, and other consumer goods, with the majority of items being offered for sale at lower than the typical market price.

(b) Small box discount retail does not include any of the following:

(i) Businesses that dedicate at least fifteen percent of floor area to fresh foods and vegetables.

(ii) Businesses that contain a prescription pharmacy.

(iii) Businesses that sell gasoline or diesel fuel.

(iv) Businesses that contain a majority of goods that serve the purpose of home improvement or construction.

§273. Workplace safety plan; requirement to submit

A.(1) Every small box discount retail employer shall develop and implement, or provide a timeline no longer than six months to implement, a written workforce safety plan.

(2) If a small box discount retailer employer already has a written workforce safety plan in place, that plan shall satisfy the requirements of Paragraph (1) of this Subsection.

B. Every small box discount retail employer shall submit its written workforce safety plan to the secretary of Louisiana Works.

Section 2. The secretary of Louisiana Works shall promulgate and adopt rules to provide for the submission of workplace safety plans as required by the provisions of R.S. 23:273 as enacted by Section 1 of this Act.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, 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)]

HB Draft

2026 Regular Session

Abstract: Enacts the Discount Retailer Workforce Safety and Retention Act, which require small box discount retailer employers to develop and implement a written workforce safety plan.

Proposed law provides that proposed law shall be known and may be cited as the "Discount Retailer Workforce Safety and Retention Act".

Proposed law defines "employer" and "small box discount retail".

Proposed law requires every small box discount retail employer to develop and implement, or provide a timeline no longer than six months to implement, a written workforce safety plan.

Proposed law provides that if a small box discount retailer employer already has a written workforce safety plan in place, that plan shall satisfy the requirements of proposed law (R.S. 23:273(A)(1)).

Proposed law requires every small box discount retail employer to submit its written workforce safety plan to the secretary of La. Works.

Proposed law requires the secretary of La. Works to promulgate and adopt rules to provide for the submission of workplace safety plans.

(Adds R.S. 23:271- 273)