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## DIGEST

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HB 585 Original

2026 Regular Session

Chassion

**Abstract:** Enacts the Discount Retailer Workforce Safety and Retention Act, which addresses workplace violence in small box discount retail stores.

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

Proposed law provides for legislative findings.

Proposed law defines "employee", "employer", "small box discount store", "workplace violence".

Proposed law requires each small box discount retail employer to evaluate the workplace to determine the presence of any factors or situations in the workplace that might place employees at risk of workplace violence.

Proposed law provides that examples of factors or situations may, include but are not limited to:

- (1) Working late night or early morning shifts.
- (2) Exchanging money with the public.
- (3) Working alone or in small numbers.
- (4) Uncontrolled access to the workplace.
- (5) Instances of violence in the local vicinity of the workplace.

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 further requires the workforce safety plan to include instructions for all of the following:

- (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) Establishing and implementing reporting systems for incidents of workplace violence.

Proposed law requires every small box discount retailer employer to make a written workplace risk evaluation and workplace violence prevention program available upon request to employees, their designated representatives, the secretary of La. Works, and the public. Proposed law further requires the employer to provide a copy of the written program to new hires.

Proposed law requires every small box discount retailer employer to document each incident of workplace violence and maintain a copy of each incident. Proposed law further requires the employer to review the number and scope of workplace incidents annually and make changes to the risk factors as necessary and appropriate.

Proposed law provides that if a small box discount retailer employer has experienced two or more violent incidents at an individual workplace location within a year, the small box discount retailer employer shall do all of the following:

- (1) Install panic buttons easily accessible throughout the workplace.
- (2) Reassess and increase staffing levels during high-risk times if the violent incident occurred while the impacted employee was working alone.

Proposed law prohibits a small box discount retailer employer from preventing an employee from seeking assistance and intervention from local emergency services or law enforcement when a workplace violence incident occurs.

Proposed law prohibits a small box discount retailer employer from taking any retaliatory action against an employee who, in good faith, reports an allegation of or an instance of workplace violence.

Proposed law provides civil remedy and recourse for an employee affected by a violation of proposed law.

(Adds R.S. 23:271- 276)