



LEGISLATIVE FISCAL OFFICE
Fiscal Note

Fiscal Note On: **SB 223** SLS 25RS 381

Bill Text Version: **ORIGINAL**

Opp. Chamb. Action:

Proposed Amd.:

Sub. Bill For.:

Date: April 21, 2025	7:47 PM	Author: BOUIE
Dept./Agy.: Workforce Commission		
Subject: Retail Service Worker Health and Safety Act		Analyst: Mimi Blanchard

EMPLOYMENT

OR INCREASE GF EX See Note

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Establishes the Retail Service Worker Health and Safety Act. (8/1/25)

Proposed law requires employers with at least ten retail workers to assess workplace violence risks and implement a written prevention program, including employee training, incident reporting, and safety measures such as lighting and cash handling procedures. Proposed law requires annual training on workplace violence response, including use of panic buttons, de-escalation tactics, and emergency procedures. Employers must document incidents and review risk factors annually. Employers with fifty or more retail workers must install panic buttons. Those with a certain number of violent incidents, as determined by the Louisiana Workforce Commission, must employ a security guard during business hours. Government entities are excluded from the definition of “employer”. Authorizes the Louisiana Workforce Commission to adopt rules to implement the Act.

Effective August 1, 2025.

EXPENDITURES	2025-26	2026-27	2027-28	2028-29	2029-30	5 -YEAR TOTAL
State Gen. Fd.	\$97,085	\$85,511	\$88,931	\$92,489	\$96,188	\$460,204
Agy. Self-Gen.	\$0	\$0	\$0	\$0	\$0	\$0
Ded./Other	\$0	\$0	\$0	\$0	\$0	\$0
Federal Funds	\$0	\$0	\$0	\$0	\$0	\$0
Local Funds	\$0	\$0	\$0	\$0	\$0	\$0
Annual Total	\$97,085	\$85,511	\$88,931	\$92,489	\$96,188	\$460,204

REVENUES	2025-26	2026-27	2027-28	2028-29	2029-30	5 -YEAR TOTAL
State Gen. Fd.	\$0	\$0	\$0	\$0	\$0	\$0
Agy. Self-Gen.	\$0	\$0	\$0	\$0	\$0	\$0
Ded./Other	\$0	\$0	\$0	\$0	\$0	\$0
Federal Funds	\$0	\$0	\$0	\$0	\$0	\$0
Local Funds	\$0	\$0	\$0	\$0	\$0	\$0
Annual Total	\$0	\$0	\$0	\$0	\$0	\$0

EXPENDITURE EXPLANATION

The Louisiana Workforce Commission (LWC) reports that it does not currently serve as the enforcement agency for employment-related workplace safety and will be required to develop a new reporting and monitoring system for retail workplace incidents. A one-time expenditure of \$8,250 will be needed for software, hardware, and onboarding costs. One (1) Occupational Safety Consultant in the OSHA unit will be needed to develop and manage the system, with an associated expense of \$82,223 (salary and related benefits) in FY 26. In subsequent fiscal years, a 4% increase in salaries and related benefits for market rate adjustments for the T.O. will be given, as the LFO presumes the Occupational Safety Consultant position will be classified.

The Secretary will also be responsible for determining when an employer has had a sufficient number of violent incidents to require the hiring of a security guard. LWC estimates it will utilize two (2) existing attorney positions to develop and promulgate rules, at a one-time expense of \$6,641 (salary and related benefits).

LWC reports that these costs cannot be absorbed within existing resources or covered by its existing Federal funding and will require an SGF appropriation.

REVENUE EXPLANATION

There is no anticipated direct material effect on governmental revenues as a result of this measure.

Senate

Dual Referral Rules

House

☐ 13.5.1 >= \$100,000 Annual Fiscal Cost {S & H}

☐ 6.8(F)(1) >= \$100,000 SGF Fiscal Cost {H & S}

☐ 13.5.2 >= \$500,000 Annual Tax or Fee Change {S & H}

☐ 6.8(G) >= \$500,000 Tax or Fee Increase or a Net Fee Decrease {S}

Alan M. Boxberger
Legislative Fiscal Officer