

STATE OF NEW YORK

4925

2025-2026 Regular Sessions

IN SENATE

February 14, 2025

Introduced by Sens. RAMOS, BROUK, COONEY, JACKSON, RIVERA -- read twice and ordered printed, and when printed to be committed to the Committee on Labor

AN ACT to amend the labor law, in relation to requiring training to reduce abusive conduct and bullying in the workplace

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

- 1 Section 1. Subdivisions 3, 4, and 5 of section 27-b of the labor law,
2 as added by chapter 82 of the laws of 2006, are amended to read as
3 follows:
- 4 3. Risk evaluation and determination. Every employer shall evaluate
5 its workplace or workplaces to determine the presence of factors or
6 situations in such workplace or workplaces that might place employees at
7 risk of occupational assaults and homicides. Examples of such factors
8 shall include, but not be limited to:
- 9 a. working in public settings (e.g., social services or other govern-
10 mental workers, police officers, firefighters, teachers, public trans-
11 portation drivers, health care workers, and service workers);
12 b. working late night or early morning hours;
13 c. exchanging money with the public;
14 d. working alone or in small numbers;
15 e. abusive conduct and bullying in the workplace;
16 f. uncontrolled access to the workplace; and
17 [~~f.~~] g. areas of previous security problems.
- 18 4. Written workplace violence prevention program. Every employer with
19 at least twenty full time permanent employees shall develop and imple-
20 ment a written workplace violence prevention program for its workplace
21 or workplaces that includes the following:
- 22 a. a list of the risk factors identified in subdivision three of this
23 section that are present in such workplace or workplaces;

EXPLANATION--Matter in italics (underscored) is new; matter in brackets [~~-~~] is old law to be omitted.

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1 b. the methods the employer will use to prevent incidents of occupa-
2 tional assaults and homicides at such workplace or workplaces, including
3 but not limited to the following:

4 (1) making high-risk areas more visible to more people;

5 (2) installing good external lighting;

6 (3) using drop safes or other methods to minimize cash on hand;

7 (4) posting signs stating that limited cash is on hand;

8 (5) providing training in conflict resolution and nonviolent self-de-
9 fense responses; and

10 (6) establishing and implementing reporting systems for incidents of
11 aggressive behavior, abusive conduct, and bullying.

12 5. Employee information and training. a. Every employer with at least
13 twenty permanent full time employees shall make the written workplace
14 violence prevention program available, upon request, to its employees,
15 their designated representatives and the department.

16 b. Every employer shall provide its employees with [~~the following~~]
17 information and training on preventing and reporting workplace bullying
18 and abusive conduct and the risks of occupational assaults and homicides
19 in their workplace or workplaces at the time of their initial assignment
20 and annually thereafter:

21 (1) employees shall be informed of the requirements of this section,
22 the risk factors in their workplace or workplaces, and the location and
23 availability of the written workplace violence prevention program
24 required by this section; and

25 (2) employee training shall include at least: (a) how how to identify
26 and report workplace bullying and abusive conduct and the measures
27 employees can take to protect themselves from such risks, including
28 specific procedures the employer has implemented to protect employees,
29 such as appropriate work practices, emergency procedures, use of securi-
30 ty alarms and other devices, and (b) the details of the written work-
31 place violence prevention program developed by the employer.

32 § 2. This act shall take effect on the one hundred eightieth day after
33 it shall have become a law.