

NEW YORK EMPLOYERS NEED TO PREPARE FOR THREE MAJOR WORKPLACE LAWS TAKING EFFECT IN JUNE

Insights
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New York employers will see three significant workplace laws come into effect in June, and retail, warehouse, and fashion industry employers throughout the state need to take notice. You'll face new requirements for workplace safety, employee protections, and more. If you're not yet aware of your new obligations, you should review this summary and act promptly to ensure compliance – and avoid potential penalties.

Retail Worker Safety Act (Amendments Effective June 2)

Applies to: Employers in New York with 10 or more retail employees.

Immediate Requirements:

- **Workplace Violence Prevention Policy:** Develop a written policy identifying risk factors (such as late-night shifts, cash handling, working alone) and outlining prevention methods.
- **Employee Training:** Provide training on de-escalation tactics, emergency procedures, and use of security devices.
 - Employers with 50+ employees: Upon hire and annually thereafter.
 - Employers with fewer than 50 employees: Upon hire and every two years thereafter.

Future Requirements:

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- **Silent Response Buttons:** By January 1, 2027, employers with 500+ retail employees statewide must provide silent response buttons for employees to request immediate assistance during emergencies.

Want to Read More?

- [New York Makes Key Changes to Retail Worker Safety Act: 5 Takeaways for Employers](#)

Action Steps:

1. Assess workplace violence risks specific to your retail environment.
2. Develop and implement a compliant workplace violence prevention policy.
3. Schedule and conduct required employee training sessions.
4. Plan for the installation of silent response buttons in (if applicable) in the not-to-distant future.

Note: The state Department of Labor has recently released its model policy and training program, [which can be found here](#). Employers must adopt the state models or develop their own policy and training that equals or exceeds the minimum standards set forth in the model.

Warehouse Worker Protection Act (Effective June 1 and June 19)

Applies to: Employers in New York with:

- 100+ employees at a single “warehouse distribution center” in New York, or
- 1,000+ employees across multiple “warehouse distribution centers” in New York.

Key Requirements:

- **Injury Reduction Program:** Implement a program to identify and minimize musculoskeletal injury risks, including:
 - Worksite evaluations by certified ergonomists.



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- Annual updates or evaluations within 30 days of creation or change of a job, process or operation.
- Employee training on safe material handling practices.
- Employee involvement in injury reduction efforts.
- **Quota Transparency:** Disclose work speed data to employees and prohibit disciplinary actions for failing to meet undisclosed or unsafe quotas.

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- [New Laws for New York Employers in a New Year: What to Know as 2025 Unfolds](#)

Action Steps:

1. Determine if your operations meet the definition of a “warehouse distribution center” and related coverage thresholds.
2. Develop and implement an Injury Reduction Program by June 1.
3. Complete initial worksite evaluations by certified ergonomists by June 19.
4. Establish procedures for quota disclosures and ensure compliance with transparency requirements.

Fashion Workers Act (Effective June 19)

Applies to: Model management companies (MMCs) and clients engaging models in New York.

Key Requirements:

- **MMC Registration:** MMCs and model management groups must register with the New York Department of Labor within one year (by June 19, 2026), including:
 - Providing business information and ownership details.
 - Posting a \$50,000 surety bond for companies with more than five employees.
 - Paying a registration fee (\$500 for companies with five or fewer employees; \$700 for companies with more than five employees).

- **Model Protections:** MMCs must:
 - Act in the best interests of models (fiduciary duty).
 - Conduct due diligence to ensure safe working conditions.
 - Provide models with copies of final agreements and deal memos at least 24 hours before services commence in the language requested by the model.
 - Disclose any financial relationships with clients.
 - Obtain clear written consent for the creation or use of digital replicas of models.
- **Client Responsibilities:** Entities hiring models must ensure they engage only with registered MMCs and comply with the Act's provisions, such as compensation requirements (overtime) and providing meal breaks.

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- [New Laws for New York Employers in a New Year: What to Know as 2025 Unfolds](#)

Action Steps:

1. MMCs: Prepare and submit registration applications by June 19, 2026.
2. Review and update contracts to comply with disclosure and consent requirements.
3. Implement policies to safeguard models' rights and well-being.
4. Clients: Verify MMC registration status and ensure compliance with the Act when engaging models.

Conclusion

For detailed guidance and compliance assistance, reach out to your Fisher Phillips attorney, the authors of this Insight, or any attorney in [our New York City office](#). We will continue to provide the most up-to-date information on labor and employment developments in New York, so make sure you are subscribed to [Fisher Phillips' Insight System](#).