

# NYS Workplace Safety Committee

### **Empowering Employees to Create Safer Workplaces**

What is it? New York State's Workplace Safety Committee Law (Labor Law Section 27-d) enables private sector employees to establish joint labor-management safety committees. This law took effect on Nov. 1, 2021, giving workers a formal voice in workplace safety matters.

# **Establishing a Committee**

- Applies to private employers with 10+ employees
- A committee may be formed at the request of at least two non-supervisory employees
- Employers must acknowledge requests within 15 days and notify all employees within five days
  of committee recognition

# **Committee Functions and Rights**

#### **Meetings and Training**

- Quarterly meetings (maximum two paid work hours per quarter)
- Members entitled to up to four hours of paid safety training annually

#### **Powers and Responsibilities**

- Establish rules for member selection, terms and training
- Review workplace safety policies and programs
- Raise health and safety concerns to management
- Receive advance notice of governmental safety agency visits when possible
- Make recommendations through majority vote (unless alternative rules are adopted)

#### **Employer Obligations**

- Respond in writing to safety concerns raised by the committee
- Provide access to workplace safety policies and reports upon request
- Cannot interfere with committee operations or retaliate against members
- May withhold information only if prohibited by law or containing personal identifying details

## **Getting Started**

- 1. Employee Request: Submit a written request signed by at least two non-supervisory employees
- 2. Committee Formation: Once approved, select committee members according to the requirements
- 3. Initial Meeting: Establish operating procedures and elect co-chairs
- 4. Regular Operation: Hold quarterly meetings and document safety concerns and recommendations



For additional resources, forms and guidance, visit the New York State Department of Labor's Workplace Safety Committee page or contact your local labor representative.