



HOUSE BILL 258: Worker Safety Act of 2026.

2025-2026 General Assembly

Analysis of: S.L. 2026-13

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Prepared by: Legislative Analysis
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S.L. 2026-13 (House Bill 258) amends the Retaliatory Employment Discrimination Act (REDA) to do all of the following:

- Provide specific requirements for a complaint alleging a violation.
- Require written authorization for a third party to submit a complaint.
- Require the destruction of any extraneous materials submitted with a complaint.
- Allow a respondent to submit a position statement containing affirmative defenses within seven days of receipt of the complaint.
- Allow the Commissioner of Labor to open an investigation prior to receiving a response from the respondent.
- Provide that computation of time under REDA follows Rule 6 of the Rules of Civil Procedure.

The act became effective June 22, 2026.

Kara McCraw
Director



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