

**Park Nicollet Methodist Hospital
And
Minnesota Nurses Association
HOSPITAL Counterproposal #6 Regarding:**

Union #13 (Workplace Violence) MODIFIED:

May 6, 2019

Article 24, Section E

Workplace Violence

The Hospital and Association recognize the effects that incidents of violence have on patients, visitors and staff. The Hospital is committed to providing a safe, healthy and secure environment for patients, visitors, and staff. In order to ensure the professional longevity and continued health of staff who work in areas where violent events may occur, the Hospital and the Association are committed to working together to prevent and respond to incidents of violence.

The Hospital will ~~communicate~~ **provide education on** and reinforce its **commitment to the Hospital's** Violence Free Workplace Policy and **will communicate its** expectations to staff, patients and visitors.

The Hospital will continue to evaluate the appropriate use of technology, visual cues and other reasonable means for alerting staff that a patient, patient's family member or visitor has a history of violence on the Hospital campus.

Hospital security will be alerted and engaged as appropriate to support and promote a safe work environment.

Nurses are encouraged to report all incidents of workplace violence and to contact the Employee Occupational Health and Safety Department following any incident of workplace violence. **Employee Occupational Health and Safety will contact the nurse's leader to coordinate the implementation of post-incident protocols.** Employee Occupational Health and Safety will facilitate support and resources for the affected employee(s) such as the Employee Health Clinic, Employee Assistance Program and stress management resources.

A nurse who has experienced workplace violence will be given the opportunity to be free from duty without loss of pay for the remainder of that shift. If additional time away is needed the Employee Occupational Health and Safety Department will explore options with the nurse via programs, resources and offerings available such as paid administrative leave and assistance with the Workers' Compensation process.

A nurse who has experienced violence that was committed by a patient or that patient's family shall not be required to assume the assignment of that patient on a future date without the consent of the nurse **or in the case of emergency.** ~~unless the nurse's care is vital to ensuring the patient's need for care is met.~~

Following the report of a violent event a documented debrief will take place as appropriate that includes staff involved and other members of a typical debrief team. The intent of the debrief is to create a safe space for staff to discuss the event. **The debrief will be scheduled to occur as soon as reasonably possible after report of the event has been received.**

Reported incidents of violence will be reviewed **monthly in 2019 and regularly thereafter** by the Labor-Management Committee or its delegate. The Labor Management Committee will review trends and through mutual agreement make recommendations for change.

The Hospital reserves the unconditional right to add to, modify or withdraw any proposals prior to final agreement on all terms for a new Collective Bargaining Agreement.