



MNA Modified Proposal in Response to Employer 5/8/19 (4:28 p.m.) Counter  
Proposal on Workplace Violence

May 15, 2019

**27. HEALTH AND SAFETY**

- A. Safety Policy: It shall be the policy of the Hospital that the safety of the nurses, the protection of work areas, the adequate education, and necessary safety practices, and the prevention of accidents are a continuing and integral part of its everyday responsibility. Further, the Hospital is committed to providing employees a work environment that is free from hostile, abusive, and disrespectful behavior.

It shall also be the responsibility of all nurses to cooperate in programs to promote safety to themselves and to the public, including participation on committees, and compliance with rules promulgated to promote safety and a violence-free workplace. This nurse responsibility shall include the proper use of all safety devices in accordance with recognized safety procedures.

- B. Equipment and Facilities: The Hospital will make reasonable effort to provide nurses with safe and adequate equipment, working environment and facilities.
- C. Infectious or Contagious Disease: Where infectious or contagious diseases are diagnosed or suspected, upon request of the Association, representatives of the Hospital shall meet promptly with the Association representatives to determine what step, if any, are necessary to safeguard the health and safety of the nurses, as well as the patients. A registered nurse who may be at risk of exposure to an infectious agent or agents as the result of responsibilities for the care of a patient shall be informed of that patient's diagnosis or possible diagnosis by the Hospital according to the Hospital policy and procedure.
- D. Nursing Health and Safety Committee: A Nursing Health and Safety Committee will be established as a component part of the Hospital's basic Health and Safety-Committee-and Workplace Violence Committee. The

Nursing Health and Safety Committee shall consist of an equal number of representatives designated by the Hospital and designated by the bargaining unit and shall have standing monthly meetings as part of the Labor Management Committee (LMC). The Committee shall consider and develop recommendations on health and safety matters of particular concern to registered nurses, including but not limited to infectious diseases, chemical hazards, radiation, security ~~and~~ physical safety and development and display of appropriate signage addressing workplace violence, radiation. The Hospital will cooperate in providing the Nursing Health and Safety Committee with relevant background information. Recommendations will be sent to the Hospital Health and Safety Committee, and when appropriate, the Workplace Violence Committee, for action. If those recommendations are not implemented, the Committee may bring the matter to the attention of the Chief Nurse Executive. Membership of the Workplace Violence Prevention Committee shall include, but not be limited to, representatives from Security, Employee Occupational Health, Management, Quality and Patient Safety, Practice and Education, and MNA-designated Nursing Staff.

In addition to providing access to and copies of the OSHA 2300 records and First Report of Injury forms as required by Statute or Rule and Regulations, the Hospital will furnish copies of its Right to Know plan and its over-all AWAIR plan.

- E. Physical Violence and Verbal Abuse: Each facility will have a trained response team(s) which will respond to all emergency situations where physical violence, the threat of physical violence, or verbal abuse occurs. A process will be developed to record and report these incidents of a non-emergency nature. These records will be evaluated by the Nursing Health and Safety Committee when the situation involves a registered nurse.

Employers will encourage registered nurses who are victims of assault in the workplace to recognize the potential emotional impact and offer counseling or other delayed stress debriefing.

In addition, a registered nurse who has been assaulted at work and is unable to continue working will be given the opportunity to be free from duty without loss of pay for the remainder of that shift. Upon receipt of verifiable medical certification confirming physical or emotional injury necessitating additional time off beyond the day of the incident, the Hospital agrees to grant the nurse up to three consecutive calendar days off without loss of pay immediately following the date of the incident, in the form of paid administrative leave. Furthermore, the incident of workplace violence must be reported by the nurse in order to be eligible for any paid administrative leave. However, if a report is made more than three days after the event (but in no event later than ten days) administrative leave may be provided retroactively. 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.

F. Workplace Violence: The Hospital and Association recognize the effects traumatic events of violence directed at staff have and the obligation of the Employer to provide a safe 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 occur, the Hospital and Union agree to the following commitments:

Preventative Efforts.

The Hospital will cooperate in providing the Nursing Health and Safety Committee with relevant background information. Recommendations will be sent to the Hospital Health and Safety Committee for action. If those recommendations are not implemented, the Committee may bring the matter to the attention of the Chief Nurse Executive.

In addition to providing access to and copies of the OSHA 3-200 records and First Report of Injury forms as required by Statute or Rule and Regulations, the Hospital will furnish copies of its Right to Know plan and its over-all AWAIR Plan.

Physical Violence and Verbal Abuse: Each facility will have a trained response team(s) which will respond to all emergency situations where physical violence, the threat of physical violence, or verbal abuse occurs. A process will be developed to record and report these incidents of a non-emergency nature. These records will be evaluated by the Nursing Health and Safety Committee when the situation involves a registered nurse.

Employers will encourage registered nurses who are victims of assault in the workplace to recognize the potential emotional impact and offer counseling or other delayed stress debriefing.

- In addition, a registered nurse who has been assaulted at work and is unable to continue working will be given the opportunity to be free from duty without loss of pay for the remainder of that shift
- The Hospital will continue to evaluate available technology, visual cues and other reasonable means to alert that a patient's family member or visitor has a history of violence on the Hospital campus.
- On obstetric units, a social screening is completed upon admission to determine appropriate security measures.
- Behavioral Restraints: The Hospital will maintain a behavioral restraint policy to be used with the appropriate patient population.

## Traumatic Events

The Hospital and Association recognize the effects traumatic events of violence directed at staff have on the whole person. In order to ensure the professional longevity and continued health of staff, the Hospital and Association agree to the following provisions for all Registered Nurses.

- When a violent event occurs on a unit, there shall be an immediate initial debrief that includes management and staff involved and a designated MNA nurse. Following the report of a violent event, MNA Co-Chairs and designated MNA Staff will be notified and a Critical Stress Debrief will be made available, usually within seventy-two (72) hours. The Debrief Team will consist of the appropriate staff involved and other members of a typical debrief team. The intent of the Critical Stress Debrief is to create a safe space for the staff to discuss the event. The Nurse Leader and Employee Occupational Health and Safety Department will facilitate support and resources for the affected nurse. Plain language descriptions of all available resources will be made available and the assaulted/impacted nurse can determine which will be used.
- The Hospital shall notify all staff working on the premises if there is an event that creates a building lockdown protocol. Staff will be given detailed instructions that include actions to be taken for the protection and well-being of patients, families and themselves.
- A nurse who has been the victim of violence that was committed by a patient or that patient's family member or visitor shall not be required to assume the assignment of that patient on a future date.
- The Nursing Health and Safety Committee will recommend preparedness and response action plans to acts of violence, review the action plans annually and propose changes it deems appropriate. When trends or patterns regarding workplace reports or concerns are noted, the Committee will meet and review relevant policies in order to make recommendations for changes or updates to the Hospital.
- Monthly workplace violence reports will be provided to the MNA Chairs and designated MNA Staff.