

TENTATIVE AGREEMENT

ARTICLE XVII - WORKPLACE HEALTH AND SAFETY

A. Health, Welfare and Safety

1. The Parties will work together to maintain a safe place of employment for Registered Nurses.
2. Workplace Violence Prevention
 - a. The Employer shall maintain a Workplace Violence Program compliant with the Cal-OSHA standard on Workplace Violence Prevention in Health Care (California Code of Regulations, Title 8 Section 3342) (the "Workplace Violence Standard").
 - b. As part of its compliance with the Workplace Violence Standard, the Hospital will actively involve the Association in the ongoing developing, implementation, and review of the Workplace Violence Program, including the Association's participation in identifying, evaluating, and correcting workplace violence hazards, designing and implementing training, and reporting and investigating workplace violence incidents.
 - c. A Nurse who has been injured physically and/or psychologically, or who witnessed an act of violence or aggression will be offered appropriate medical care and/or counseling. The incident should be reported immediately to the manager/house supervisor and the Nurse may request a patient reassignment. Such a request shall not be unreasonably denied, taking into account whether other nursing staff are available to care for the patient. The Association may request to discuss at NCC any specific instances where its members have reported that their requests for patient reassignment were denied.
 - d. Following an incident of workplace violence, the Hospital will conduct a post-incident debrief with those involved in the incident, which shall include as applicable:
 - i. Reviewing patient specific risk factors and any risk reduction measures specified for that patient
 - ii. Reviewing whether appropriate corrective measures developed under the workplace violence prevention plan were effectively implemented.
 - e. Workplace Violence Prevention shall become a standing agenda item for the PRNC's meetings with the Chief Nursing Officer or ^{designee} ~~her delegate~~. The Committee will be given data of the previous month's workplace violence incidents. If the committee believes additional data is needed in order to make recommendations, they can discuss ~~the issue~~ ^{the issue} with the Chief Nursing Officer or designee. In connection with this agenda item, the

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Committee will discuss the following:

- i. Signage and other visual displays informing employees, patients and visitors that the Hospital has a zero-tolerance policy for aggressive behavior towards Hospital caregivers;
- ii. Workplace violence hazards and solution implementation.
- iii. Review of trends in the report(s) of workplace violence incidents.
- iv. Periodic review of the Hospital's program to comply with the Workplace Violence Standard and compliance with California Code of Regulations, Title 8 Section 3342
- v. Make recommendations for changes required to comply with Violence Workplace Violence Standard and California Code of Regulations, Title 8 Section 3342
- vi. Meet with the Hospital's Director of Risk or delegate quarterly.

Signatures:

Peter Brackner 10/3/2023 1750
Peter Brackner
agreement with edits.

Leslie Pereira

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