



PPC ENFORCEMENT TOOL »

CALIFORNIA WORKPLACE VIOLENCE PREVENTION REGULATIONS

The California Nurses Association (CNA) sponsored Senate Bill 1299 in response to increasingly frequent and severe workplace violence faced by registered nurses and other healthcare workers. S.B. 1299 became law in 2014 and directed Cal/OSHA to develop a comprehensive workplace violence prevention standard for hospitals and other healthcare settings. CNA members provided significant testimony during the rule-making process, which enabled Cal/OSHA to develop comprehensive regulations that are a model for the nation.

While Cal-OSHA is the governmental agency that enforces these regulations, it will be the responsibility of the nurses, through the Professional Practice Committee (PPC), to ensure proper enforcement at our hospitals.

HOW WE ENSURE COMPLIANCE TO THE REGULATIONS

The previous list constitutes what employers are legally required to do. To address the deficiencies that will exist in our workplaces, we will collectively, through our PPCs, itemize the steps our employers must take to be compliant, and follow-through with an ACTION PLAN that requires participation from nurses to guarantee enforcement. The following are steps we will take under the guidance of our PPCs:

- **ASSESS** — What has our employer done to identify workplace violence hazards and implement effective prevention and response measures in your unit?
- **IDENTIFY** — Which are the units and other areas where workplace violence is an issue? Where has our employer not effectively prevented workplace violence hazards? Steps we will roll out:
 - » Request the employer's violent incident logs [8 CCR §3342 (h)(3) and (h)(5)]. Analyze the logs to identify particular units or areas with frequent or severe violent incidents or other patterns.
 - » Evaluate the employer's unit-specific written plans. Are they available for reference at all times on every unit? Do they meet the requirements of the regulation? Use the attached checklist to evaluate the written plans.
 - » Survey the nurses on each unit to identify issues with the employer's implementation of the workplace violence prevention program.
- **INFORM** — After assessing the employer's plan and what's been implemented on each unit, we will identify the issues that need resolution. We will work together through the PPC to communicate our plan for correction, notify the employer of the issues and maintain copies of our communication.
- **ESCALATE** — If the employer has neither responded nor resolved the issues, we will, through the PPC, our Labor Rep, and other nurse leaders, create a clear and concise escalation plan.

