

## 2021 Alliance National Bargaining – Tentative Agreement

Subcommittee: Patient and Worker Safety

Deliverable 4: Prevention of Workplace Violence

Recommendation 1: Update and enhance current PWV language (Section J.6, page 42):

- a) Establish:
  - i. LMP committees in each market, and
  - ii. Reporting mechanism from local/market PWV committee to National PWV committee.
- b) Update “LMP Co-Chairs” to “LMP Tri-Chairs” for receipt of the National LMP Committee recommendations.

Recommendation 2:

Revise existing Exhibit I.J.6 (add highlighted language)

### **WORKPLACE VIOLENCE PREVENTION**

#### **Areas of Focus for the National Team:**

Education and Training Focus:

- » Catalog current trainings in the various forums;
- » Spread successful practices and implement consistently; and
- » Develop new trainings, as needed. These trainings should address the various forms of violence in the workplace.

EAP Focus:

- » Ensure EAP resources are consistent throughout all Regions;
- » Identify inventory and make sure it is known throughout all the Regions; and
- » Identify other opportunities, such as sensitivity training regarding intentional and unintentional bullying.

Organizational Consistency Focus:

- » Involve Labor, program-wide, in the Threat Management Team (TMT) process;
- » Consistently implement TMT throughout all Regions; and
- » Educate and promote about available event notification system
- » Identify successful violence prevention practices and training (e.g., de-escalation training, Green Blanket program, a violence prevention “toolkit” available to managers and frontline employees) and make recommendations to spread consistently throughout the Regions.

Note: The joint Contract Language Team will finalize actual language at a later date.

## 2021 Alliance National Bargaining – Tentative Agreement


### Data and Reporting Focus:

- » Provide appropriate/relevant data during the market/local/service area LMP monthly/quarterly meetings
- » Identify the opportunity for a single data flow reporting process on events identified for common reporting. Include collecting and analyzing data and trends, and developing strategies to address them.

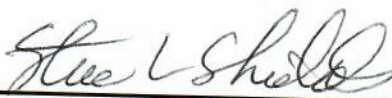
### Communication Focus:

- » Develop a communication process which includes “Follow-Up” assurance with the originator of the concern or complaint; and
- » Develop a communication strategy to increase awareness of violence prevention programs and resources. For example: Prevention of Workplace Violence (PWV) SharePoint, Annual Awareness week; a Resource Guide; etc.

### Agreed:

  
\_\_\_\_\_  
Hal Ruddick  
Executive Director  
Alliance of Health Care  
Unions

11/11/21  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Steve Shields  
Senior Vice President  
National Labor Relations, Kaiser  
Permanente

11/11/2021  
\_\_\_\_\_  
Date

Note: The joint Contract Language Team will finalize actual language at a later date.