

Tentative Agreement

Section 18.9 – Safety and Workplace Violence

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a) Workplace Safety - State Division of Industrial Safety and OSHA

The County necessarily abides by safety standards established by the State Division of Industrial Safety and pursuant to the Occupational Safety and Health Act.

b) Workplace Violence Prevention

The County is committed to providing a safe and healthy work environment for its employees, including nurses, and further agrees to comply with all applicable local, state, and federal health and safety laws and regulations.

Workplace Violence training shall be made available and is required at least annually in accordance with the California Occupational Safety and Health Administration Workplace Violence Prevention in Healthcare regulation (8 CCR § 3342).

The County further agrees to comply with all applicable local, state, and federal health and safety laws and regulations. If safety laws and regulations differ from the requirements of this section, the higher safety standard shall be in effect. Workplace violence is defined in state law and County policy.

In the event a nurse is physically injured during an incident of workplace violence, the County will:

1. Offer to provide medical care/first aid to the injured nurse(s), and provide counseling resources, if needed;
2. Take necessary safety precautions in accordance with law and policy;
3. Provide RNPA with notice of the incident within a reasonable amount of time;
4. Conduct a post-incident debrief with those involved in the incident.

SCVH has a Workplace Violence Prevention Committee for which the Association may appoint up to three (3) designees to participate. At the regularly scheduled Workplace Violence Prevention Committee meeting, the County shall provide the Association with publicly available information on reported workplace violence events. This Committee must be involved in reviewing and, when appropriate, recommending changes to SCVH's Workplace Violence Prevention Plan.

The County shall prohibit weapons in its facilities, and it will seek to deter weapons through technology, physical security, and other viable means.

The County shall provide the Association with workplace violence statistics through the Workplace Violence Prevention Committee.

From: SCCo To RNPA 1/26/2024

This proposal includes all previous proposals unless specifically modified herein.

All Tas subject to ratification by the BOS.

New language is underlined.

Deleted language is struck through.

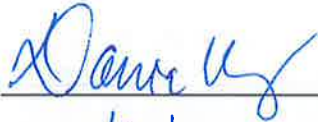
Current contract language is CCL.

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The County will provide notification of major safety incidents via the County-approved emergency notification system (e.g., AlertUs, text messaging system, and/or email).

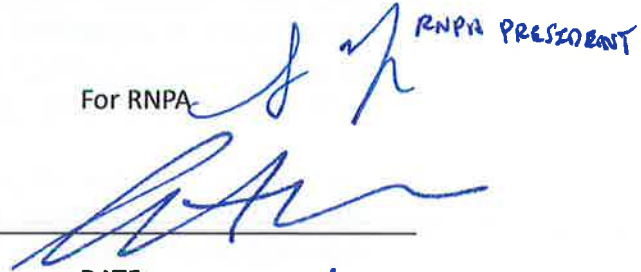
For the County



DATE: 1/27/2024

C. Chulka 1/27/2024

For RNPA



RNPA PRESIDENT

DATE:

1/27/24

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