AMENDMENT TO H.R. 1195, AS REPORTED
OFFERED BY MR. KELLER OF PENNSYLVANIA

Strike all after the enacting clause and insert the following:

1 SECTION 1. SHORT TITLE.

This Act may be cited as the “Workplace Violence Prevention for Health Care and Social Service Workers Act”.

2 SEC. 2. TABLE OF CONTENTS.

The table of contents for this Act is as follows:

Sec. 1. Short title.
Sec. 2. Table of contents.

TITLE I—WORKPLACE VIOLENCE PREVENTION STANDARD

Sec. 101. Final standard.
Sec. 102. Scope and application.
Sec. 103. Requirements for workplace violence prevention standard.
Sec. 104. Rules of construction.
Sec. 105. Other definitions.

TITLE II—AMENDMENTS TO THE SOCIAL SECURITY ACT

Sec. 201. Application of the workplace violence prevention standard to certain facilities receiving Medicare funds.

7 TITLE I—WORKPLACE VIOLENCE PREVENTION STANDARD

8 SEC. 101. FINAL STANDARD.

(a) IN GENERAL.—The Secretary of Labor shall pro-
mulgate a final standard on workplace violence preven-
tion—
(1) to require certain employers in the healthcare and social service sectors, and certain employers in sectors that conduct activities similar to the activities in the healthcare and social service sectors, to develop and implement a comprehensive workplace violence prevention plan to protect health care workers, social service workers, and other personnel from workplace violence; and

(2) that may be based on the Guidelines for Preventing Workplace Violence for Healthcare and Social Service Workers published by the Occupational Safety and Health Administration of the Department of Labor in 2015 and adhere to the requirements of this title.

(b) EFFECTIVE DATE OF STANDARD.—The final standard shall—

(1) take effect on a date that is not later than 60 days after promulgation, except that such final standard may include a reasonable phase-in period for the implementation of required engineering controls that take effect after such date; and

(2) be enforced in the same manner and to the same extent as any standard promulgated under section 6(b) of the Occupational Safety and Health Act of 1970 (29 U.S.C. 655(b)).
(c) **Educational Outreach.**

1. **During Rulemaking.**—During the period beginning on the date the Secretary commences rule-making under this section and ending on the effective date of the final standard promulgated under this section, the Secretary of Labor shall engage in an educational campaign for covered employees and covered employers regarding workplace violence prevention in health care and social service industries on the materials of the Occupational Safety and Health Administration on workplace violence prevention for such industries.

2. **Requirements of Final Standard.**—Beginning on the date on which the final standard is promulgated under this section, the Secretary shall engage in an educational campaign for covered employees and covered employers on the requirements of such final standard.

**SEC. 102. SCOPE AND APPLICATION.**

In this title:

1. **Covered Facility.**—

   (A) In general.—The term “covered facility” means a facility with respect to which the Secretary determines that requirements of the final standard promulgated under section
101(a) would be reasonably necessary or appropriate, and which may include the following:

(i) Any hospital, including any specialty hospital.

(ii) Any residential treatment facility, including any nursing home, skilled nursing facility, hospice facility, and long-term care facility.

(iii) Any medical treatment or social service setting or clinic at a correctional or detention facility.

(iv) Any community-based residential facility, group home, and mental health clinic.

(v) Any psychiatric treatment facility.

(vi) Any drug abuse or substance use disorder treatment center.

(vii) Any independent freestanding emergency centers.

(viii) Any facility described in subparagraphs (A) through (G) operated by a Federal Government agency and required to comply with occupational safety and health standards pursuant to section 1960 of title 29, Code of Federal Regulations
(as such section is in effect on the date of enactment of this Act).

(B) EXCLUSION.—The term “covered facility” does not include an office of a physician, dentist, podiatrist, or any other health practitioner that is not physically located within a covered facility described in subparagraphs (A) through (H) of paragraph (1).

(2) COVERED SERVICES.—The term “covered service”—

(A) includes—

(i) any services and operations provided in home health care, home-based hospice, and home-based social work;

(ii) any emergency medical services and transport, including such services when provided by firefighters and emergency responders;

(iii) any services described in clauses (i) and (ii) performed by a Federal Government agency and required to comply with occupational safety and health standards pursuant to section 1960 of title 29, Code of Federal Regulations (as such sec-
tion is in effect on the date of enactment
of this Act); and

(iv) any other services and operations

the Secretary determines should be covered
under the standards promulgated under
section 101; and

(B) does not include child day care serv-
ices.

(3) COVERED EMPLOYER.—

(A) IN GENERAL.—The term “covered em-
ployer” includes a person (including a con-
tractor, subcontractor, or a temporary service
firm) that employs an individual to work at a
covered facility or to perform covered services.

(B) EXCLUSION.—The term “covered em-
ployer” does not include an individual who pri-
vately employs a person to perform covered
services for the individual or a friend or family
member of the individual.

(4) COVERED EMPLOYEE.—The term “covered
employee” includes an individual employed by a cov-
ered employer to work at a covered facility or to per-
form covered services.
SEC. 103. REQUIREMENTS FOR WORKPLACE VIOLENCE

PREVENTION STANDARD.

Each standard described in section 101 may include the following requirements:

(1) Workplace violence prevention plan.—Not later than 6 months after the date of promulgation of the final standard under section 101(a), a covered employer shall develop, implement, and maintain a written workplace violence prevention plan for covered employees at each covered facility and for covered employees performing a covered service on behalf of such employer, which meets the following:

(A) Plan development.—Each Plan shall—

(i) subject to subparagraph (D), be developed and implemented with the meaningful participation of direct care employees and, where applicable, employee representatives, for all aspects of the Plan;

(ii) be applicable to conditions and hazards for the covered facility or the covered service, including patient-specific risk factors and risk factors specific to each work area or unit; and
(iii) be suitable for the size, complexity, and type of operations at the covered facility or for the covered service, and remain in effect at all times.

(B) PLAN CONTENT.—Each Plan shall include procedures and methods for the following:

(i) Identification of each individual or the job title of each individual responsible for implementation of the Plan.

(ii) With respect to each work area and unit at the covered facility or while covered employees are performing the covered service, risk assessment and identification of workplace violence risks and hazards to employees exposed to such risks and hazards (including environmental risk factors and patient-specific risk factors), which may be—

(I) informed by past violent incidents specific to such covered facility or such covered service; and

(II) conducted with—

(aa) representative direct care employees;
(bb) where applicable, the representatives of such employees; and

(cc) the employer.

(iii) Hazard prevention, engineering controls, or work practice controls to correct, in a timely manner, hazards that the employer creates or controls which—

(I) may include security and alarm systems, adequate exit routes, monitoring systems, barrier protection, established areas for patients and clients, lighting, entry procedures, staffing and working in teams, and systems to identify and flag clients with a history of violence; and

(II) shall ensure that employers correct, in a timely manner, hazards identified in the annual report described in paragraph (5) that the employer creates or controls.

(iv) Reporting, incident response, and post-incident investigation procedures, including procedures—
(I) for employees to report to the employer workplace violence risks, hazards, and incidents;

(II) for employers to respond to reports of workplace violence;

(III) for employers to perform a post-incident investigation and debriefing of all reports of workplace violence with the participation of employees and their representatives; and

(IV) to provide medical care or first aid to affected employees.

(v) Procedures for emergency response, including procedures for threats of mass casualties and procedures for incidents involving a firearm or a dangerous weapon.

(vi) Procedures for communicating with and educating of covered employees on workplace violence hazards, threats, and work practice controls, the employer’s plan, and procedures for confronting, responding to, and reporting workplace violence threats, incidents, and concerns, and employee rights.
(vii) Procedures for ensuring the co-
ordination of risk assessment efforts, Plan
development, and implementation of the
Plan with other employers who have em-
ployees who work at the covered facility or
who are performing the covered service.

(viii) Procedures for conducting the
annual evaluation under paragraph (6).

(C) AVAILABILITY OF PLAN.—Each Plan
shall be made available at all times to the cov-
ered employees who are covered under such
Plan.

(D) CLARIFICATION.—The requirement
under subparagraph (A)(i) shall not be con-
strued to require that all direct care employees
and employee representatives participate in the
development and implementation of the Plan.

(2) VIOLENT INCIDENT INVESTIGATION.—

(A) IN GENERAL.—As soon as practicable
after a workplace violence incident, of which a
covered employer has knowledge, the employer
shall conduct an investigation of such incident,
under which the employer shall—

(i) review the circumstances of the in-


ures implemented pursuant to the Plan of
the employer were effective; and

(ii) solicit input from involved employ-
ees, their representatives, and supervisors,
about the cause of the incident, and wheth-
er further corrective measures (including
system-level factors) could have prevented
the incident, risk, or hazard.

(B) DOCUMENTATION.—A covered em-
ployer shall document the findings, rec-
ommendations, and corrective measures taken
for each investigation conducted under this
paragraph.

(3) EDUCATION.—With respect to the covered
employees covered under a Plan of a covered em-
ployer, the employer shall provide education to such
employees who may be exposed to workplace violence
hazards and risks, which meet the following require-
ments:

(A) Annual education includes information
on the Plan, including identified workplace vio-
ence hazards, work practice control measures,
reporting procedures, record keeping require-
ments, response procedures, and employee
rights.
(B) Additional hazard recognition education for supervisors and managers to ensure they can recognize high-risk situations and do not assign employees to situations that predictably compromise their safety.

(C) Additional education for each such covered employee whose job circumstances has changed, within a reasonable timeframe after such change.

(D) Applicable new employee education prior to employee’s job assignment.

(E) All education provides such employees opportunities to ask questions, give feedback on such education, and request additional instruction, clarification, or other followup.

(F) All education is provided in-person or online and by an individual with knowledge of workplace violence prevention and of the Plan.

(G) All education is appropriate in content and vocabulary to the language, educational level, and literacy of such covered employees.

(4) RECORDKEEPING AND ACCESS TO PLAN RECORDS.—

(A) IN GENERAL.—Each covered employer shall—
(i) maintain at all times records related to each Plan of the employer, including workplace violence risk and hazard assessments, and identification, evaluation, correction, and education procedures;

(ii) maintain for a minimum of 5 years—

(I) a violent incident log described in subparagraph (B) for recording all workplace violence incidents; and

(II) records of all incident investigations as required under paragraph (2)(B); and

(iii) make such records and logs available, upon request, to covered employees and their representatives for examination and copying in accordance with section 1910.1020 of title 29, Code of Federal Regulations (as such section is in effect on the date of enactment of this Act), and in a manner consistent with HIPAA privacy regulations (defined in section 1180(b)(3) of the Social Security Act (42 U.S.C. 1320d–9(b)(3))) and part 2 of title 42,
Code of Federal Regulations (as such part is in effect on the date of enactment of this part), and ensure that any such records and logs removed from the employer’s control for purposes of this clause omit any element of personal identifying information sufficient to allow identification of any patient, resident, client, or other individual alleged to have committed a violent incident (including the person’s name, address, electronic mail address, telephone number, or social security number, or other information that, alone or in combination with other publicly available information, reveals such person’s identity).

(B) Violent incident log description.—Each violent incident log—

(i) shall be maintained by a covered employer for each covered facility controlled by the employer and for each covered service being performed by a covered employee on behalf of such employer;

(ii) may be based on a template developed by the Secretary not later than 1 year
after the date of promulgation of the standards under section 101(a);

(iii) may include a description of—

(I) the violent incident (including environmental risk factors present at the time of the incident);

(II) the date, time, and location of the incident, names and job titles of involved employees;

(III) the nature and extent of injuries to covered employees;

(IV) a classification of the perpetrator who committed the violence, including whether the perpetrator was—

(aa) a patient, client, resident, or customer of a covered employer;

(bb) a family or friend of a patient, client, resident, or customer of a covered employer;

(cc) a stranger;

(dd) a coworker, supervisor, or manager of a covered employee;
(ee) a partner, spouse, parent, or relative of a covered employee; or
(ff) any other appropriate classification;
(V) the type of violent incident (such as type 1 violence, type 2 violence, type 3 violence, or type 4 violence); and
(VI) how the incident was addressed;
(iv) not later than 7 days, depending on the availability or condition of the witness, after the employer learns of such incident, shall contain a record of each violent incident, which is updated to ensure completeness of such record;
(v) shall be maintained for not less than 5 years; and
(vi) in the case of a violent incident involving a privacy concern case as defined in section 1904.29(b)(7) of title 29, Code of Federal Regulations (as such section is in effect on the date of enactment of this Act), shall protect the identity of employ-
ees in a manner consistent with that section.

(C) **ANNUAL SUMMARY.**—Each covered employer shall prepare an annual summary of each violent incident log for the preceding calendar year that shall—

(i) with respect to each covered facility, and each covered service, for which such a log has been maintained, include the total number of violent incidents, the number of recordable injuries related to such incidents, and the total number of hours worked by the covered employees for such preceding year;

(ii) be completed on a form provided by the Secretary;

(iii) be posted for three months beginning February 1 of each year in a manner consistent with the requirements of section 1904 of title 29, Code of Federal Regulations (as such section is in effect on the date of enactment of this Act), relating to the posting of summaries of injury and illness logs;
(iv) be located in a conspicuous place or places where notices to employees are customarily posted; and

(v) not be altered, defaced, or covered by other material by the employer.

(5) Annual Evaluation.—Each covered employer shall conduct an annual written evaluation, conducted with the full, active participation of covered employees and employee representatives, of—

(A) the implementation and effectiveness of the Plan, including a review of the violent incident log; and

(B) compliance with education required by each standard described in section 101, and specified in the Plan.

(6) Anti-retaliation.—

(A) Policy.—Each covered employer shall adopt a policy prohibiting any person (including an agent of the employer) from discriminating or retaliating against any employee for reporting, or seeking assistance or intervention from, a workplace violence incident, threat, or concern to the employer, law enforcement, local emergency services, or a government agency, or participating in an incident investigation.
(B) ENFORCEMENT.—Each violation of the policy shall be enforced in the same manner and to the same extent as a violation of section 11(c) of the Occupational Safety and Health Act (29 U.S.C. 660(c)) is enforced.

SEC. 104. RULES OF CONSTRUCTION.
Notwithstanding section 18 of the Occupational Safety and Health Act of 1970 (29 U.S.C. 667)—

(1) nothing in this title shall be construed to curtail or limit authority of the Secretary under any other provision of the law;

(2) the rights, privileges, or remedies of covered employees shall be in addition to the rights, privileges, or remedies provided under any Federal or State law, or any collective bargaining agreement; and

(3) nothing in this Act shall be construed to limit or prevent health care workers, social service workers, or other personnel from reporting violent incidents to appropriate law enforcement.

SEC. 105. OTHER DEFINITIONS.

In this title:

(1) WORKPLACE VIOLENCE.—

(A) IN GENERAL.—The term “workplace violence” means any act of violence or threat of
violence, that occurs at a covered facility or while a covered employee performs a covered service.

(B) Exclusions.—The term “workplace violence” does not include lawful acts of self-defense or lawful acts of defense of others.

(C) Inclusions.—The term “workplace violence” includes an incident involving the threat or use of a firearm or a dangerous weapon, including the use of common objects as weapons, without regard to whether the employee sustains an injury.

(2) Type 1 Violence.—The term “type 1 violence”—

(A) means workplace violence directed at a covered employee at a covered facility or while performing a covered service by an individual who has no legitimate business at the covered facility or with respect to such covered service; and

(B) includes violent acts by any individual who enters the covered facility or worksite where a covered service is being performed with the intent to commit a crime.
(3) **Type 2 Violence.**—The term “type 2 violence” means workplace violence directed at a covered employee by customers, clients, patients, students, inmates, or any individual for whom a covered facility provides services or for whom the employee performs covered services.

(4) **Type 3 Violence.**—The term “type 3 violence” means workplace violence directed at a covered employee by a present or former employee, supervisor, or manager.

(5) **Type 4 Violence.**—The term “type 4 violence” means workplace violence directed at a covered employee by an individual who is not an employee, but has or is known to have had a personal relationship with such employee.

(6) **Alarm.**—The term “alarm” means a mechanical, electrical, or electronic device that can alert others but does not rely upon an employee’s vocalization in order to alert others.

(7) **Engineering Controls.**—

(A) **In General.**—The term “engineering controls” means an aspect of the built space or a device that removes or minimizes a hazard from the workplace or creates a barrier between a covered employee and the hazard.
(B) Inclusions.—For purposes of reducing workplace violence hazards, the term “engineering controls” includes electronic access controls to employee occupied areas, weapon detectors (installed or handheld), enclosed workstations with shatter-resistant glass, deep service counters, separate rooms or areas for high-risk patients, locks on doors, removing access to or securing items that could be used as weapons, furniture affixed to the floor, opaque glass in patient rooms (which protects privacy, but allows the health care provider to see where the patient is before entering the room), closed-circuit television monitoring and video recording, sight-aids, and personal alarm devices.

(8) Environmental risk factors.—

(A) In general.—The term “environmental risk factors” means factors in the covered facility or area in which a covered service is performed that may contribute to the likelihood or severity of a workplace violence incident.

(B) Clarification.—Environmental risk factors may be associated with the specific task being performed or the work area, such as
working in an isolated area, poor illumination
or blocked visibility, and lack of physical bar-
riers between individuals and persons at risk of
committing workplace violence.

(9) Patient-specific risk factors.—The
term “patient-specific risk factors” means factors
specific to a patient that may increase the likelihood
or severity of a workplace violence incident, includ-
ing—

(A) a patient’s psychiatric condition, treat-
ment and medication status, history of violence,
and known or recorded use of drugs or alcohol;
and

(B) any conditions or disease processes of
the patient that may cause the patient to expe-
rience confusion or disorientation, to be non-re-
sponsive to instruction, or to behave unpredict-
ably.

(10) Secretary.—The term “Secretary”
measures the Secretary of Labor.

(11) Work practice controls.—
(A) In general.—The term “work prac-
tice controls” means procedures and rules that
are used to effectively reduce workplace violence
hazards.
(B) INCLUSIONS.—The term “work practice controls” includes assigning and placing sufficient numbers of staff to reduce patient-specific Type 2 workplace violence hazards, provision of dedicated and available safety personnel such as security guards, employee training on workplace violence prevention method and techniques to de-escalate and minimize violent behavior, and employee education on procedures for response in the event of a workplace violence incident and for post-incident response.

**TITLE II—AMENDMENTS TO THE SOCIAL SECURITY ACT**

**SEC. 201. APPLICATION OF THE WORKPLACE VIOLENCE PREVENTION STANDARD TO CERTAIN FACILITIES RECEIVING MEDICARE FUNDS.**

(a) IN GENERAL.—Section 1866 of the Social Security Act (42 U.S.C. 1395cc) is amended—

1 in subsection (a)(1)—

(A) in subparagraph (X), by striking “and” at the end;

(B) in subparagraph (Y), by striking at the end the period and inserting “; and”; and

(C) by inserting after subparagraph (Y) the following new subparagraph:
“(Z) in the case of hospitals that are not otherwise subject to the Occupational Safety and Health Act of 1970 (or a State occupational safety and health plan that is approved under 18(b) of such Act) and skilled nursing facilities that are not otherwise subject to such Act (or such a State occupational safety and health plan), to comply with the Workplace Violence Prevention Standard (as promulgated under section 101 of the Workplace Violence Prevention for Health Care and Social Service Workers Act).”; and

(2) in subsection (b)(4)—

(A) in subparagraph (A), by inserting “and a hospital or skilled nursing facility that fails to comply with the requirement of subsection (a)(1)(Z) (relating to the Workplace Violence Prevention Standard)” after “Blood-borne Pathogens Standard”;

(B) in subparagraph (B)—

(i) by striking “(a)(1)(U)” and inserting “(a)(1)(V)”; and

(ii) by inserting “(or, in the case of a failure to comply with the requirement of subsection (a)(1)(Z), for a violation of the Workplace Violence Prevention standard
referred to in such subsection by a hospital or skilled nursing facility, as applicable, that is subject to the provisions of such Act)” before the period at the end.

(b) EFFECTIVE DATE.—The amendments made by subsection (a) shall apply beginning on the date that is 1 year after the date of issuance of the final standard on workplace violence prevention required under section 101.