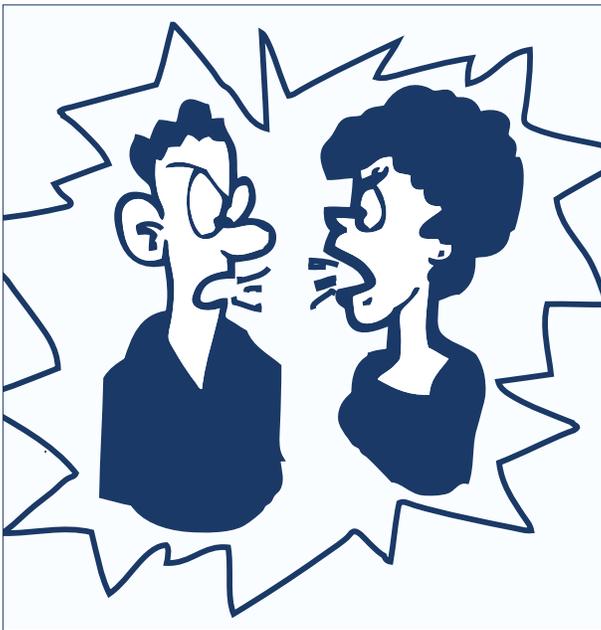


■ Workplace Violence



NEW YORK STATE has taken action to prevent workers from becoming victims of violence on the job. There are new regulations that require public employers in New York State to develop and implement a plan to prevent workplace violence.



Examples of workers who New York State has deemed most at risk of a violent situation are workers whose jobs include:

- Duties that involve the exchange of money.
- Delivery of passengers, goods or services.
- Duties that involve mobile work assignments (working “in the field”).
- Working with unstable patients or clients in health care, social service, or criminal justice settings.
- Working alone or in small numbers.
- Working late at night or during the early morning.
- Working in high crime areas.
- Duties that involve guarding valuable property or possessions.
- Working in community-based settings.

Thousands of Local 237 members fit into one or more of these categories. All public employers must institute a program that includes the following:

- Risk evaluation of the workplace. The risk evaluation can include the following:
 - Review past incidents of violence to look for patterns and other useful information.
 - Survey the physical layout, review assignment of duties and other factors that could affect whether workers are protected from violence at work.
 - Survey workers to get their input on what conditions create the potential for violence at work.
- Written plan on how they will reduce the risk of workers being hurt by violence at work.

The written plan (and related training) should include:

- Definition of Workplace Violence
- Techniques on recognizing and avoiding Workplace Violence situations
- How to report an incident.
- Where workers can go for assistance.



PESH **WHAT THE LAW REQUIRES**

The PESH Workplace Violence Standard went into affect in 2009. Some of the details of how it will be enforced are still being developed.

☒ HOW TO REPORT AN INCIDENT

- How incidents will be investigated by the employer
- Where workers can go for assistance

☒ UNION INVOLVEMENT

The union has a right to be involved in developing the written plan and conducting the risk assessment. Every member with a Workplace

Violence concern should bring it to the attention of their shop steward or business agent.

The PESH Workplace Violence Standard went into affect in the summer of 2009. Some of the details of how it will be enforced are still being developed.

