

SB 537 A STAFF MEASURE SUMMARY

Senate Committee On Rules

Action Date: 05/07/25

Action: Do pass with amendments and requesting referral to Ways and Means. (Printed A-Engrossed.)

Vote: 4-1-0-0

Yeas: 4 - Golden, Jama, Manning Jr, Thatcher

Nays: 1 - Bonham

Fiscal: Fiscal impact issued

Revenue: No revenue impact

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Meeting Dates: 4/23, 5/7

WHAT THE MEASURE DOES:

The measure creates workplace violence prevention requirements in health care settings, directs the Oregon Department of Consumer and Business Services (DCBS) to track data regarding incidents of workplace violence, and requires certain health care settings to take action to protect workers from safety risks.

Detailed Summary:

Workplace Violence Prevention for Health Care Employers (Section 1-7)

- Directs DCBS to adopt rules related to safety committees.
 - Requires DCBS to prescribe procedures for health care employers for investigating, collecting, and reporting on incidences of workplace violence.
- Directs health care employers to provide annual workplace violence prevention and protection training to employees and any contracted security personnel in consultation with the employer's safety committee.
 - Defines "workplace violence" as any act or threat of physical violence, harassment, intimidation, assault, homicide, or any other threatening behavior that occurs in the workplace.
 - Adds the requirement for home health agencies and home hospice programs.
 - Requires analysis of the root causes and consequences of workplace violence committed against employees and the development of a plan for addressing causes.
 - Directs health care employers to incorporate and implement a workplace violence prevention and response plan into their workplace violence prevention program and sets minimum standards for the plan.
- Requires health care employers to provide workplace violence prevention and protection training to new employees within 90 days of hire and temporary employees within 14 days of hire.
 - Requires health care employers to provide each employee with a written copy of the workplace violence prevention and response plan, and for all new employees to receive a copy of the plan within 30 days of hire.
- Directs DCBS to submit a consolidated report to the interim committees of the Legislative Assembly related to business and labor by December 31 of each year that includes information about incidents of workplace violence occurring on the premises of a health care employer.
- Protects employees who report incidences of workplace violence.

Safety Requirements for Health Care Settings (Section 8-11)

- Prohibits hospitals, home health agencies, and hospice programs from requiring staff last name to be included on a badge except when required by federal rule or regulation.
- Requires the implementation of electronic health record or visual flagging systems to indicate if a person poses potential threat of violence or disruptive behavior.

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- Requires hospitals to install bullet-resistant glass at each emergency room intake window.
 - Applies to hospitals that are newly constructed or that undergo renovations or remodeling to the emergency department on or after the effective date of the measure.

Worker Safety in Home Health Care Settings (Section 12-13)

- Directs home health care service entities to collect information at intake to identify and assess health and safety-related risks that staff may encounter while providing services and provide that information to each staff member who will be responsible for providing services.
 - Requires home health care service entities to provide any history of violence known to the entity to staff who will be responsible for caring for patients who are discharged from a hospital and referred to the entity.
 - Requires the use of a client intake questionnaire that, at minimum, assesses the presence of pets, suspected pest infestations, and the willingness of the client to security store any weapons prior to any visits by home health staff.
- Directs home health service entities to provide workplace training to all home health care workers, conduct quarterly safety assessments, provide staff with identifying information for their new clients, create systems for safety check ins, establish implement policies to permit staff to perform data entry outside of the home health care setting, and enable staff to be accompanied by an escort when there are concerns about safety or security in a home health setting.

ISSUES DISCUSSED:

- Safe staffing standards.
- Consequences of workplace violence.
- Impact of the measure on the Oregon State Hospital.
- Impacts for home health agencies.
- Role of unions in workplace violence prevention.
- Intent of patient flags.

EFFECT OF AMENDMENT:

Replaces the measure.

BACKGROUND:

Nationally, health care workers make up 10 percent of the workforce and 48 percent of the nonfatal injuries due to workplace violence ([Centers for Disease Control and Prevention \(CDC\)](#), 2025). Risk factors for workplace violence in health care settings include caring for patients with high acuity of need, environmental barriers limiting appropriate response to violent incidents, and organizational factors, such as a lack of staff training.

Senate Bill 537 A creates workplace violence prevention requirements in health care settings, directs the Oregon Department of Consumer and Business Services to track data regarding incidents of workplace violence, and requires certain health care settings to take action to protect workers from safety risks.