

SB 537-A7
(LC 2664)
5/28/25 (JAS/ps)

Requested by Senator PATTERSON

**PROPOSED AMENDMENTS TO
A-ENGROSSED SENATE BILL 537**

On page 2 of the printed A-engrossed bill, line 27, after “441.760” insert
“, except the Oregon State Hospital”.

Delete line 45.

Delete pages 3 and 4.

On page 5, delete lines 1 through 14 and insert:

“SECTION 3. ORS 654.414 is amended to read:

**“654.414. (1) A health care employer, in consultation with the
employer’s workplace safety committee described in ORS 654.176, shall:**

**“(a) Conduct periodic security and safety assessments to identify existing
or potential [*hazards for assaults committed against employees*] threats of
workplace violence;**

**“(b) Develop and implement [*an assault*] a workplace violence pre-
vention and protection program for employees based on assessments con-
ducted under paragraph (a) of this subsection; and**

**“(c) Provide [*assault*] workplace violence prevention and protection
training on [*a regular and ongoing*] an annual basis for employees and any
contracted security personnel who work at the premises of the health
care employer.**

**“(2) An assessment conducted under subsection (1)(a) of this section shall
include, but need not be limited to:**

“(a) A measure of the frequency of [*assaults*] workplace violence, in-

cluding attempts of workplace violence, that are committed against employees *[that occur]* on the premises of a health care employer or in the home of a patient receiving home health care services during the preceding five years or for the years that records are available if fewer than five years of records are available; *[and]*

“(b) An *[identification]* **analysis** of the **root** causes and consequences of *[assaults]* **workplace violence committed** against employees*[,]*, **including a plan for addressing the analyzed causes; and**

“(c) **Findings on the extent to which the security considerations described in subsection (3) of this section were implemented to mitigate risks of workplace violence.**

“(3) *[An assault]* **A workplace violence** prevention and protection program developed and implemented by a health care employer under subsection (1)(b) of this section shall **incorporate and implement a workplace violence prevention and response plan. The plan shall:**

“(a) Be based on an assessment conducted under subsection (1)(a) of this section. *[and shall]*

“(b) Address security considerations related to the following:

“*[(a)]* **(A)** Physical attributes of the health care setting;

“*[(b)]* **(B)** Staffing plans, including security staffing;

“*[(c)]* **(C)** Personnel policies;

“*[(d)]* **(D)** First aid and emergency procedures;

“*[(e)]* **(E)** Procedures for reporting *[assaults]* **incidents of workplace violence; and**

“*[(f)]* **(F)** Education and training for employees.

“(c) **Include policies and procedures for:**

“(A) **Conducting internal investigations of incidents of workplace violence that occur on the premises of the health care employer.**

“(B) **Identifying employees involved in a workplace violence incident.**

1 “(C) Conducting post-incident employee interviews for the purpose
2 of gathering factual details about an incident of workplace violence.

3 “(D) Implementing post-incident response strategies that address
4 the provision of:

5 “(i) First aid or medical care to employees who have been injured
6 in a workplace violence incident; and

7 “(ii) Trauma counseling for employees affected by an incident of
8 workplace violence.

9 “(4)(a) [*Assault*] **Workplace violence** prevention and protection training
10 required under subsection (1)(c) of this section shall address the following
11 topics:

12 “(A) General safety and personal safety procedures, **including emer-**
13 **gency response guidelines that may be used to notify employees and**
14 **contracted security personnel who work at the premises of the health**
15 **care employer of a threat or occurrence of workplace violence;**

16 “(B) **The meaning of workplace violence;**

17 “[(B)] (C) Escalation cycles for assaultive behaviors **and other violent**
18 **or threatening behaviors;**

19 “[(C)] (D) [*Factors that predict assaultive behaviors*] **Predictive factors**
20 **of workplace violence;**

21 “[(D)] (E) Techniques for obtaining medical history from a patient with
22 assaultive **or other threatening or violent** behavior;

23 “[(E)] (F) Verbal and physical techniques to de-escalate and minimize
24 assaultive behaviors **and threats of workplace violence;**

25 “[(F)] (G) Strategies for avoiding physical harm and minimizing use of
26 restraints;

27 “[(G)] (H) Restraint techniques consistent with regulatory requirements;

28 “[(H)] (I) Self-defense, including:

29 “(i) The amount of physical force that is reasonably necessary to protect
30 the employee or a third person from assault; and

1 “(ii) The use of least restrictive procedures necessary under the circum-
2 stances, in accordance with an approved behavior management plan, and any
3 other methods of response approved by the health care employer;

4 “[*(I)*] **(J)** Procedures for documenting and reporting incidents involving
5 assaultive behaviors **and incidents of workplace violence**;

6 “[*(J)*] **(K)** Programs for post-incident counseling and follow-up;

7 “[*(K)*] **(L)** Resources available to employees for coping with [*assaults*]
8 **workplace violence**; [*and*]

9 “[*(L)*] **(M)** The health care employer’s workplace [*assault*] **violence** pre-
10 vention and protection program[.], **including the health care employer’s**
11 **internal investigation process for investigating incidents of workplace**
12 **violence**;

13 **“(N) Visual cues and other methods that may be used to identify**
14 **or notify employees about individuals exhibiting behavioral indicators**
15 **of workplace violence; and**

16 **“(O) Responding to active shooter incidents.**

17 **“(b) A health care employer shall provide [*assault*] workplace violence**
18 **prevention and protection training to:**

19 **“(A) A new employee, other than a temporary employee, within 90**
20 **days of the employee’s initial hiring date.**

21 **“(B) A temporary employee, within 14 days of the employee’s initial**
22 **hiring date.**

23 **“(c) A health care employer may use classes, video recordings, brochures,**
24 **verbal or written training or other training that the employer determines to**
25 **be appropriate, based on an employee’s job duties, under the [*assault*]**
26 **workplace violence prevention and protection program developed by the**
27 **employer.**

28 **“(d) A health care employer shall ensure that a person with the**
29 **appropriate knowledge and expertise is available to employees to an-**
30 **swer questions and clarify any aspects of the workplace violence pre-**

vention and protection training through in-person interaction, phone, electronic mail or other reasonable means of communication.

“(5) [*At least once every two years*] **Once a year**, a health care employer shall establish, in coordination with the health care employer’s workplace safety committee as described in ORS 654.176, a process by which the committee shall review the health care employer’s [*assault*] **workplace violence** prevention and protection program developed and implemented under subsection (1)(b) of this section in order to evaluate the efficacy of the program and consider any changes to the program **that are necessary to promote the prevention of workplace violence**.

“(6)(a) A health care employer shall provide to each employee and, if applicable, to the employee’s union representative, a written copy of the workplace violence prevention and response plan described under subsection (3) of this section, including a written statement explaining that an employee who reports an incident of workplace violence has a right to be protected from retaliation.

“(b) For newly hired employees, the health care employer shall provide the copy of the plan and the accompanying statement within 30 calendar days from the date of hire.”.

On page 8, line 29, after “441.760” insert “, except for the Oregon State Hospital”.

In line 37, after “441.760” insert “, except for the Oregon State Hospital”.

On page 10, line 28, after “441.760” insert “, except for the Oregon State Hospital”.