

## **RESOLUTION**

### **National Federation Assembly**

May 16 -17, 2011

#### **RESOLUTION: # 001**

#### **SUBJECT: VIOLENCE AGAINST NURSES: EMPLOYER RESPONSIBILITIES**

#### **Sweeney/McLean Resolution**

#### **ACTION:**

**WHEREAS,** nearly 50% of non-fatal violent acts against workers occur in the healthcare industry and RNs and LPNs sustain the highest proportion of such injuries; and

**WHEREAS,** according to the USDOJ, nearly 500,000 nurses annually are victims of violent crimes in the workplace; and

**WHEREAS,** a recent study of staff nurses reveals that 46% experienced one or more types of violence in the last five shifts, and close to 20% of the staff reported experiencing a physical assault, in the past five shifts; and

**WHEREAS,** The frequency with which nurses are assaulted has led to an accepted and inappropriate belief that violence is to be expected in a healthcare environment and should be considered “part of the job; and

**WHEREAS,** individual nurses have very little influence over the level of violence or implementing safeguards in their workplaces; and

**WHEREAS,** healthcare facilities have characteristics that create an unsafe working environment; and

**WHEREAS,** it is the purpose of the NFN to advocate for improved working conditions and practices of registered nurses through collective bargaining including a safe work environment; and

**WHEREAS,** legal definitions of workplace violence against health care workers have been developed and been enacted into several States’ Laws, and

**WHEREAS,** to be effective, State and Federal Laws must require all health care facilities to develop and implement a workplace violence prevention plan, including training and education of employees and maintenance of violence incidence,

**NOW BE IT THEREFORE RESOLVED**

that in furtherance of the NFN's "stop violence against nurses" agenda, the NFN encourage every NLO to include in its model bargaining proposals, contract language that requires Employers to provide salary, retirement and health benefits for nurses who through violence have become victims of brutal attacks resulting in permanent loss or injury; and

**BE IT FURTHER RESOLVED**

that NFN develop communications and other strategies to increase awareness of RNs, managers, employers, policy makers and the public about the dangers of violence in health care settings, and

**BE IT FURTHER RESOLVED**

that federal and local legislation be introduced requiring that employers provide such benefits for nurses who are victims of violence in the workplace, sustaining permanent injury; and

**BE IT FURTHER RESOLVED**

That NFN support the efforts of the NLOs to assure compliance with existing laws and regulations including those that require front-line worker involvement in development, implementation and evaluation of workplace violence prevention plans.

References:

NYSNA Memorandum of Support for A3103-A S4018-A, AN ACT to amend the penal law, in relation to assault on registered nurses, 2009.

Submitted: February 15, 2011 revised May 15, 2011