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**SENATE BILL 5162**

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**State of Washington**

**69th Legislature**

**2025 Regular Session**

**By** Senators Lovick, Saldaña, Bateman, Dhingra, Hasegawa, Nobles, Pedersen, Robinson, Salomon, Stanford, Valdez, and C. Wilson

Prefiled 01/07/25. Read first time 01/13/25. Referred to Committee on Labor & Commerce.

1 AN ACT Relating to preventing workplace violence in health care  
2 settings; amending RCW 49.19.020; and adding a new section to chapter  
3 49.19 RCW.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5 **Sec. 1.** RCW 49.19.020 and 2019 c 430 s 2 are each amended to  
6 read as follows:

7 (1) (~~Every three years, each~~) (a) Each health care setting  
8 shall develop and implement a workplace violence prevention plan (~~to~~  
9 ~~prevent and protect~~) for the purposes of preventing violence and  
10 protecting employees from violence (~~at~~) in the setting.

11 (b) In a health care setting with a safety committee established  
12 pursuant to RCW 49.17.050 and related rules, or workplace violence  
13 committee that is comprised of employee-elected and employer-selected  
14 members where the number of employee-elected members equal or exceed  
15 the number of employer-selected members, (~~that~~) the committee shall  
16 develop, implement, and monitor progress on the workplace violence  
17 prevention plan.

18 (2) The workplace violence prevention plan (~~developed under~~  
19 ~~subsection (1) of this section shall~~) must outline strategies aimed  
20 at addressing security considerations and factors that may contribute

1 to or prevent the risk of violence, including but not limited to the  
2 following:

3 (a) The physical attributes of the health care setting, including  
4 security systems, alarms, emergency response, and security personnel  
5 available;

6 (b) Staffing, including staffing patterns, patient  
7 classifications, and procedures to mitigate employees time spent  
8 alone working in areas at high risk for workplace violence;

9 (c) Job design, equipment, and facilities;

10 (d) First aid and emergency procedures;

11 (e) The reporting of violent acts;

12 (f) Employee education and training requirements and  
13 implementation strategy;

14 (g) Security risks associated with specific units, areas of the  
15 facility with uncontrolled access, late night or early morning  
16 shifts, and employee security in areas surrounding the facility such  
17 as employee parking areas; and

18 (h) Processes and expected interventions to provide assistance to  
19 an employee directly affected by a violent act.

20 ~~((2) [(3)] Each health care setting shall annually review the  
21 frequency of incidents of workplace violence including identification  
22 of the causes for and consequences of, violent acts at the setting  
23 and any emerging issues that contribute to workplace violence. The  
24 health care setting shall adjust the plan developed under subsection  
25 (1) of this section as necessary based on this annual review.))~~

26 (3) ~~((4))~~ In developing ~~((the plan required by subsection (1)  
27 of this section))~~ and updating the workplace violence prevention  
28 plan, the health care setting shall consider ~~((any))~~:

29 (a) Any guidelines on violence in the workplace or in health care  
30 settings issued by the department of health, the department of social  
31 and health services, the department of labor and industries, the  
32 federal occupational safety and health administration, medicare, and  
33 health care setting accrediting organizations; and

34 (b) The findings and recommendations in the reports required by  
35 section 2(2) of this act.

36 (4) The health care setting or, if applicable, the committee  
37 under subsection (1) of this section must conduct a comprehensive  
38 review and update of the workplace violence prevention plan at least  
39 once per calendar year.

1        NEW SECTION.    **Sec. 2.**    A new section is added to chapter 49.19  
2    RCW to read as follows:

3        (1) Every health care setting must conduct a timely investigation  
4    of every workplace violence incident.

5        (2) In each investigation required by this section, the health  
6    care setting must review the incident for purposes of identifying  
7    factors contributing to or causing workplace violence, including but  
8    not limited to an assessment of:

9        (a) The details of the incident, such as the date, time,  
10   location, and nature of the conduct and harm;

11       (b) The details of any response and related remediation to  
12   prevent future incidents; and

13       (c) If applicable, a comparison of the actual staffing levels to  
14   the planned staffing levels at the time of incident.

15       (3) The health care setting must submit a report to the committee  
16   identified under RCW 49.19.020(1)(b) at least quarterly, unless the  
17   health care setting is a critical access hospital under 42 U.S.C.  
18   Sec. 1395i-4, in which case it must submit a report at least twice  
19   per year, with the following:

20       (a) A summary of the data required by RCW 49.19.040 and the  
21   findings of investigations required by subsection (1) of this section  
22   during the relevant time period, with any personal information  
23   deidentified in compliance with the federal health insurance  
24   portability and accountability act of 1996;

25       (b) A summary and analysis of any systemic and common causes of  
26   the workplace violence incidents; and

27       (c) Recommendations for modifying the plan under RCW 49.19.020  
28   and other practices in order to prevent future incidents of workplace  
29   violence.

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