

## What is workplace violence against nurses?

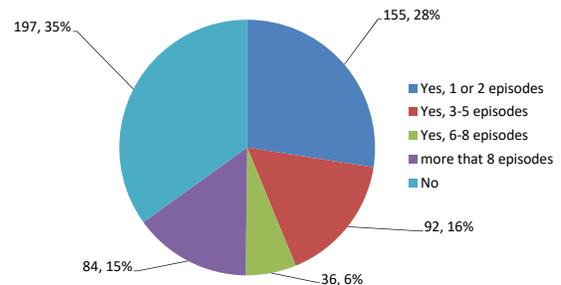
- WNA: “violent acts (including physical assaults and threats of physical assaults) directed towards persons at work or on duty.”
- Assault can be physical, verbal and/or sexual
- Can be patients, family members and visitors
- Occurs in ALL settings of care - not just behavioral health/emergency
  - Almost 45% of incidences in Wisconsin occur in acute care

## Workplace Violence - How big of an issue is it?

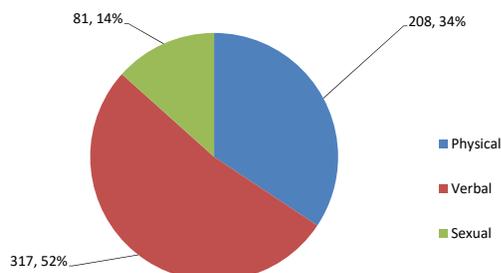
2017 WNA & UWEC Survey on Workplace Violence reported the following in the past 12-months

- 65% report experienced or witnessed workplace violence in the past 12 months
  - 52% reported being verbally assaulted in the past year
  - 34% reported physical assault
  - 13% reported sexual assault

Have you personally experienced workplace violence directed at yourself by patients, family members and/or visitors while on duty in the last 12 months?



What type of violence have you experienced in the workplace? (please check all that apply)



## Physical Violence Experienced/Witnessed

- Patient punching staff
- Hitting, kicking, grabbing, spitting
- Patient punched my CNA in the face
- Biting
- Throwing objects TV remotes, furniture,
- Hair pulling, hair ripped out
- Knocked staff out cold
- Throwing bodily fluids on staff
- Headbutt in the face
- 5 Concussions, herniated disc, broken leg, bursitis in shoulder from aggressive contact, knocked out front tooth
- Strangled
- Stabbed with pens
- Gouged nails into my arm
- Thrown to the floor
- Scratched
- Patient jumped on my back and tried to bite me, wrap IV tubing around my neck and try to hit me with the IV pole

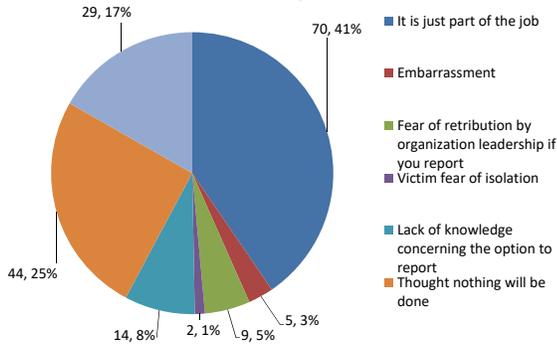
## Verbal Violence Experienced/Witnessed

- Yelling slanderous comments
- Threatening, use of profanity
- Threat of killing my unborn child- patient attacked staff multiple times
- Swearing, berating, insults
- Threats to harm me, rape me, hurt my kids
- Bullied
- Threaten my license
- Legal threats
- Racial Slurs
- Called inappropriate names
- Name calling, racist remarks false accusations, staff bashing

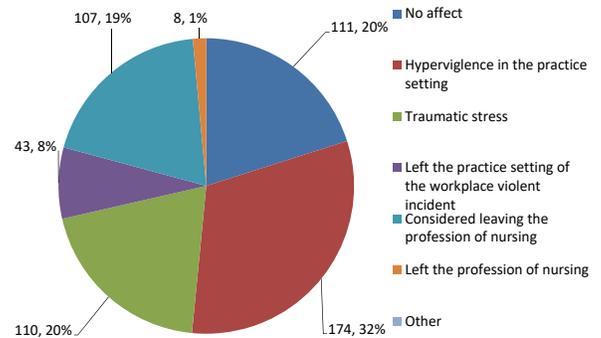
## Sexual Violence Experienced/Witnessed

- Suggestive dirty talk
- Molestation of male and female staff
- Pushed up against a wall and attempted to kiss
- Coworkers have been stalked by patients, involving sexually inappropriate letters being written after discharge

If you did not report the workplace violence directed toward you by patients or visitors, was it due to any of the following reasons:



If you experienced or witnessed workplace violence by patients, family members and/or visitors has it led to any of the following conditions/processes? (please check all that apply)



Have any of you experience workplace violence?

Have any of you witnessed a workplace violence event against a member of the nursing staff?

### Example 1.

- Alexandra (Alex) L. Wubbels, born January 23, 1976 is an American nurse and former Olympian. As an alpine ski competitor, she was the national champion in both the Slalom and Grand Slalom in 1999, and competed in the 1998 Winter Olympics and 2002 Winter Olympics as Alex Shaffer
- In July 2017, she was involved in an incident during which she prevented police from unlawfully obtaining blood from an unconscious patient in her care.
- <https://www.youtube.com/watch?v=6wgYg5pL0KA>

## Example 2.

- Carlie Beaudin, RN, Advanced Practice Registered Nurse, Nurse Practitioner.
- The nurse who died after she was found early Friday morning in a Froedtert Hospital parking structure trapped under a car and bleeding from the head has been identified. Froedtert Hospital said Sunday the woman was Carlie Beaudin, a nurse practitioner in the Department of Medicine's Division of Hematology and Oncology at the Medical College of Wisconsin and Froedtert Hospital.
- <https://fox6now.com/2019/01/29/hospital-spokeswoman-former-parking-service-employee-attacked-froedtert-nurse-who-later-died-at-hospital/>
- <https://www.msn.com/en-us/autos/research-guides/remembering-carlie-beaudin/vp-AABxn7s>
- <https://www.wisconsinnurses.org/in-remembrance-of-carlie-beaudin/>

## What are some outcomes of workplace violence?

- Physical and emotional consequences
  - Acute (short-term) or chronic (long term)
  - Minor to serious injuries/death
  - Temporary to permanent disability
  - Psychological trauma
- Financial consequences
  - Lost work time
  - Out of pocket expenses for care or legal fees

## Current State of the Law other States

- 31 states impose additional penalties on workplace violence against nurses in all health care settings
- AL, AK, AR, AZ, CA, CO, CT, DE, FL, HI, ID, IL, IA, MI, MT, NE, NV, NJ, NM, NY, NC, OH, OK, RI, TN, TX, UT, VT, VA, WV, WY

## Workplace Violence: How big of an issue is it?

- OSHA (2011-2013) - Nearly 2 million American workers reported having been victims of workplace violence each year.
  - Unfortunately, many more cases go unreported.
- Workplace violence assaults range from 23,540 to 25,630 annually
  - Seventy to 74% occurring in health care and social services arenas

## Current State of the Law

- **Battery:** a person who intentionally causes bodily harm to another without the other person's consent
  - Penalties increase depending on severity of injury (fines/imprisonment)
- **Criminal Code Wisconsin State Statute 940:** workplace violence against workers from certain settings can receive a Class H Felony charge
  - Class H felony: Fines of up to \$10,000, prison terms of up to six years
  - Includes law enforcement officers, persons serving on a jury, and emergency medical care providers

Questions?

## WNA's Strategy

- Raise awareness of the issue of workplace violence
- Pursue getting a bill drafted that imposes Class H felony on violence against nurses
  - Adds nurses and those under direct nurse supervision to Criminal Code Wisconsin State Statute 940
  - The perpetrator knows or has reason to know the victim is a nurse or acting under the supervision of a nurse
  - Class H felony: Fines of up to \$10,000, prison terms of up to six years

WNA developed infographic that described the issue and what is needed to address



## Wisconsin Legislature

**Governor Tony Evers (D)**  
First Elected 2018 | Re-Elect 2022

Senate	Members	33
2020 Re-Elect Even Numbered Seats	Republican	19
	Democratic	14

Assembly	Members	99
2020 Re-Elect All Seats	Republican	63
	Democratic	36

## State Senate

Members	33
Republican	19
Democratic	14

- 4-Year Terms | Election 2020 "Even-Numbered" Districts
- 4 new Senators elected in 2018.
- 8 Senators are women (2 African American).
- Average age of Senate is 58 (Ages 31 to 91).
- All 33 senators continued their formal education beyond high school.

**SENATE PRESIDENT**  
  
Roger Roth  
(R - Appleton)

**MAJORITY LEADER**  
  
Scott L. Fitzgerald  
(R - Juneau)

**MINORITY LEADER**  
  
Jennifer Shilling  
(D - La Crosse)

## State Assembly

Members	99
Republican	63
Democratic	36

- 2-Year Terms | Election 2020 All Districts
- 18 new Assembly Representatives elected in 2018.
- Largest majority held by a party since the 1957.
- 28 members are women (4 more than last session).
- 5 Representatives are African-American and 3 Hispanic.
- Average age of Assembly is 49 (Ages 19 to 80).
- 47 hold bachelor's degrees, 24 pursued graduate degrees.

**ASSEMBLY SPEAKER**  
  
Robln Vos  
(R - Rochester)

**MAJORITY LEADER**  
  
Jim Steineke  
(R - Kaukauna)

**MINORITY LEADER**  
  
Gordon Hintz  
(D - Oshkosh)



## Who needs to know about the issue?

Who needs to be informed in order to get legislation introduced and passed?

## Who needs to know about the issue?

- Who needs to be informed in order to get legislation introduced and passed?
- Nurses as advocates and informers
- Legislators to support
- Employers to stay neutral
- The public for awareness (Media)

## Informing Nurses

- 2018 and 2019 WNA Nurses Day at the Capitol
  - Awareness
  - Understanding of the issue
  - Communication strategies
  - Informational materials
  - Meetings with legislators
  - Debrief
  - Follow-up
- Webinars and Social Media

## Informing Legislators

- In person meeting ... let's try it...
  - The issue
  - Facts
  - Personal stories
  - Solution
  - Ask

## Nurse Workplace Violence Legislation Lead Authors



Senator Dale Kooyenga  
Senate District 5  
R-Brookfield



Representative Gae Magnafici  
Assembly District 28  
R-Dresser

## Process

- Lead Authors
  - Work with constituents and WNA
  - Work with legislative drafter
- Bill draft - LRB
  - WNA Nurses Day at the Capitol  
Legislators contacted
- Circulated for co-sponsorship
  - Nurses asked to contact their legislators to sign-on as co-sponsor



## Nurse Workplace Violence Legislation Senate Bill 163

### Senate Committee on Judiciary & Public Safety



Committee Members:

- Sen. Van Wanggaard, Chair (R-Racine) – Retired Law Enforcement
- Sen. André Jacque, Vice-Chair (R-DePere)
- Sen. Alberta Darling (R-River Hills)
- Sen. Fred Risser (D-Madison) - Attorney
- Sen. Lena Taylor (D-Milwaukee) - Attorney

Public Hearing **9/17/19 10:00 am Rm. 411 South State Capitol**

## Nurse Workplace Violence Legislation Assembly Bill 175

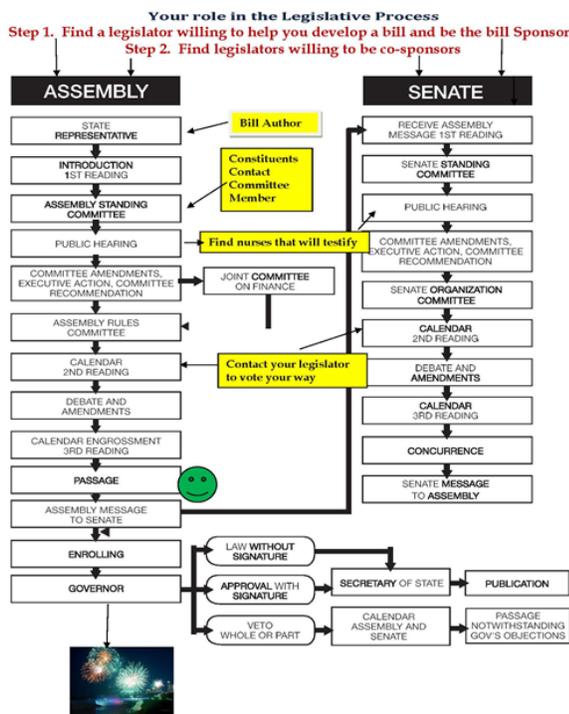
### Assembly Committee on Criminal Justice & Public Safety



Committee Members:

- Rep. Novak (R-Dodgeville)
- Rep. Schraa (R-Oshkosh)
- Rep. Krug (R-Nekoosa)
- Rep. Crowley (D-Milwaukee)
- Rep. Spreitzer (D-Beloit)
- Rep. Emerson (D-Eau Claire)
- Rep. Stubbs (D-Madison)
- Rep. McGuire (D-Kenosha)\*
- Rep. Spiros, Chair (R-Marshfield)
- Rep. Sortwell, VC (R-Two Rivers)
- Rep. Ott (R-Mequon)\*
- Rep. Steffen (R-Green Bay)
- Rep. Horlacher (R-Mukwanago)\*
- Rep. Duchow (R-Delafield)
- \* Attorney

Public Hearing **Wednesday 9/18/19 State Capitol**



## Public Hearing

### Lobbying and Advocating

Matching WNA members to the legislator who is member of...

Assembly Committee on Criminal Justice & Public Safety

- Senate Committee on Judiciary & Public Safety
- Why?

## Testimony

- The issue
- Facts
- Experiences
- Testifiers covered:
  - Overall issue
  - Employee health report
  - Survey results
  - Settings, hospital beyond emergency room, long term care and public health

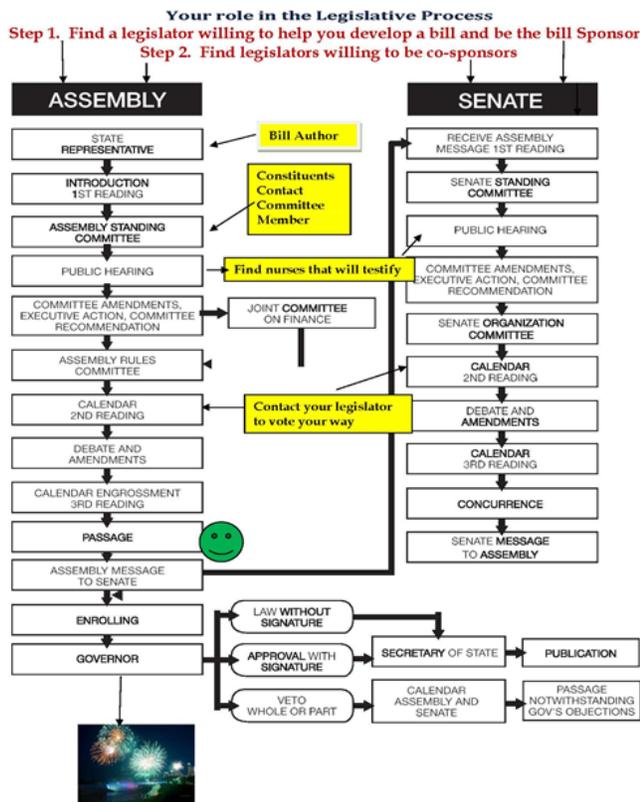
• WPV Testimony <https://wiseve.org/2019/09/18/assembly-committee-on-criminal-justice-and-public-safety-22/>

## Support and Opposition

- <file:///S:/Conferences/Conferences%202019/Health%20Policy-Advocacy%20Student%20Conference/Handouts/16343.pdf>

## Opposition

- Advocacy groups representing
  - Mentally Ill
  - Developmentally Disabled
  - Dementia
- Automatic exemption for harming a nurse
  - Intent to harm
  - Knowledge that this is a nurse



## Status

- Passed the Senate Tuesday 11/5/19
- One amendment
- Waiting for Assembly to take up
- <http://docs.legis.wisconsin.gov/2019/proposals/sb163>

Questions ...Discussion