

STAFF REPORT



To: Board of Directors

From: Mark Dias, Safety and Compliance
Administrator

Date: August 29, 2024

Subject: Review of Draft Workplace Violence Prevention Plan (WPVPP)

RECOMMENDATION

It is recommended the Board of Directors provide input on the draft WPVPP.

DISCUSSION

California Senate Bill 553 became law in 2023. It made changes in the California Labor Code for employers to develop a WPVPP for their work settings. It is enforced via the California Division of Occupational Safety and Health (Cal/OSHA) and has the same force of law as other Cal/OSHA regulations (e.g., confined space, respiratory protection, COVID, etc.).

The draft WPVPP was developed from a template provided by Cal/OSHA and then customized for the three work settings at the District (i.e., Administration building, Collections [field work] and the plant).

The definitions of “violence” are taken directly from the regulations and are notably broad due to the definition of the term “threat.” The definitions are broadened further by undefined terms such as “stress,” “intent” and “perceived.” It is also notable that nowhere in the law or definitions is “active-shooter” or “active-assailant” mentioned.

The vast majority of the draft WPVPP is verbatim from the Cal/OSHA template. However, Section 9 contains customized text. It lists the specific response procedures (i.e., what to do) under various scenarios in the three work settings.

The WPVPP is intended to be a living-breathing document, and multiple updates are anticipated. The first update will occur mid-September. Professional on-site threat assessments and in-person trainings have been scheduled for September 11. Both the Administration building and the plant will be assessed including active-shooter threats and responses.

This is expected to result in several modifications to the current version. Additional updates will occur as new suggestions are incorporated and best practices emerge across California.

The full text of the draft WPVPP follows this report.

Mark Dias, Safety and Compliance Administrator, will give a brief presentation during the August 29, 2024 Board meeting.

FINANCIAL IMPACT

The cost for the upcoming threat assessment and trainings is \$7,579 and will be covered under existing accounts for policy development.

PRESENTATION

PowerPoint slide presentation