

June 16, 2025

Members of the Pennsylvania Senate:

Workplace violence against nurses, doctors, and all healthcare professionals is escalating—and hospitals are falling short to protect their staff. Too often, incidents are minimized, ignored, or handled behind closed doors without involving the very workers affected. Instead of accountability, we're met with blame and questions like "What did you do to provoke this?" or "What could you have done differently?"

That's why healthcare workers have been coming to the Capitol for years, asking for a seat at the table when it comes to safety in our own workplaces. We love what we do, and we're proud to serve our patients and communities. All we ask is to be safe while doing it.

You have the opportunity to make a difference by supporting and voting YES on HB926—the Health Care Workplace Violence Prevention Act.

Since 2018, when this bill was initially introduced, studies and surveys have shown that the problem has grown exponentially worse no matter where patients seek care—in large, urban medical centers or in small, rural hospitals. Attached are just a few firsthand accounts of the workplace violence taking place in hospitals across Pennsylvania.

According to the U.S. Bureau of Labor Statistics, healthcare workers account for 73% of all nonfatal workplace injuries due to violence, experiencing assault at rates five times greater than other professions. A 2024 internal survey conducted by PASNAP found that 66% of our members had personally experienced workplace violence, with 72% stating that their facilities inadequately protected them. Critically, 48% reported their management failed even to conduct a meeting or formal review following incidents of violence.

HB926 is a critical step toward finally addressing this long-standing issue. The suggestion by HAP that hospitals are adequately managing workplace violence internally is significantly contradicted by extensive data and frontline experiences from healthcare workers.

The requirements proposed by HB926 directly address these shortcomings. The formation of violence prevention committees—composed of at least 50% frontline, nonmanagerial staff—is not a "one-size-fits-all" approach, as claimed by HAP, but a necessary structure ensuring that policies are informed by those most affected by workplace violence. This approach provides flexibility by empowering local committees to assess risks and tailor violence prevention programs specific to each facility's unique needs and circumstances. It is time to allow those at the bedside to have a say in their own safety.

The assertion by HAP that regulatory oversight by the Department of Labor and Industry (L&I) adds unnecessary regulatory burden misunderstands the fundamental nature of workplace violence as a labor safety issue. L&I is precisely the appropriate authority, experienced in addressing occupational hazards and protecting workers' rights. Moreover, concerns about privacy conflicts ignore explicit provisions within HB926 ensuring sensitive handling of information while promoting transparency and accountability.

Additionally, HAP's claim of duplicative oversight fails to recognize the inadequacy of existing frameworks. Current standards and voluntary initiatives cited by HAP have demonstrably failed to mitigate the escalating violence healthcare workers experience daily. HB926 does not conflict with existing federal regulations; rather, it enhances protection by setting clear state-level standards specifically addressing the severe and unique workplace violence risks in healthcare settings.

PASNAP represents over 11,000 frontline healthcare professionals—nurses, technicians, pharmacists, EMS workers, dietitians, researchers, anesthesiologists, and more. We all deserve to feel safe on the job. We are your constituents—and so are the patients we care for every day. Hospitals aren't doing enough to prevent violence, and they're not including us when it happens. Those of us at the bedside need to be at the table.

Help give us that seat. Support and Vote YES on HB926.

Sincerely,



Maureen May, RN
President
Pennsylvania Association of Staff Nurses and Allied Professionals (PASNAP)