

25102571D

HOUSE BILL NO. 1620

Offered January 13, 2025

Prefiled January 3, 2025

A *BILL to direct the Department of Labor and Industry to convene a work group for the purpose of evaluating workplace violence in the Commonwealth.*

Patrons—Clark, Anthony, Askew, Cole, Convirs-Fowler, Cousins, Feggans, Henson, Martinez, Mundon King, Rasoul and Shin

Referred to Committee on Rules

Be it enacted by the General Assembly of Virginia:

1. § 1. *The Department of Labor and Industry (Department) shall convene a work group for the purpose of evaluating the prevalence of workplace violence in the Commonwealth. In conducting its evaluation, the work group shall study (i) temporary and permanent absences of skilled employees as a result of workplace violence; (ii) psychological effects of workplace violence; (iii) property damage, theft, and sabotage in the workplace; (iv) productivity impediments as a result of workplace violence or the threat of workplace violence; (v) management resources related to addressing instances of workplace violence; (vi) the effect of workplace violence on security costs and measures; (vii) the effect of workplace violence on workers' compensation costs and claims; and (viii) personnel costs associated with workplace violence. The work group shall develop recommendations related to (a) maintaining healthy, safe, and secure work environments; (b) educating employers and employees and communicating to them techniques to effectively handle conflicts in the workplace; and (c) employee support services designed to address workplace violence. For the purposes of this act, "workplace violence" includes intimidation, bullying, verbal abuse and threats, harassment, assault, refusal to obey workplace policies, sabotaging or stealing workplace equipment, sabotaging or stealing from others in the workplace, suicidal threats, physical fights, destruction of property, displays of extreme rage, and the use of weapons to harm others.*

The work group shall include the Secretary of Labor or his designee, Department staff, at least two members of the Safety and Health Codes Board, at least one employee stakeholder representative, and at least one employer stakeholder representative. The work group shall submit a report of its findings and recommendations to the Chairmen of the House Committee on Labor and Commerce and the Senate Committee on Commerce and Labor no later than December 1, 2026.

INTRODUCED

HB1620