



Preventing Workplace Violence



ILWU-PMA Policy on Workplace Violence

Violence in the workplace will not be tolerated. The workplace includes job sites, joint dispatch halls, and training sites.

What is Workplace Violence?

Workplace violence includes any act of violence or threat of violence that occurs in the workplace (i.e., at job sites, joint dispatch halls, and training sites), including:

- (1) The threat or use of physical force; and
- (2) An incident involving a threat or use of a dangerous weapon.

How to Address Workplace Violence under the PCL&CA:

Allegations of workplace violence shall be investigated and addressed under Section 17 of the Pacific Coast Longshore and Clerks' Agreement (PCL&CA). Allegations of workplace violence that involve any of the protected categories identified in Section 13.2 of the PCL&CA shall be investigated and addressed under Section 13.2 of the PCL&CA.

Examples of prohibited activities include:

- Physical attack or threat of use of physical force with a weapon or object.
 - Physical attack or threat of use of physical force without a weapon.
 - Threat of violence in verbal or written statement.
 - Sexual assault or threat.

Employer Responsibility Under this Policy

All Employers covered by the PCL&CA commit to the following minimum steps to prevent workplace violence:

1. Display a copy of this poster prominently in common spaces accessible to all workers;
2. Make available copies of this document to those not subject to the PCL&CA who may not have reasonable access to this poster;
3. Develop a written workplace violence prevention policy;
4. Instruct supervisors, including foremen/walking bosses, clerk supervisors, leadmen, management, etc. to report any incidents of workplace violence to a designated company representative, so that the company may investigate and respond;
5. Identify a designated company representative who is familiar with the company's workplace violence plan for each facility;
6. Maintain an incident log for reported workplace violence incidents and correction for a minimum of five years;
7. Reporting parties shall not be retaliated against as a result of making a complaint or participating in an investigation under the PCL&CA;
8. Employer workplace violence prevention records to be made available to workers and their representatives upon request for 5 years and without cost, for examination and copying within 15 days of a request or as required. Such records shall be redacted of names and medical information;
9. Ensure employees receive all timely and appropriate medical treatment in accordance with applicable workers compensation laws; and
10. The employer, the ILWU, and the PMA may seek court orders to restrict access to the work setting.

To get help with a workplace violence issue, reach out to:



Workplace violence incidents should be addressed promptly. If you have experienced or witnessed a workplace violence issue, you can get help from the following:

1. Your immediate supervisor;
2. Employer where the incident took place;
3. A Business Agent or a designated union representative; and
4. In cases such as an active shooter, call 911.