

Stop bullying, mobbing, and psychological harassment at work!

Let's pass the **HEALTHY WORKPLACE BILL**

House Bill No. 2310 & Senate Bill No. 916

The Healthy Workplace Bill provides targets of abusive, malicious, and harmful bullying at work with a legal right to seek damages and encourages employers to prevent bullying.

SURVEY SAYS

A 2007 national survey by Zogby International and the Workplace Bullying Institute found that:



37% of workers have experienced workplace bullying



62% of employers who received complaints about workplace bullying either ignored the problem or made it worse



64% of bullying targets eventually are pushed out of their jobs



73% of workplace bullies are supervisors

COMMON BULLYING BEHAVIORS

False accusations of mistakes and errors
Yelling, shouting, and screaming
Exclusion and the "silent treatment"
Withholding resources and information necessary to the job

Behind-the-back sabotage and defamation
Use of put-downs, insults, and excessively harsh criticism
Unreasonably heavy work demands

WORKERS SUFFER SEVERE HARM

Stress disorders of all types
Clinical depression
High blood pressure
Cardiovascular disease

Impaired immune systems
Symptoms consistent with Post Traumatic Stress Disorder
Destructive impact on family and personal relationships

BULLYING HURTS EMPLOYERS AND ORGANIZATIONS, TOO

Reduced productivity and lower morale
Higher absenteeism and turnover

Increased employee benefit costs

WE NEED THE HEALTHY WORKPLACE BILL

In Massachusetts, most targets of workplace bullying often find themselves without legal protections. The Healthy Workplace Bill fills this huge gap in the law. The bill:

Provides workers with a legal claim for malicious bullying behavior that has caused physical or psychological harm.

Imposes liability on both individual aggressors and employers, but it allows employers to minimize liability by preventing and responding to bullying situations. Includes provisions that discourage weak or frivolous claims.

THE HEALTHY WORKPLACE BILL IS ABOUT

Affirming human dignity and the right to do our jobs without disabling interference.
Encouraging employers to prevent behaviors that destroy productivity and morale.

Supporting public health by reducing mistreatment that harms workers and their families and adds costs to our public benefits and health care system.

BILL HISTORY

In Massachusetts, the HWB was filed (Senate No. 699) by Sen. Joan Menard for the 2009-10 session. Advocates presented testimony at a January 2010 hearing before the Joint Committee on Labor and Workforce Development; the bill was later designated for study.

Rep. Ellen Story and Senator Katherine Clark filed bills for the 2011-12 legislative session (House Bill No. 2310 and Senate Bill No. 916).

Variations of the HWB have been introduced (but not yet enacted) in nearly 20 state legislatures since 2003.

In the spring of 2010, the HWB was passed by the New York State Senate (floor vote included extensive bipartisan support) and the Illinois State Senate.

FOR MORE INFORMATION CONTACT: (AFFILIATIONS FOR IDENTIFICATION PURPOSES ONLY)

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* Source: 2007 national survey by the Workplace Bullying Institute and Zogby International

Help pass the bill into law — it's the right thing to do.
To find out how to support
the Healthy Workplace Bill,
visit www.MAHealthyWorkplace.com.



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