

COMMITTEE ON LEGISLATIVE RESEARCH  
OVERSIGHT DIVISION

**FISCAL NOTE**

L.R. No.: 7076H.01I  
Bill No.: HB 3401  
Subject: Health Care; Health Care Professionals; Employees - Employers  
Type: Original  
Date: March 24, 2026

---

Bill Summary: This proposal creates provisions relating to workplace violence prevention in health care settings.

**FISCAL SUMMARY**

**ESTIMATED NET EFFECT ON GENERAL REVENUE FUND**

FUND AFFECTED	FY 2027	FY 2028	FY 2029
<b>Total Estimated Net Effect on General Revenue</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**ESTIMATED NET EFFECT ON OTHER STATE FUNDS**

FUND AFFECTED	FY 2027	FY 2028	FY 2029
<b>Total Estimated Net Effect on <u>Other</u> State Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

Numbers within parentheses: () indicate costs or losses.

**ESTIMATED NET EFFECT ON FEDERAL FUNDS**

FUND AFFECTED	FY 2027	FY 2028	FY 2029
<b>Total Estimated Net Effect on <u>All</u> Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)**

FUND AFFECTED	FY 2027	FY 2028	FY 2029
<b>Total Estimated Net Effect on FTE</b>	<b>0</b>	<b>0</b>	<b>0</b>

Estimated Net Effect (expenditures or reduced revenues) expected to exceed \$250,000 in any of the three fiscal years after implementation of the act or at full implementation of the act.

Estimated Net Effect (savings or increased revenues) expected to exceed \$250,000 in any of the three fiscal years after implementation of the act or at full implementation of the act.

**ESTIMATED NET EFFECT ON LOCAL FUNDS**

FUND AFFECTED	FY 2027	FY 2028	FY 2029
<b>Local Government</b>	<b>(Unknown)</b>	<b>(Unknown)</b>	<b>(Unknown)</b>

## FISCAL ANALYSIS

### ASSUMPTION

Officials from the **Missouri Office of Prosecution Services** did not respond to **Oversight’s** request for fiscal impact for this proposal.

### §§191.1903, 191.1906, 191.1909, 191.1912, 191.1915 and 197.708 - Workplace Violence Prevention in Health Care Settings

Officials from the **Department of Health and Senior Services (DHSS)** state section 191.1903 of the proposed legislation defines facility as “any hospital, as defined in Section 197.020.”

Section 191.1906.1 of the proposed legislation requires hospitals to “establish a workplace violence prevention committee or authorize an existing facility committee to develop the workplace violence prevention plan required under Section 191.1909.”

Section 191.1906.2 of the proposed legislation outlines committee membership requirements and Section 191.1906.3 allows “a health care system that owns or operates more than one facility may establish a single committee for all of the system's facilities if: (1) The committee develops a violence prevention plan for implementation at each facility in the system; and (2) Data related to violence prevention remains distinctly identifiable for each facility in the system.”

Section 191.1909 of the proposed legislation requires facilities to adopt and enforce a written workplace violence prevention plan and outlines the requirements for said plan.

Section 191.1912 of the proposed legislation outlines what is required of a facility following an incident of workplace violence; prohibits a facility from discouraging a health care professional or employee from reporting an incident of workplace violence; and protects reporters of workplace violence.

Section 191.1915 of the proposed legislation gives an agency with jurisdiction over the license of a facility or health care professional to take disciplinary action against violations and makes a facility or health care professional participating in good faith in complying with the provisions of Sections 191.1903 to 191.1915 immune from any liability.

Section 197.708 of the proposed legislation requires hospitals to “display in a prominent place within the waiting rooms of the emergency department and the labor and delivery department a printed sign with the following text in all capital letters: ‘WARNING: ASSAULTING A HEALTH CARE PROFESSIONAL WHO IS ENGAGED IN THE PERFORMANCE OF HIS OR HER OFFICIAL DUTIES, INCLUDING STRIKING A HEALTH CARE PROFESSIONAL WITH ANY BODILY FLUID, IS A SERIOUS CRIME AND WILL BE PROSECUTED TO THE FULLEST EXTENT OF THE LAW.’”

The Division of Regulation and Licensure’s (DRL) Section for Health Standards and Licensure (HSL) is responsible for the licensure and regulation of hospitals. The proposed legislation would require minor modifications to the hospital inspection protocol to ensure compliance with Sections 191.1903 to 191.1915 and Section 197.708. In addition, the Section may experience minor additional work in terms of complaint investigations. Any complaints received by HSL as a result of the proposed legislation would be conducted within the normal ebb and flow of work scope.

It is assumed that the Department can absorb the costs of this bill with current resources. However, if the workload significantly increased or other legislation was enacted, additional resources would be requested through the appropriation process.

**Oversight** assumes DHSS is provided with core funding to handle a certain amount of activity each year. Oversight assumes DHSS could absorb the costs related to this proposal. If multiple bills pass which require additional staffing and duties at substantial costs, DHSS could request funding through the appropriation process. Officials from the DHSS assume the proposal will have no fiscal impact on their organization.

In response to similar legislation, HB 1213 (2025), officials from the **Cass Regional Medical Center** stated with ten locations and depending on the number of signs per location at \$50 per sign, the estimated cost is \$2,000 for Cass Regional Medical Center. If posted at all treatment locations within the facilities, the cost could increase to \$10,000.

**Oversight** notes the cost for the Cass Regional Medical Center and is unable to project a statewide cost; therefore, the impact to local governments-political subdivisions will be presented as (Unknown). Oversight assumes the fiscal impact will be less than \$250,000.

Officials from the **Department of Commerce and Insurance, Department of Labor and Industrial Relations, Department of Public Safety - Missouri Highway Patrol, Office of the State Courts Administrator, Office of the State Public Defender and Newton County Health Department** each assume the proposal will have no fiscal impact on their respective organizations.

**Oversight** notes that the above-mentioned agencies have stated the proposal would not have a direct fiscal impact on their organization. Oversight does not have any information to the contrary. Therefore, Oversight will reflect a zero impact on the fiscal note.

<u>FISCAL IMPACT – State Government</u>	FY 2027 (10 Mo.)	FY 2028	FY 2029
	<b><u>\$0</u></b>	<b><u>\$0</u></b>	<b><u>\$0</u></b>

<u>FISCAL IMPACT – Local Government</u>	FY 2027 (10 Mo.)	FY 2028	FY 2029
<b>LOCAL POLITICAL SUBDIVISIONS</b>			
<u>Cost – Health Care Facilities (\$197.708)</u> Printed signs at various health care facilities p. 4	(Unknown)	(Unknown)	(Unknown)
<b>ESTIMATED NET EFFECT ON LOCAL POLITICAL SUBDIVISIONS</b>	<b>(Unknown)</b>	<b>(Unknown)</b>	<b>(Unknown)</b>

FISCAL IMPACT – Small Business

No direct fiscal impact on small businesses would be expected as a result of this proposal.

FISCAL DESCRIPTION

This bill requires certain facilities to establish workplace violence prevention committees or authorize existing committees to develop a workplace violence prevention plan. The bill specifies the committee's required membership.

The plan must be adopted and enforced to protect health care professionals and employees from violent behavior and threats of violent behavior occurring at the facility. The bill specifies what the plan must accomplish, including, but not limited to, adopting a definition of workplace violence, including a process to protect health care professionals and employees from retaliation, and requiring the facility to offer at least annually workplace violence prevention training or education.

The committee is required to annually review and evaluate the workplace violence prevention plan and report the evaluation's results to the facility's governing body. Additionally, each facility is required to make available, on request, an electronic or printed copy of the workplace violence prevention plan to each health care professional or employee of the facility.

Following an incident of workplace violence, a facility is required to offer post-incident services, including any necessary acute medical treatment, and no facility will discourage a health care professional or employee from exercising his or her right to contact or file a report with law enforcement regarding an incident of workplace violence. Moreover, no person will discipline, discriminate against, or retaliate against another person who in good faith reports an incident of workplace violence or advises a health care professional or employee of his or her right to report an incident of workplace violence.

An agency that has jurisdiction over the license of a facility or health care professional may take disciplinary action against any person who violates the provisions of this bill as if the person violated an applicable licensing law. Additionally, a facility or health care professional participating in good faith in complying with the provisions of this bill will be immune from civil or criminal liability that may otherwise be incurred or imposed.

This bill also requires hospitals to display a printed sign in the waiting rooms of the emergency department and the labor and delivery department with the following text in all capital letters: "WARNING: ASSAULTING A HEALTH CARE PROFESSIONAL WHO IS ENGAGED IN THE PERFORMANCE OF HIS OR HER OFFICIAL DUTIES, INCLUDING STRIKING A HEALTH CARE PROFESSIONAL WITH ANY BODILY FLUID, IS A SERIOUS CRIME AND WILL BE PROSECUTED TO THE FULLEST EXTENT OF THE LAW."

This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

#### SOURCES OF INFORMATION

Department of Commerce and Insurance  
Department of Health and Senior Services  
Department of Labor and Industrial Relations  
Department of Public Safety - Missouri Highway Patrol  
Office of the State Courts Administrator  
Office of the State Public Defender  
Newton County Health Department



Julie Morff  
Director  
March 24, 2026



Jessica Harris  
Assistant Director  
March 24, 2026