



Department of Consumer
and Business Services

YOUR SAFETY AND RIGHTS:

A GUIDE FOR OREGON WORKERS

12 | If you work at heights,
your employer must
protect you

16 | Understanding workplace
safety is essential to
earning your landscape
contractor license

28 | Your employer must
protect you from
pesticide exposure

Your Safety and Rights: A Guide for Oregon Workers

About this guide

The purpose of this guide is to empower workers and consumers to understand - and use - their rights to safe and healthy workplaces, and to protection from fraud.

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TABLE OF CONTENTS

Workers, consumers have rights to protection and support.....	4
Worker safety is critical to construction contractor success	6
Detecting hazards is important to your health	8
Protect yourself against fraud in three steps: Prevent, report, and recover.....	11
If you work at heights, your employer must protect you	12
Farmworkers can protect themselves by recognizing common hazards	14
Understanding workplace safety is essential to earning your landscape contractor license	16
Protection from machine hazards includes guarding, LOTO	18
Safety committees and meetings give workers a voice in safety, health	20
PPE is your last line of defense; understanding it is crucial	22
Return-to-work program supports workers and employers	24
Oregon OSHA inspections benefit workers; here's how it works	26
Your employer must protect you from pesticide exposure.....	28
Find an organization.....	30
Appendix	39
Oregon OSHA services	42



WORKERS, CONSUMERS HAVE RIGHTS TO PROTECTION AND SUPPORT

The [Oregon Department of Consumer and Business Services](#)

(DCBS) published this guide to empower workers and consumers – to equip

you – to understand and exercise your rights to safe and healthy workplaces, and to protect you from fraud.

In this publication, there's everything from how to protect yourself from workplace hazards and tips shielding you from financial harm to resources to pursue your goals and navigate life's turns.

As the administrator of Oregon Occupational Safety and Health (Oregon OSHA) –

a division of DCBS – I want you to know you have a right – under the Safe Employment Act – to work in a safe and healthy manner while earning a paycheck.

Your employer is required to protect you from safety and health hazards while on the job. And you have the right to raise concerns about hazards with your employer – [free from retaliation](#). Those are your rights under the law.

Oregon OSHA's mission – improving workplace safety and health for all workers in the state – is part of the larger mission of DCBS: To equitably protect and empower consumers and workers while maintaining a predictable yet innovative regulatory environment for the businesses we regulate.

Here are just some of the programs and services available to you through DCBS:

[Multicultural Communications Program](#) – helps non-English-speaking Oregon residents and workers understand their rights, responsibilities, and services.

[Division of Financial Regulation](#) – protects Oregonians'

access to fair products and services through education, regulation, and consumer assistance.

[Ombuds Office for Oregon Workers](#) – serves as an independent advocate for workers, helping them understand their rights, benefits, protections, and responsibilities within the workers' compensation system and workplace safety and health laws and rules.

[Oregon OSHA](#) – advances and improves workplace safety and health for all workers in Oregon through safety and health standards,

enforcement inspections, nonenforcement consultations, and public education and information.

[Workers' Compensation Division](#)

– ensures an equitable workers' compensation system, including your right to report a work-related injury or illness to your

employer.

We are dedicated to our mission to serve you. We work with labor advocates, government officials, business leaders, and insurers to inform you of your rights and to help you exercise them.

It is in the spirit and practice of our mission that we created this guide for you. In addition to helpful articles, tips, and resources, you will find a directory of institutions to further help support you.

I encourage you to keep this guide on hand. Please share it with your family and friends. Please use it for your benefit and for the benefit of your community.

Warmest regards,

Renée Stapleton

Administrator for Oregon OSHA



WORKER SAFETY IS CRITICAL TO CONSTRUCTION CONTRACTOR SUCCESS

Torivio Garcia

*Communications and outreach for
Oregon Construction Contractors Board*

Alba Johnston

*Consultation manager for
Oregon OSHA's Portland field office*



*Success as a construction contractor in Oregon
includes focusing on worker safety.*

Oregon OSHA requires construction contractors to keep their employees safe and healthy while on the job. At the same time, construction contractors must take certain steps to maintain their licensing through the Construction Contractors Board (CCB).

Both Oregon OSHA and CCB offer many resources to help such employers meet their obligations and achieve success. Here are some tips for contractors:

- Bidding on pre-1978 homes? Homes built before 1978 can contain lead-based paint. When disturbed, lead-based paint creates toxic dust that harms people and pets. If you're bidding on homes built before 1978, you are required to get a lead-based paint license.
- Create an online portal account with CCB. Create your account through a link on our website to update your address, renew your license, and more.
- Do your continuing education early. Unless you're exempt from continuing education, or you have a specialty license that does not require continuing education, you must complete continuing education hours before renewing your license. This can be done any time during the renewal period.
- Sign up for E-watch. Use E-watch to monitor any CCB license and receive notification when the license goes inactive. Sign up to receive notifications when your license expires or is suspended, so you can act as soon as possible.
- Watch for pre-complaint notices. Before a homeowner can initiate a complaint against a CCB license, they must send the contractor a pre-complaint notice. This opens a 30-day window of time during which the contractor can work with the



homeowner to resolve the problem. Don't ignore pre-complaint notices. Reach out to the homeowner as soon as possible to avoid a complaint.

- Keep your insurance and Oregon Secretary of State registration up to date. You're required to always have insurance on file at the agency. If your business is registered with the Secretary of State, you must keep this registration current to renew your license.
- Get a second Responsible Managing Individual (RMI). RMIs are required to take the 16-hour class and pass the CCB exam. If your RMI leaves the business or dies, the scramble to find a new RMI can be stressful. Have a second RMI as a backup to avoid license disruption when something unexpected happens.
- Know the rules for protecting employees. Under Oregon OSHA's requirements, employers must protect employees who do construction work.

Such work includes demolition, blasting and use of explosives, and power transmission distribution and maintenance work. Oregon OSHA's most frequently violated construction rules are General fall protection requirements [437-003-1501], Requirements for use of ladders [1926.1053(b)], Documentation of safety committee meetings [437-001-0765(13)], and the Written hazard communication program [1910.1200(e)].

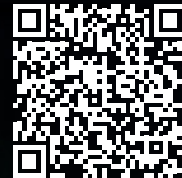
RESOURCES

- Call or email Oregon OSHA Consultation Services at 503-378-3272 or consult.web@dcbs.oregon.gov.
- Call or email CCB at 503-378-4621 or ccb.info@ccb.oregon.gov.

WE ARE HERE TO HELP!

Oregon OSHA offers **FREE** support and services to workers and employers.

Know – and use – your right to work safely: osha.oregon.gov/workers/Pages/Worker-rights-and-responsibilities.aspx



DETECTING HAZARDS IS IMPORTANT TO YOUR HEALTH

Linda Pressnell

Technical specialist for Oregon OSHA

Chemical burns. Diseases such as hepatitis. Hearing loss. Back pain. Nausea and dizziness. These are ways you can get sick or hurt in the workplace if you are exposed to a hazard. Ask yourself these questions and look for these signs to recognize hazards:



Do you pour, mix, apply, or spray a chemical? Does the chemical kill or control insects or plants? Do you see a pictogram like this on the label? Your employer must have a label and safety data sheet for the chemicals you use, and your employer must train you in how to use them. You may also be required to wear personal protective equipment, such as goggles, gloves, or a respirator.



Do you touch blood that is not yours or sharp objects such as used hypodermic needles? Is the blood liquid or dry and flaky? Do you see a symbol like this? Your employer must provide training, personal protective equipment, and tools to prevent your exposure to bloodborne pathogens. They must also offer the hepatitis B vaccine, among other protective measures.



Do you work where it is so noisy you have trouble hearing what people say? Do you see signs that look like this? Your employer is required to protect your hearing by implementing controls, such as reducing your time spent in noisy areas, or requiring the use of earplugs or earmuffs.



Do you lift heavy objects or many objects repeatedly in a work shift? Do you have to bend or twist when lifting? Do you see signs like this? Your employer should train you how to lift, and may provide equipment to help in moving heavy or awkward objects.



Do you work where it is hot, especially in the summer? Do you see signs like this? When the heat index is 80 degrees or higher, your employer must provide water and access to shade or a cool place, and training to recognize the symptoms of heat illness, among other things. When the heat index is 90 degrees or higher, there are additional requirements including rest breaks.

If you answer yes to those questions or see those signs, you can take steps to protect yourself. Talk to your supervisor, or your employer's safety committee, or your union representative. You can also contact Oregon OSHA. Your employer is responsible for providing ways to protect you from illness and injury.

RESOURCES

Bloodborne pathogens:

- English — osha.oregon.gov/edu/courses/Pages/bloodborne-pathogens-online-course.aspx
- Spanish — osha.oregon.gov/edu/courses/espanol/Pages/bloodborne-pathogens-online-course.aspx

Heat illness prevention:

- English — osha.oregon.gov/OSHAPubs/factsheets/fs91.pdf
- Spanish — osha.oregon.gov/OSHAPubs/factsheets/fs91s.pdf



An unknown caller could be a hacker or scammer, but you don't have to fall for their schemes.

PROTECT YOURSELF AGAINST FRAUD IN THREE STEPS: PREVENT, REPORT, AND RECOVER

Shannon Romero

Consumer education and engagement coordinator for the Oregon Division of Financial Regulation

Scammers and fraudsters want you to believe they have your best interests at heart. What they really want is to steal your money or personal information. You have the power to protect yourself by recognizing the signs and taking action. Here's how:

Scammers will:

- Contact you out of the blue. It could be a knock on the door, a phone call, a text, a social media message, or a piece of mail you weren't expecting. The red flags are that you did not initiate the contact, they want to keep you in communication, and they make it hard to ignore them.
- Claim there is an emergency or urgent action required. A scammer wants an immediate response from you. They falsely claim there will be consequences if you don't. They can make it sound like you're in trouble with the government, you owe money, a family member had an emergency, there's a problem with your account, or that you've won a prize.
- Ask for personal information. Scammers often pose as bank staff, health care providers, or government officials asking for personal or financial information. Be suspicious anytime someone asks for this information.
- Push you to wire money, pay in cash, use cryptocurrency, or purchase prepaid debit cards. This is the easiest way for scammers to steal your money, and it's almost impossible to get it back once you send it.
- Make it sound too good to be true. Use this simple mantra to help you detect and avoid scams: If it seems too good to be true, it probably is!

Actions you can take:

- Report it. Report scams and fraud to the Federal Trade Commission at reportfraud.ftc.gov and the Oregon Department of Justice at justice.oregon.gov/consumercomplaints. If you paid a scammer, contact your bank, or the appropriate institution, and ask them to reverse the charge or stop the payment.
- File a police report, too.

We are here to help you!

The Oregon Division of Financial Regulation's consumer advocates can answer your insurance and financial services questions. Visit dfr.oregon.gov or call 888-877-4894 (toll-free).

Consumer advocates will:

- Answer your questions
- Investigate your complaints
- Advocate for you
- Help you get a clear response to your concerns
- Verify license information

RESOURCES

Protect against financial fraud:

- dfr.oregon.gov/financial/resources/Pages/index.aspx

Get help from a consumer advocate:

- dfr.oregon.gov/help/Pages/index.aspx

Consumer resource publications:

- dfr.oregon.gov/help/outreach-education/Pages/publications.aspx

IF YOU WORK AT HEIGHTS, YOUR EMPLOYER MUST PROTECT YOU

Nilda Martinez

Safety compliance officer for Oregon OSHA

Working at heights is dangerous. If you fall, you could be killed or seriously injured. That is why the importance of fall protection cannot be overstated. And if your employer expects you to work at heights, then they are required to protect you against fall hazards.

Here is what you need to know about fall protection:

- **Worksite fall hazards** – before starting work, a site-specific fall hazard assessment must be completed to identify the potential fall hazards employees could be exposed to.
- **Fall protection planning** – after fall hazards are identified – and those that can be eliminated are removed – a protection plan must be implemented. Such a plan should include fall protection systems, work procedures, equipment, and an emergency rescue plan.
- **Protective measures** – you are entitled to the right equipment for the job, and your employer must provide it. Common fall protection systems include:
 - Guardrail systems
 - Personal fall arrest or restraint systems (consisting of an anchorage, connectors, and a body harness)
 - Positioning system
 - Warning-line system
 - Safety monitoring system
 - Safety net systems
 - Covers for holes

“If your employer expects you to work at heights, then it is required to protect you against fall hazards.”

- **Fall protection training** – your employer is required to train you on fall hazard recognition; methods of fall protection; proper setup, safe use, and inspection of equipment; safe work practices; and emergency procedures or rescue plan.
- **Equipment use, inspection, and maintenance** – to ensure proper use, inspection, and maintenance of fall protection equipment, follow the manufacturer’s instructions. The instructions require equipment to be inspected before each use, adequately installed or assembled, and maintained in good working order.
- **Adequate supervision** – your employer must have a method to supervise work involving fall protection. Supervision ensures safety measures are followed, hazards are identified, equipment is used correctly, workers are properly trained, and immediate corrective actions are taken.

When is fall protection required?

Employers must provide fall protection and ensure you use it when you are working at certain heights. Generally, for the **construction industry, the rule is 6 feet** or more above lower levels. When using **scaffolding equipment, the rule is 10 feet** or more above lower levels. In most **general industry and forest activities, the rule is 4 feet** or more above lower levels. **In agriculture, the rule is 10 feet** or more above lower levels.

What are some common situations requiring fall protection?

Some common situations where your employer must protect you from falls include:

- On a walking-working surface with an unprotected side and/or edge, such as a roof.
- In areas with holes or open spaces in floors and/or with wall openings.
- On ramps, runways, and other elevated walkways such as stairways and decks.
- At the edge of an excavation, well, pit – such as an automotive repair pit – or shaft.
- Above dangerous equipment (at any height).
- On elevating work platforms or personnel platforms.
- On scaffolds.

RESOURCES

Fall protection for construction activities:

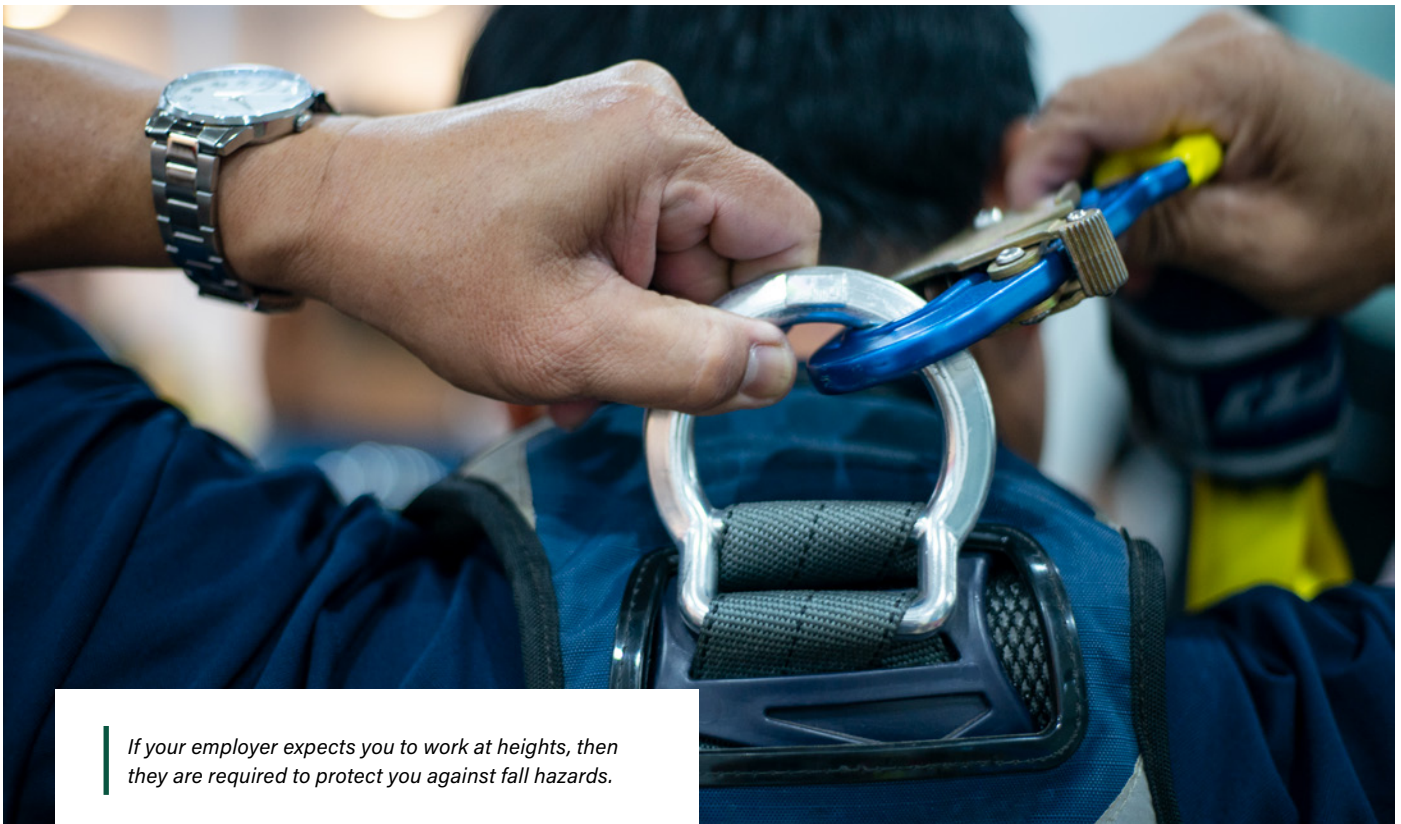
- English — osha.oregon.gov/oshapubs/2824.pdf
- Spanish — osha.oregon.gov/OSHAPubs/2824s.pdf

Walking working surfaces at a glance:

- English — osha.oregon.gov/OSHAPubs/factsheets/fs74.pdf
- Spanish — osha.oregon.gov/OSHAPubs/factsheets/fs74-spa.pdf

Fall protection trigger heights for general industry:

- English — osha.oregon.gov/OSHAPubs/factsheets/fs58.pdf
- Spanish — osha.oregon.gov/OSHAPubs/factsheets/fs58s.pdf



If your employer expects you to work at heights, then they are required to protect you against fall hazards.

FARMWORKERS CAN PROTECT THEMSELVES BY RECOGNIZING COMMON HAZARDS

Alba Johnston

Consultation manager for Oregon OSHA's Portland field office

The most common workplace hazards in agriculture include tractors, forklifts, harvesters, ladders, pesticides, conveyor belts, extension cords, and maintenance activities.

But just because they are common does not mean you must accept being exposed to potential serious injury from them. In fact, your employer is required to protect you, including providing training, fall protection, and other safety measures. Here are some things you need to know to protect yourself:

- Falls are a common hazard on farms, leading to fatal and nonfatal injuries.
- There are as many hazards created by moving machinery parts as there are different types of machines. Mechanical hazards cause caught-in or between, caught-on, and struck-by incidents that can cut, crush, amputate, break bones, strain muscles, and even asphyxiate you.
- Most farmworker injuries and deaths are caused by tractor incidents. Such incidents include overturns, runovers, contact with unguarded power take-off (PTO) systems, and contact with unguarded attachments or implements.

Hazards in agriculture include tractors, forklifts, harvesters, ladders, pesticides, conveyor belts, extension cords, and maintenance activities.



- Your employer must train you when you are initially assigned to drive a tractor. After your initial training, your employer must train you at least annually.
- Tractor rollovers are a leading cause of death on farms in the United States. Roll over protection systems (ROPS) were developed to protect vehicle operators from death or serious injury by providing a protective zone during a rollover. ROPS alone will not provide full protection. A seat belt must be used on ROPS-equipped tractors to secure the operator in the protective zone.
- Under the Worker Protection Standard (WPS), Oregon OSHA requires employers to protect you when pesticides are applied. This includes requirements for those applying pesticides, and those who might be near locations where pesticides have been applied. This may include timeframes when people may not enter the application site. One of the requirements includes the application exclusion zone (AEZ) which must be established around the spray equipment. This protective zone moves with the equipment and may extend outside the crop area being treated. Only trained and equipped handlers can be in an AEZ during the spray application.
- Before operating a forklift you need to receive classroom instruction, hands-on training, and an evaluation to determine your ability. The evaluation must take place in the workplace so the trainer can observe the operator perform typical tasks. Refresher training must be provided every year.
- To remove language barriers, your employer must provide you with training in a manner you understand.

RESOURCES

Agriculture:

- osha.oregon.gov/Pages/topics/agriculture.aspx

Rights and responsibilities:

- osha.oregon.gov/workers/Pages/Worker-rights-and-responsibilities.aspx

GET HELP FROM OUR CONSULTANTS

Hands-on training, hazard assessments, and more for employers:

osha.oregon.gov/consult/Pages/index.aspx



UNDERSTANDING WORKPLACE SAFETY IS ESSENTIAL TO EARNING YOUR LANDSCAPE CONTRACTOR LICENSE

Juanita Montes Romero

*Bilingual licensing specialist for
Oregon Landscape Contractors Board*

Alba Johnston

*Consultation manager for
Oregon OSHA's Portland field office*

If you want to perform landscape construction work in Oregon you need to follow the proper steps to get your license. One of those steps is demonstrating knowledge of Oregon OSHA's workplace safety and health requirements, including everything from the safe use of ladders and electrical safety to PPE and safety committees.

Oregon law requires that anyone in the state who advertises, operates as, or uses the title of a landscape contractor or landscape business must

be licensed with the Oregon Landscape Contractors Board (LCB). Exams must be taken before you can be licensed; one of the exams includes questions about Oregon OSHA's workplace safety and health requirements. Reading the following guide provided by Oregon OSHA will prepare you for the part of the exam that addresses on-the-job safety and health requirements: [Guide for Landscaping Contractors and Tree and Shrub Services](#).

There are more steps to follow as part of LCB's process as you work your way toward becoming licensed. Be sure you prepare and submit the necessary applications and documentation. You will also need to ensure you meet the required work experience, complete and pass the necessary exams, and understand the continuing education needed to maintain your license.

Learn more about the process by visiting the following LCB resources online: [work requiring a license](#); [apply for a license](#); [exam](#); [forms](#); and [Spanish documents](#).

You can also call or email LCB for help: 503-967-6291 or lcb.info@lcb.oregon.gov.

RESOURCES

LCB:

- oregon.gov/lcb

Basic steps to becoming licensed:

- oregon.gov/lcb/Documents/StepstoBecomeLicensed.pdf

Oregon OSHA guide:

- osha.oregon.gov/OSHAPubs/2942.pdf



Understanding worker safety is a critical part of obtaining a license to do landscape work in Oregon.

PROTECTION FROM MACHINE HAZARDS INCLUDES GUARDING, LOTO

Nilda Martinez

Safety compliance officer for Oregon OSHA

Does your employer task you with cleaning powered machinery? If so, your employer must provide effective machinery safeguards to protect you from getting caught between moving or stationary parts, and from getting hit by rotating components.

The risk to you is all too real: Unguarded, or inadequately guarded, machinery can cause life-altering injuries or death, especially during maintenance tasks such as sanitation.

Here is what you need to know:

- **Machine safeguarding and guarding.**

Safeguards protect against human error and inadvertent contact with hazardous moving parts, such as chains, belts, and gears. Safeguards include barriers, such as guards or covers, and shields, safety devices, warning signs, and safe work procedures. Your employer must assess the related hazards. Then your employer must develop, implement, and provide effective safeguarding. Your employer must also provide the right tools and protective equipment for you to use to safely access difficult-to-reach areas and avoid placing your hands or other parts of your body in danger zones.



Unguarded, or inadequately guarded, machinery can cause life-altering injuries or death, especially during maintenance tasks such as sanitation.

- **Lockout tagout (LOTO)/controlling hazardous energy.** It may be necessary to remove machine guards to allow sanitation work. That is why LOTO procedures are needed to protect you from machine hazards. Such procedures involve notifying all employees who could be exposed to hazards that the machine will be shut down for sanitation. Before any work is performed, the machine must be: 1) powered off from all its energy sources and physically locked out (locks on operating controls) and tagged out (warning signs on energy-isolating

devices) for each energy source; and 2) completely de-energized from any stored or residual hazardous energy that could unexpectedly activate the machine. Simply shutting off energy sources without releasing the stored energy is not enough.

The final step in de-energizing equipment is to test the machine's controls to verify it is completely de-energized and inoperable. Some common energy sources

include: capacitors; coiled springs; electricity, elevated machine parts; rotating flywheels; and air, gas, steam, chemical, and hydraulic systems. The procedure should also include returning the equipment safely to service and must contain specific details on how to do so.

- **Training.** Your employer must develop, document, and implement a workplace energy control program that includes procedures. Your employer must also train you on the purpose and use of those procedures, and on how to carry out those procedures so that you are protected.
- **Supervision.** Your employer must provide adequate supervision to ensure you are following proper LOTO procedures and safe work practices. Supervisors help keep you safe by identifying hazards and using their authority to correct hazards.
- **Safe work practices.** Follow these safe work practices:
 - Reduce the risk of getting caught in machinery by never wearing loose clothing, jewelry, dangling objects, or gloves with fingertips.
 - Whenever possible, ensure machine and equipment guards are in place.
 - Keep your hands, hair, and body safely away from danger zones. Danger zones include the machine's point of operation, nip or shearing

“The risk to you is all too real: Unguarded, or inadequately guarded, machinery can cause life-altering injuries or death...”

points, rotating parts, and reciprocating or other moving components.

- Always make certain any helpers are clear of the machine before activating it.
- Be alert to the dangers of inadvertent or unintentional machine activation.
- Remove tripping and slipping hazards around machinery.
- Always follow lockout/tagout procedures. Always follow the operator's manual when doing any servicing, maintenance, and troubleshooting work.
- Never rely only on safety devices such as emergency stops. Also, presence-sensing devices and interlocks only sense dangerous motion – they do not prevent access to it. These devices can malfunction or not activate.

RESOURCES

Machine guards workbook:

- osha.oregon.gov/Edu/Documents/peso/modules-pdf/machineguarding-w.pdf

Fact sheet on lockout/tagout:

- English — osha.oregon.gov/OSHAPubs/factsheets/fs08.pdf
- Spanish — osha.oregon.gov/OSHAPubs/factsheets/fs08s.pdf

Online training:

- English — osha.oregon.gov/Edu/courses/Pages/lockout-tagout-online-course.aspx
- Spanish — osha.oregon.gov/Edu/courses/espanol/Pages/lockout-tagout-online-course-sp.aspx



Safety committees and meetings provide a way for employees to be heard, voice their safety concerns, and to help develop solutions.

SAFETY COMMITTEES AND MEETINGS GIVE WORKERS A VOICE IN SAFETY, HEALTH

Ivan Bustamante

Safety compliance officer for Oregon OSHA

In Oregon, almost every employer must have either a **safety committee** or hold regular **safety meetings**. These meetings or committees give employees a chance to speak up about safety concerns, point out hazards, and work together to prevent accidents.

What are they? Why are they important?

Safety committees and meetings are a platform for communication. They provide a structured way for employees to be heard, voice their safety concerns, and to help develop solutions. This is crucial because

employees are often the first to notice potential hazards or suggest practical improvements.

Your participation ensures that you have a voice in your own safety and that of your co-workers, making your workplace safer and healthier.

Differences of committees and meetings

- A safety committee:
 - Is a group of workers and managers who meet regularly
 - Must have both employee-chosen and employer-chosen members

- Keeps written minutes and follows up on safety problems
- Is required if the workplace has more than 10 employees at a location, and more than half of those employees are at a fixed location.
- A safety meeting:
 - Is a gathering of workers and a supervisor to talk about safety
 - Keeps written notes for most types of workplaces
 - Is allowed in smaller or special types of workplaces

Committee and meeting actions

Safety committees and meetings:

- Talk about accidents and corrective measures, near misses, and safety and health issues or hazards
- Ensure the workplace is inspected and suggest fixes
- Establish a system for employees to report safety concerns
- Share safety rules and training
- Keep records of who attended and what was discussed

Key differences by industry

While the core functions of safety committees and meetings are similar, Oregon OSHA tailors its rules to fit the specific risks of different industries. Consider:

- Division 1 (general administrative rules): This is the baseline rule for safety committees (OAR 437-001-0765). It applies to most general industry and construction employers.
- Division 4 (agriculture): This division has specific rules (OAR 437-004-0251) designed for the unique challenges of farming. The regulations account for the presence of seasonal workers and the often-mobile nature of agricultural work.

- Division 7 (forest activities): Given the high-risk nature of this work, this division's rules (OAR 437-007-0130) emphasize detailed safety and health programs, with specific requirements for employee involvement to address the unique and serious hazards of forestry.

Your voice matters. Speak up, share concerns, and help keep yourself and your co-workers safe and healthy!

RESOURCES

Guide to safety committees and meetings:

- English — osha.oregon.gov/OSHAPubs/0989.pdf
- Spanish — osha.oregon.gov/OSHAPubs/0989s.pdf

Safety committees and meetings online course:

- English — osha.oregon.gov/edu/courses/Pages/safety-committees-and-meetings-online-course.aspx
- Spanish — osha.oregon.gov/edu/courses/espanol/Pages/safety-committees-and-meetings-online-course-sp.aspx

Foundation for a safe workplace:

- osha.oregon.gov/OSHAPubs/4755.pdf

GET TRAINING

Online, video, classroom, bilingual, and more on a variety of topics:

osha.oregon.gov/edu/Pages/index.aspx

PPE IS YOUR LAST LINE OF DEFENSE; UNDERSTANDING IT IS CRUCIAL

Alexia Gamboa

Occupational safety consultant for Oregon OSHA

What is personal protective equipment (PPE)?

It is safety equipment used to minimize exposure to hazards that cause serious injuries and illnesses in the workplace. Although PPE is meant to protect people, it should be the last line of defense. Oregon OSHA expects employers to always aim for elimination (physically removing the hazard), substitution (replacing the hazard), engineering controls (isolating people from danger), administrative controls (changing the procedures people follow) and then, finally, PPE.

There is protective equipment for all parts of the body. Consider these examples:

- **Head** – Hard hats protect against overhead objects, strikes, and accidental contact with electrical equipment. They are categorized by types and classes. Check the sticker label to identify the type (indicates the impact protection) and class (indicates the protection against electricity) of your hard hat.
- **Eyes** – You must wear eye protection to prevent contact with dust, chemicals, blood, and intense light. Such protection includes glasses, goggles, or a welding shield.
- **Face** – Face shields go over your face (in addition to eye protection) to protect you from dust, chemicals, splashes, sprays, and more.



PPE is safety equipment used to minimize exposure to hazards that cause serious injuries and illnesses in the workplace.

- **Lungs** – Equipment such as masks, respirators (half-face or full-face), and self-contained breathing apparatuses remove or prevent contaminants from entering your body through your respiratory system. Filters (for particulates) and cartridges (for gases/vapors) are often color coded, depend on exposure, and must be replaced accordingly.

- **Ears** – Earplugs and earmuffs exist to protect your hearing. Noise levels above 85 decibels (the sound of a lawnmower) can cause permanent hearing damage.
- **Hands** – Gloves come in all types for different hazards, including cuts, burns, chemicals, and temperatures.
- **Feet** – Shoes protect against slips, impacts, punctures, temperatures, and chemicals.
- **Body** – Coveralls, aprons, chaps, high-visibility vests, welding coats, and fall protection harnesses protect you against temperatures, splashes, impacts, machinery, electricity, chemicals, and more.

What should I use?

Your employer must conduct a hazard assessment so you know the type of PPE you need. Whenever your employer requires you to use PPE, they must provide it for free, ensure that it fits, and train you on how to use, store, clean, and wear it.

What must I do?

You must use your PPE. Make sure to stay involved in PPE training, maintenance, and care. Tell your employer if repairs or replacement are necessary. If you decide to use your own PPE, tell your employer.

RESOURCES

PPE hazard assessment:

- osha.oregon.gov/OSHAPubs/2738.pdf

PPE general requirements:

- osha.oregon.gov/OSHAPubs/factsheets/fs03.pdf

PESO – bilingual training
(includes PPE topics):

- osha.oregon.gov/edu/peso/Pages/default.aspx

LOOKING FOR THE LATEST WORKPLACE SAFETY AND HEALTH NEWS IN OREGON?

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RETURN-TO-WORK PROGRAM SUPPORTS WORKERS AND EMPLOYERS

Oscar Garcia Lopez

Worksite modification consultant for the Preferred Worker Program of the Oregon Workers' Compensation Division (WCD)

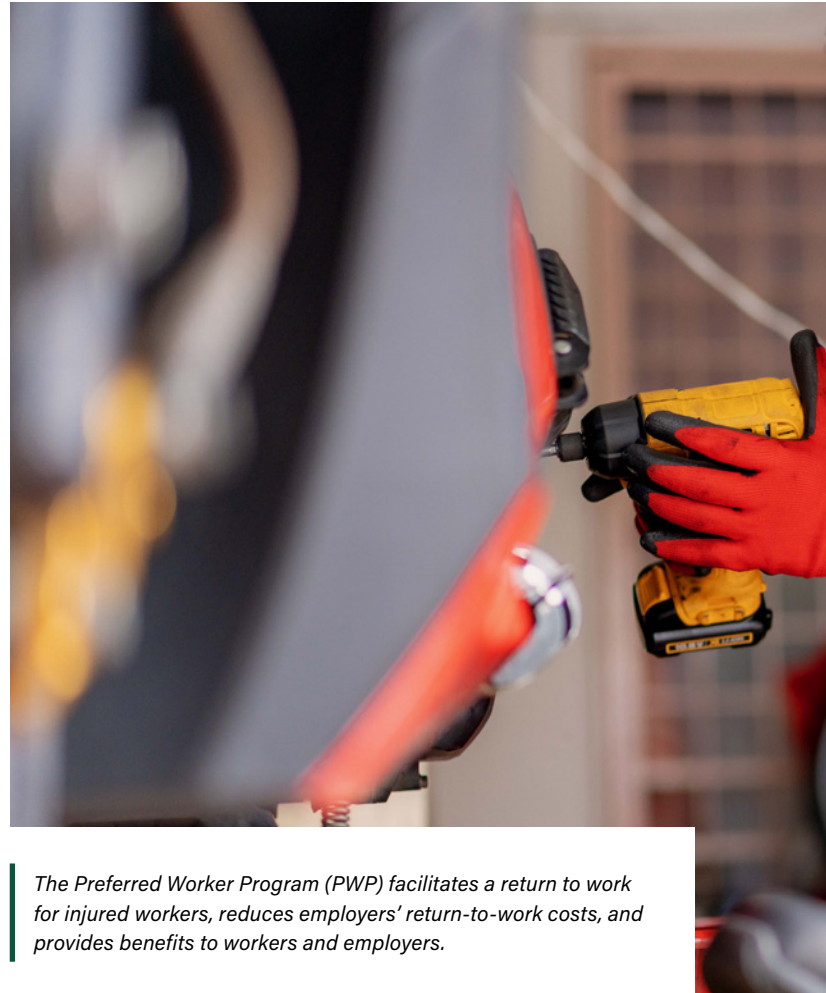
Workers in Oregon sometimes get hurt on the job, and injuries happen across a variety of industries. In 2023, Oregon reported 3.4 injury cases per 100 full-time equivalent workers. That same year in the United States, private industries reported 45,500 nonfatal injuries.

But getting hurt on the job does not have to mean the end of an Oregon worker's ability to return to work and earn a living.

The Preferred Worker Program (PWP) facilitates a return to work for injured workers, reduces employers' return-to-work costs, and provides benefits to workers and employers. PWP is funded by employee-employer contributions to the Workers' Benefit Fund of 2 cents per hour worked.

Preferred workers are designated as such because they have permanent work restrictions. Such restrictions are due to workers' compensation accepted disabling claims that prevent them from returning to work when they're injured.

There are many benefits for workers who are designated as preferred workers, and those benefits help employers, too.



The Preferred Worker Program (PWP) facilitates a return to work for injured workers, reduces employers' return-to-work costs, and provides benefits to workers and employers.

A preferred worker has 13 benefits available for life or until the amount of each benefit is exhausted. Some of the benefits include assistance with clothing, tools and equipment, transportation-related expenses, miscellaneous purchases, tuition, books, and fees.

Among all the benefits, the following help increase safety in the workplace while supporting productivity:

Premium exemption: an employer does not pay workers' compensation premiums or premium assessments on a preferred worker for three years. This protects the employer from the cost of a new claim if the preferred worker has a new injury during the three-year exemption period.

Wage subsidy: \$40,000 is available to provide up to 50 percent of a worker's gross wages reimbursed to the employer for up to six months.



Worksite creation: If a preferred worker is hired for a new position, a \$5,000 benefit can be used to help create the worksite.

Worksite modification: The benefit total is \$50,000. If needed, up to \$35,000 can be used for a single job. Worksite modification enables the worker to do the job within their permanent restrictions. Worksite modification increases safety and production. It does so by reducing physical strain and fatigue. This leads to higher-quality work, fewer injuries, and less employee turnover. Worksite modification can involve changing tools and equipment, arranging different work processes, or removing a task.

RESOURCES

- Call 800-445-3948
- PWP.oregon@dcbs.oregon.gov
- oregonPWP.com



READ AND WATCH

Order publications, and check out or stream videos from our Resource Center:

osha.oregon.gov/media/Pages/default.aspx



One of your rights as a worker is to participate in safety and health inspections with Oregon OSHA staff, including compliance officers who conduct enforcement inspections.

OREGON OSHA INSPECTIONS BENEFIT WORKERS; HERE'S HOW IT WORKS

Jordan Rivas

Senior safety compliance officer for Oregon OSHA

A key part of what Oregon OSHA does is conduct inspections – both enforcement and nonenforcement – to help employers understand and comply with workplace safety and health rules that protect workers.

One of your [rights as a worker](#) is to participate in safety and health inspections with Oregon OSHA staff, including compliance officers who conduct enforcement inspections.

Under the Oregon Safe Employment Act (OSEA), you have a right to a safe and healthy workplace, and your employer is obligated to maintain safe and healthy working conditions. You also have the right to raise concerns about hazards and get them corrected. It is [unlawful](#) for your employer to retaliate against you for raising concerns. The mission of Oregon OSHA, which operates under OSEA, is to advance the safety and health of all workers in Oregon. Our work includes

enforcing regulations, offering public education and consultation services, clarifying rules, and providing impartial investigations.

The types of enforcement inspections Oregon OSHA conducts include:

- Imminent danger
- Fatality or catastrophe
- Complaints
- Government or other organization referrals
- Planned (based, in part, on an employer's history of workplace injuries and illnesses or their industrial classification)
- Related (to another inspection)
- Follow-up

If you file a complaint with Oregon OSHA alleging a hazard, you may do so confidentially, which means Oregon OSHA will protect your identity.

Oregon OSHA does not give advance notice of inspections. Our compliance officers will show their credentials. When compliance officers open inspections, they will cover such topics as the inspection's scope, documents, sampling, PPE, and confidentiality. A representative authorized by the employees of the employer will be given the

opportunity to accompany the compliance officer during a workplace inspection.

The inspection process includes private interviews with employees; if needed, an interpreter will be provided for free.

Employer responsibilities include:

- Providing a place of employment that is safe and healthful for employees.
- Training and supervising employees on the safe operation of equipment, processes, and practices in compliance with all applicable safety and health rules.
- Providing health hazard control measures necessary to protect the employees' health from harmful or hazardous conditions.
- Providing and maintaining safeguards, including but not limited to, guardrails, machine guards, and personal protective equipment, that are necessary to safely accomplish work.
- Promptly replacing or repairing defective equipment.
- Investigating each lost-time injury, implementing corrective measures, and preserving evidence when requested by Oregon OSHA.

RESOURCES

Oregon OSHA Spanish-language portal:

- osha.oregon.gov/edu/PESO/pages/default.aspx

File a complaint with Oregon OSHA:

- English — www4.cbs.state.or.us/exs/osha/hazrep/
- Spanish — www4.cbs.state.or.us/exs/osha/hazrep/?language=es

Your employer's reporting requirements:

- osha.oregon.gov/essentials/Pages/report-fatality-or-injury.aspx



ASK OUR EXPERTS

Understand rules for your workplace:

osha.oregon.gov/Pages/Contact-Technical.aspx

YOUR EMPLOYER MUST PROTECT YOU FROM PESTICIDE EXPOSURE

David Romero Rosas

Senior health compliance officer for Oregon OSHA

Agricultural workers have the right to be protected from pesticide exposure under Oregon OSHA's Worker Protection Standard (WPS). Your knowledge of WPS is crucial in protecting yourself and others.

Here are some things you need to know about WPS requirements:

When the pesticide is applied from the air or with an air-blast sprayer, your employer must set up an Application Exclusion Zone (AEZ). If your employer sets up an AEZ, then they must train you about what it means. The AEZ surrounds application equipment and moves with the equipment. Only trained and equipped handlers can be in an AEZ during a spray application.

Employers must also tell people who live in worker housing if the housing and associated facilities are within the AEZ.

Here is how the AEZ works:

When pesticides are applied from the air or with an air-blast sprayer, a 150-foot AEZ around the application equipment must be set up when the pesticide label requires a respirator. Anyone within the AEZ must leave the zone until 15 minutes after the application equipment's last pass through the AEZ.

When pesticides are applied from the air or with an air-blast sprayer, a 100-foot AEZ around the application equipment must be set up when the pesticide label does not require a respirator. Anyone within the AEZ must either remain in an enclosed agricultural structure or leave the AEZ until 15 minutes after the application equipment's last pass through the AEZ.

If a pesticide is applied no more than 12 inches above the crop or ground, then a 25-foot AEZ must be set up.

Anyone must either stay in an enclosed agricultural structure or leave the AEZ.

Some pesticide labels restrict people from entering an area where pesticides have been applied for a specific period of time. This is known as the Restricted Entry Interval (REI). If there is a REI for the pesticide, there must be signs posted outside the treated area telling you the time of application and the expiration of the REI. Workers should not enter the application area while the REI is active.

Information about the pesticide being used must be posted in a central location available to you. This includes information about the date and time of the application.

RESOURCES

A guide to WPS – AEZ:

- English — [osha.oregon.gov/OSHAPubs/5423.pdf](https://www.osha-oregon.gov/OSHAPubs/5423.pdf)
- Spanish — [osha.oregon.gov/OSHAPubs/5423s.pdf](https://www.osha-oregon.gov/OSHAPubs/5423s.pdf)

Safe practices around chemicals/mobile version:

- [osha.oregon.gov/OSHAPubs/apps/safe-practices/safe-practices.html](https://www.osha-oregon.gov/OSHAPubs/apps/safe-practices/safe-practices.html)

AEZ video:

- English — [osha.oregon.gov/media/videos-online/Pages/aez-explained.aspx](https://www.osha-oregon.gov/media/videos-online/Pages/aez-explained.aspx)
- Spanish — [osha.oregon.gov/media/videos-online/Pages/aez-explained-sp.aspx](https://www.osha-oregon.gov/media/videos-online/Pages/aez-explained-sp.aspx)



Your knowledge of Oregon OSHA's Worker Protection Standard is crucial to using your right to be protected from pesticide exposure.

FIND AN ORGANIZATION



Construction Contractors Board

The Construction Contractors Board's (CCB) mission is to protect and serve Oregon consumers, support responsible licensed contractors, and promote a positive business climate. CCB's vision is to deliver customer-focused, outcome-based programs that support robust consumer protections and a fair and competitive construction industry.

CCB's administration of licensing, statewide enforcement, contractor and consumer education, and dispute resolution programs are focused on the following objectives:

- Protect Oregon consumers from unfair construction practices
- Promote a fair and competitive business climate in the construction industry
- Deliver valuable programs and services to consumers and contractors
- Provide timely and efficient customer service to all Oregonians

Contact information: 503-378-4621,
CCB.info@ccb.oregon.gov

Outreach contacts: Don Myron and Tori Garcia

Website address: oregon.gov/ccb



Employer Compliance Unit, Workers' Compensation Division

The Employer Compliance Unit is responsible for ensuring that subject Oregon employers provide workers' compensation insurance coverage for their employees. The unit focuses on employer compliance with workers' compensation coverage requirements by educating, investigating, and monitoring employers. For subject Oregon employers that don't have coverage and have had an injured worker file a claim, the unit is responsible for referring the claim to an assigned claims agent to ensure timely benefits to the injured worker.

Contact information: 888-877-5670 (toll-free),
503-947-7815, wcd.employerinfo@dcbs.oregon.gov

Outreach contact: Sarah Jones

Website address: wcd.oregon.gov



Employment Services Team, Preferred Worker Program

The Employment Services Team (EST) shares the mission

of the Workers' Compensation Division (WCD) to ensure an equitable workers' compensation system for all. EST develops administrative rules to encourage and regulate injured workers' return to work and stay at work through reemployment and vocational assistance.

The team oversees and promotes the use of the insurer-administered Employer-at-Injury Program; promotes the use of and administers the benefits of the Preferred Worker Program (PWP); provides training and education for PWP; and resolves disputes arising from insurer decisions regarding vocational assistance in a fair, just, and objective manner through administrative review and by facilitating alternative dispute resolution.

Contact information: 503-947-7588, 800-445-3948 (toll-free), pwp.oregon@oregon.gov

Website address: oregonpwp.org



Northwest Workers' Justice Project (NWJP)

We envision a world where all workers have collective power and access to justice. NWJP protects workplace dignity by supporting the efforts of immigrant workers in low-wage jobs to improve wages and working conditions and eliminate power imbalances that lead to inequity. We offer legal representation to workers in low-wage jobs, training, leadership development, and policy advocacy.

Contact information: 503-525-8454

Website address: nwjp.org



NOWIA Unete

Center for Farm Worker Advocacy

Contact information: 541-245-1625, info@uneteoregon.org

Address: 607 W. Main St., Medford, OR 97501

Website address: uneteoregon.org

Occupational Public Health Program (OPHP)

The Occupational Public Health Program, a partnership between the Oregon Health Authority and the Oregon Fatality Assessment and Control Evaluation Program, works to identify and prevent work-related illnesses, injuries, and deaths while promoting health and safety for all Oregon workers. We achieve this mission by:

- Collecting, analyzing, and monitoring data
- Communicating findings to stakeholders
- Partnering with diverse groups to enable statewide outreach and action

Each year, our surveillance program tracks workplace injuries, illnesses, hazards, deaths, and exposures. Based on this information, we publish free resources, including:

- Occupational health indicators
- Fatality investigations
- Hazard alerts

Contact information: 503-494-3132, hurtadod@ohsu.edu

Outreach contact: David Hurtado

Website address: ohsu.edu/oregon-institute-occupational-health-sciences/occupational-public-health-program



Occupational Safety and Health Administration (OSHA)

Federal OSHA's mission is to ensure safe and healthful working conditions for every worker in the United States by setting and enforcing standards and providing training, outreach, education, and assistance. The agency aims to reduce workplace hazards and implement safety and health programs through collaboration with employers and workers.

Contact information: 800-321-6742 (OSHA), complaints.nwao@dol.gov

Outreach contact: Find contact information for specific regions at osha.gov/contactus/bystate. For outreach inquiries, contact the OSHA regional office.

Website address: osha.gov



Occupational Safety and Health Continuing Education (OSHCE) programs at the University of Washington

The Occupational Safety and Health Continuing Education (OSHCE) programs offered by the University of Washington Department of Environmental & Occupational Health Sciences (DEOHS) maintain and enhance current occupational health knowledge and skills throughout the Pacific Northwest.

DEOHS OSHCE is committed to building community partnerships and delivering high-quality occupational safety and health training to promote safe workplaces. We offer occupational safety and health courses for Spanish-speaking employees and supervisors, including courses and training materials for the construction, general industry, and agricultural sectors. We offer several Spanish online, on-demand courses in farm safety and virtual reality training for forestry workers.

Contact information: 800-326-7568 (toll-free), ce@uw.edu

Outreach contact: Jill Stoddard Tepe

Website address: oshce.uw.edu



Ombuds Office for Oregon Workers

The Ombuds Office for Oregon Workers serves as an independent advocate for workers by helping them understand their rights, benefits, protections, and responsibilities within the workers' compensation system and workplace safety and health laws and rules.

Contact information: 503-378-3351 or 800-927-1271, oww.questions@dcbs.oregon.gov

Website address: oregon.gov/DCBS/OOW



Oregon Bureau of Labor and Industries

Led by Labor Commissioner Christina Stephenson, the Bureau of Labor and Industries protects

workers' rights through enforcement of state labor laws, ensures access to housing and public accommodations free from discrimination for all Oregonians, and promotes the development of a highly skilled workforce through registered apprenticeship programs.

Contact information: boli_help@boli.oregon.gov, 971-245-3844

Outreach contact: Adam Jeffries

Website address: oregon.gov/boli/Pages/index.aspx



OREGON DEPARTMENT OF AGRICULTURE

Oregon Department of Agriculture (ODA)

Protect. Promote. Prosper. We safeguard Oregon's agriculture, natural resources, working lands,

economies, and communities through assistance, compliance, and market support.

ODA is made up of 38 programs that cover a wide variety of topics from market access and development to certification, licensing, and inspection services. To learn more of the variety of programs and how we work for you read: oregon.gov/oda/Documents/Publications/Administration/HowWeWorkForYou.pdf

Contact information: 503-986-4552, info@oda.oregon.gov

Website address: oregon.gov/ODA



Oregon Department of Revenue

Together, we collect the revenue that Oregon counts on. The department administers Oregon tax laws and provides services for the general public, tax professionals, cities, counties, local taxing districts, tribal governments, and other state agencies.

Do you need to make payments, set up a payment plan, or submit documents? Revenue Online (revenueonline.dor.oregon.gov) gives you access to your account(s). We also have many tax credits for low- to moderate-income families. In addition, you may use our withholding calculator to help get the correct amount of tax withheld to avoid a tax to pay at the end of the year. Contact us if you have any questions.

Contact information: 503-378-4988 or 800-356-4222 (toll-free),
questions.dor@dor.oregon.gov

Website address: oregon.gov/dor



Oregon Division of Financial Regulation

The Oregon Division of Financial Regulation's mission is focused on protecting Oregonians access to fair products and services through education, regulation, and consumer assistance. The division creates free consumer guides, tip sheets, and

frequently asked questions to help people make well-informed decisions about financial services and insurance. Consumer advocates are available to answer questions and investigate complaints.

Contact information: 888-877-4894 (toll-free),
outreach.dfr@dcbs.oregon.gov

Website address: dfr.oregon.gov/help/outreach-education/Pages/publications.aspx



Oregon Health Authority

The Pesticide Exposure, Safety, and Tracking (PEST) Program tracks and investigates health effects reported by people exposed to pesticides. This helps us to identify trends in acute (or sudden) pesticide poisonings and emerging pesticide hazards to guide education efforts for prevention, and to inform policymakers.

The Occupational Public Health Program (OPHP) aims to prevent work-related injuries, illnesses, and deaths by monitoring workplace health data, analyzing trends, and developing prevention strategies.

Contact information: 503-551-8650,
alan.m.martinez@oha.oregon.gov

Outreach contact: Alan Martinez

Website address: oregon.gov/oha/ph/Pages/index.aspx



Oregon Human Development Corporation

The Oregon Human Development Corporation is a nonprofit that promotes the economic advancement and self-sufficiency of farmworkers and underserved communities.

The agency provides workforce employment and training services, emergency housing assistance, and weatherization services.

Contact information: 855-215-6158 (toll-free)

Website address: ohdc.org



Oregon Landscape Contractors Board

The Oregon Landscape Contractors Board is a state agency with a strong commitment

to serve the public, consumers, and licensees of Oregon. The primary mission of the board is consumer protection. We achieve this by promoting contractor competency in the landscape industry through five major program areas: education, examinations, licensing, claims and dispute resolution, and enforcement. The LCB is a semi-independent state agency that protects consumers by regulating landscape construction work. Oregon law requires that all landscape

contracting businesses that work on residential and commercial property in Oregon be licensed with the LCB.

Contact information: 503-967-6291;
lcb.info@lcb.oregon.gov

Outreach contact: Juanita Montes Romero, bilingual licensing specialist

Website address: oregon.gov/lcb



Oregon Law Center

The Oregon Law Center is a nonprofit organization that provides free legal help. Its mission is to achieve justice for the low-income communities of Oregon by providing a full range of the highest quality civil legal services. The Farmworker Program serves agricultural workers (migrant, seasonal, H-2A, and H-2B (including forestry and seafood) in Oregon on employment-related matters. Farmworkers guide our priorities, currently focused on unpaid wages, discrimination, health and safety, and employer-provided housing. Phone calls and walk-ins are welcome. We provide services in Spanish, English, and Mixteco from San Juan Mixtepec, and can arrange interpreters in other languages.

Contact information: Oregon Law Center Farmworker Program

Gresham Farmworker Office: 503-726-4381,
mmartinez@oregonlawcenter.org

Woodburn Farmworker Office: 503-981-0336,
vsanchez@oregonlawcenter.org

Website address: oregonlawcenter.org



Department of Consumer
and Business Services

Oregon Occupational Safety and Health (Oregon OSHA)

Advancing and improving workplace safety and health for all workers in Oregon.

Contact information: 503-378-3272,
800-922-2689 (toll-free),
tech.web@dcbs.oregon.gov

Website address: osha.oregon.gov



Oregon Poison Center

The Oregon Poison Center is a 24-hour health care information and treatment resource for poison emergencies serving Oregon and Guam. Its mission is to prevent poisonings and to minimize adverse effects of exposures to drugs, poisons, chemicals, and natural toxins. To guide effective use of health care resources by serving the public, health care providers, and public health agencies, through telephone advice and consultation, educational outreach, research, and emergency response planning.

Contact information: 503-494-2196

Poison Help® hotline: 800-222-1222 (toll-free)

Outreach contact: Jennifer Eskridge, community outreach educator

Website address: oregonpoison.org



Pacific Northwest Agricultural Safety and Health Center (PNASH Center)

The Pacific Northwest Agricultural Safety and Health Center conducts research and promotes

best safety and health practices for Northwest producers, workers, and communities in farming, fishing, and forestry.

Our approach

- Partner with workers, employers, and communities
- Engage stakeholders to establish research priorities and respond to regional needs
- Transfer solutions to the workplace through training, outreach, and participatory research

We provide tools and resources to support worker safety, including:

- Pesticide safety
- Heat illness prevention
- Wildfire smoke protection
- Sexual harassment prevention

Our free materials include apps, videos, training guides, and posters designed to be simple, accessible, and useful for agricultural communities.

Contact information: Pablo Palmandez, palmap@uw.edu, 509-728-2018; and
Dennise Drury, dodrury@uw.edu,
206-291-3180

Website address: deohs.washington.edu/pnash



Paid Leave Oregon

Paid Leave Oregon is a program that allows employees in Oregon to take paid time off for many of life's most important moments. Oregon employees can take up to 12 weeks of paid, protected family, medical, or safe leave per benefit year. Claimants must work in Oregon, have either a Social Security number or an Individual Taxpayer Identification Number, and must experience a qualifying event. Contact Paid Leave Oregon to apply.

Contact information: 833-854-0166 (toll-free)

Website address: paidleave.oregon.gov



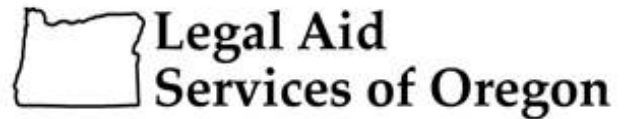
PCUN (Oregon's Farmworker Union) and Farmworker Service Center

To empower

farmworkers through organizing, systems change, and increasing representation in decision-making spaces. The Farmworker Service Center is PCUN's sister organization that provides a wide range of services and support to farmworkers and workers at large, which include worker rights enforcement, immigration legal support, and navigation of services.

Contact information: 503-902-0367,
info@pcun.org

Website address: pcun.org



Portland Regional Office of Legal Aid Services of Oregon (LASO)

The LASO Portland office provides free civil legal services and representation to low-income residents of Clackamas, Hood River, Multnomah, Sherman, and Wasco counties. If you live in a different county, you will need to contact your local legal aid program to inquire about employment law services. Our attorneys in the Portland office are available for consultation-related issues involving:

- Unpaid wages
- Unfair treatment or terminations based on discrimination or retaliation

We have access to on-demand interpretation services for all callers.

Contact information: If you wish to speak to an attorney, call the number below to be screened for an appointment.

Intake line: 503-224-4086

- Monday-Tuesday: 9 a.m.-noon and 1-4 p.m.
- Wednesday: 1-4 p.m.
- Thursday-Friday: 9 a.m.-noon and 1-4 p.m.

Website address: lasoregon.org/locations/portland-regional-office/



SAIF Corporation

SAIF Corporation is Oregon's not-for-profit workers' compensation insurance company, offering coverage to businesses throughout the state. SAIF focuses on workplace safety to help prevent injuries. When injuries happen, workers' compensation provides benefits for workers who become injured or sick as a result of their work.

Contact information: SAIF Customer Care Center – 800-285-8525 (toll-free),
saifinfo@saif.com

Website address: saif.com

U.S. Department of Labor Wage and Hour Division (WHD)

The U.S. Department of Labor's Wage and Hour Division enforces laws that establish minimum standards for wages and working conditions in the United States, including minimum wage, overtime pay, recordkeeping, child labor and special employment, family and medical leave, lie detector tests, worker protections for migrant workers and

certain temporary worker programs, and the prevailing wages for government service and construction contracts. Workers and employers can contact WHD anonymously with questions. WHD responds to worker complaints and conducts agency-initiated investigations. Contact us if you have questions, or if an employer has violated your workplace rights.

Contact Information: 502-326-3057

Outreach contact: Andrea Rasmussen, community outreach and resource specialist

Website address: dol.gov/whd



U.S. Equal Employment Opportunity Commission (EEOC)

We prevent and remedy unlawful employment

discrimination and advance equal opportunity for all.

Contact information: 206-576-3001,
zachary.florent@eeoc.gov

Outreach contact: Zachary Florent, outreach and education coordinator, Seattle Field Office (jurisdiction over Alaska, Idaho, Montana, Oregon, and Washington)

Website address: eeoc.gov

APPENDIX

A guide to WPS – AEZ:

- English — osha.oregon.gov/OSHAPubs/5423.pdf
- Spanish — osha.oregon.gov/OSHAPubs/5423s.pdf

AEZ video:

- English — osha.oregon.gov/media/videos-online/Pages/aez-explained.aspx
- Spanish — osha.oregon.gov/media/videos-online/Pages/aez-explained-sp.aspx

Agriculture:

- osha.oregon.gov/Pages/topics/agriculture.aspx

Basic steps to becoming a licensed landscape contractor:

- oregon.gov/lcb/Documents/StepstoBecomeLicensed.pdf

Bloodborne pathogens:

- English — osha.oregon.gov/edu/courses/Pages/bloodborne-pathogens-online-course.aspx
- Spanish — osha.oregon.gov/edu/courses/espanol/Pages/bloodborne-pathogens-online-course.aspx

Consumer resource publications:

- dfr.oregon.gov/help/outreach-education/Pages/publications.aspx

Fact sheet on lockout/tagout:

- English — osha.oregon.gov/OSHAPubs/factsheets/fs08.pdf
- Spanish — osha.oregon.gov/OSHAPubs/factsheets/fs08s.pdf

Fall protection for construction activities:

- English — osha.oregon.gov/oshapubs/2824.pdf
- Spanish — osha.oregon.gov/OSHAPubs/2824s.pdf

Fall protection trigger heights for general industry:

- English — osha.oregon.gov/OSHAPubs/factsheets/fs58.pdf
- Spanish — osha.oregon.gov/OSHAPubs/factsheets/fs58s.pdf

File a complaint with Oregon OSHA:

- English — www4.cbs.state.or.us/exs/osha/hazrep/
- Spanish — www4.cbs.state.or.us/exs/osha/hazrep/?language=es

Foundation for a safe workplace:

- osha.oregon.gov/OSHAPubs/4755.pdf

Get help from a consumer advocate:

- dfr.oregon.gov/help/Pages/index.aspx

Guide to safety committees and meetings:

- English — osha.oregon.gov/OSHAPubs/0989.pdf
- Spanish — osha.oregon.gov/OSHAPubs/0989s.pdf

Heat illness prevention:

- English — osha.oregon.gov/OSHAPubs/factsheets/fs91.pdf
- Spanish — osha.oregon.gov/OSHAPubs/factsheets/fs91s.pdf

LCB:

- oregon.gov/lcb

Machine guards workbook:

- osha.oregon.gov/edu/Documents/peso/modules-pdf/machineguarding-w.pdf

Online training:

- English — osha.oregon.gov/edu/courses/Pages/lockout-tagout-online-course.aspx
- Spanish — osha.oregon.gov/edu/courses/espanol/Pages/lockout-tagout-online-course-sp.aspx

Oregon OSHA Consultation Services

- Call or email Oregon OSHA Consultation Services at 503-378-3272 or consult.web@dcbs.oregon.gov

Construction Contractors Board

- Call or email CCB at 503-378-4621 or ccb.info@ccb.oregon.gov

Oregon OSHA landscape contractors guide:

- osha.oregon.gov/OSHAPubs/2942.pdf

Oregon OSHA Spanish-language portal:

- osha.oregon.gov/edu/PESO/pages/default.aspx

PESO – bilingual training (includes PPE topics):

- osha.oregon.gov/edu/peso/Pages/default.aspx

PPE general requirements:

- osha.oregon.gov/OSHAPubs/factsheets/fs03.pdf

PPE hazard assessment:

- osha.oregon.gov/OSHAPubs/2738.pdf

Preferred Worker Program:

- Call 800-445-3948
- PWP.oregon@dcbs.oregon.gov
- oregonPWP.com

Protect against financial fraud:

- dfr.oregon.gov/financial/resources/Pages/index.aspx

Rights and responsibilities:

- osha.oregon.gov/workers/Pages/Worker-rights-and-responsibilities.aspx

Safe practices around chemicals/mobile version:

- osha.oregon.gov/OSHAPubs/apps/safe-practices/safe-practices.html

Safety committees and meetings online course:

- English — osha.oregon.gov/edu/courses/Pages/safety-committees-and-meetings-online-course.aspx
- Spanish — osha.oregon.gov/edu/courses/espanol/Pages/safety-committees-and-meetings-online-course-sp.aspx

Walking working surfaces at a glance:

- English — osha.oregon.gov/OSHAPubs/factsheets/fs74.pdf
- Spanish — osha.oregon.gov/OSHAPubs/factsheets/fs74-spa.pdf

Your employer's reporting requirements:

- osha.oregon.gov/essentials/Pages/report-fatality-or-injury.aspx



GET A DIGITAL COPY

YOUR SAFETY AND RIGHTS: A GUIDE FOR OREGON WORKERS

Use this QR code to access a digital version of the guide to easily navigate to the resources provided.

NOTES

OREGON OSHA SERVICES

Oregon OSHA offers a wide variety of safety and health services to employees and employers:

Appeals

► **503-378-3272**

- Discusses Oregon OSHA's requirements and clarifies workplace safety or health violations.
- Discusses abatement dates and negotiates settlement agreements to resolve disputed citations.

Conferences

► **503-378-3272; oregon.conferences@dcbs.oregon.gov**

- Hosts, co-hosts, and coordinates conferences throughout Oregon that enable employees and employers to learn and share ideas with local and nationally recognized safety and health professionals.

Consultations and Evaluations

► **503-378-3272; 800-922-2689; consult.web@dcbs.oregon.gov**

- Offers no-cost, on-site safety and health assistance to help Oregon employers recognize and correct workplace safety and health problems.
- Provides consultations in the areas of safety, industrial hygiene, ergonomics, occupational safety and health programs, assistance to new businesses, the Safety and Health Achievement Recognition Program (SHARP), and the Voluntary Protection Program (VPP).

Enforcement Information

► **503-378-3272; 800-922-2689; enforce.web@dcbs.oregon.gov**

- Offers pre-job conferences for mobile employers in industries such as logging and construction.
- Inspects places of employment for occupational safety and health hazards and investigates workplace complaints and accidents.
- Provides abatement assistance to employers.

Public Education and Training

► **503-947-7443; 888-292-5247, Option 2; ed.web@dcbs.oregon.gov**

- Provides workshops and materials covering management of basic safety and health programs, safety committees, accident investigation, technical topics, and job safety analysis.

Standards and Technical Resources

► **503-378-3272; 800-922-2689; tech.web@dcbs.oregon.gov**

- Develops, interprets, and gives technical advice on Oregon OSHA's safety and health rules.
- Publishes safe-practices guides, pamphlets, and other materials for employers and employees.
- Manages the Oregon OSHA Resource Center, which offers safety videos, books, periodicals, and research assistance for employers and employees.

Need more information? Call your nearest Oregon OSHA office.

Salem Central Office

350 Winter St. NE
Salem, OR 97301-3882

Phone: 503-378-3272

Toll-free: 800-922-2689

Fax: 503-947-7461

en Español: 800-843-8086

Website: osha.oregon.gov

Medford

1840 Barnett Road, Suite D
Medford, OR 97504-8293
541-776-6030

Consultation: 541-776-6016

Pendleton

750 SE Emigrant Ave., Suite. 131
Pendleton, OR 97801
541-276-9175

Consultation: 541-276-2353

Bend

Red Oaks Square
1230 NE Third St., Suite A-115
Bend, OR 97701-4374
541-388-6066

Consultation: 541-388-6068

Eugene

1500 Valley River Drive, Suite 150
Eugene, OR 97401-4643
541-686-7562

Consultation: 541-686-7913

Portland

Durham Plaza
16760 SW Upper Boones
Ferry Road, Suite 200
Tigard, OR 97224-7696
503-229-5910

Consultation: 503-229-6193

Salem

1340 Tandem Ave. NE, Suite 160
Salem, OR 97301-8080
503-378-3274

Consultation: 503-373-7819

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350 Winter St. NE
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