



Bulletin Number: 1-2024
Published: 11/28/2023
Effective: 1/1/2024

Oregon OSHA’s Annual Adjustments to Penalties Bulletin
ORS 654.086(3), OAR 437-001-0142

To: All Interested Parties

Summary: This bulletin supersedes the civil penalties adopted by Administrative Order 3-2023 (adopted 11/22/2023 and effective 1/1/2024). As provided for in ORS 654.086(3), Oregon OSHA shall adjust the amount of civil penalties to account for the percentage increase or decrease, if any, in the Consumer Price Index for All Urban Consumers, West Region, All Items (West Region CPI-U), as published by the Bureau of Labor Statistics (BLS) of the United States Department of Labor. On November 14, 2023, the BLS published a 3.281% increase.

West Region CPI-U:

BLS reference data location: <https://data.bls.gov/timeseries/CUUR0400SA0>

Date published BLS West Region CPI-U: 11/14/2023

Month	Year	West Region CPI-U Index Data
October	2022	317.299
October	2023	327.708

Percentage Adjustment	3.281%
Annual Adjustment Factor	1.03281

Oregon OSHA is required to calculate the annual adjustment based on the West Region CPI-U. Annual adjustments are based on the percent change between the West Region CPI-U in October of the preceding year and October of the current year. The percent change is the adjustment multiplier for the following year. In order to compute the annual adjustment, the Agency multiplied the most recent penalty amount for each applicable penalty by the multiplier and rounded to the nearest dollar.

More information about Oregon OSHA's violations and civil penalties can be found at: <https://osha.oregon.gov/Pages/topics/violations-and-penalties.aspx>

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The civil penalties in this bulletin apply to citations assessed under ORS 654.086 for inspections opened between January 1, 2024 through December 31, 2024. See tables on the following pages.

Penalty Table – Penalty Range By Type and Classification of Violation		
Type	Minimum	Maximum
Other Than Serious	\$0	\$16,138
Serious Physical Harm or Death	\$1,153	\$16,138
Repeat	\$11,528	\$161,386
Willful	\$11,528	\$161,386
Serious that Caused or Contributed to the Death of Employee	\$20,656	\$51,641
Repeat that Caused or Contributed to the Death of Employee	\$51,641	\$258,203
Willful that Caused or Contributed to the Death of Employee	\$51,641	\$258,203

First-instance violation: An employer’s first violation cited within the previous three years of a particular statute, regulation, rule, standard, or order.

Other Than Serious (OAR 437-001-0145)		
Probability	Low	High
Initial Penalty	\$0	\$300

The civil penalty amount for an initial other than serious violation is not annually adjusted.

Serious Violation Types (OAR 437-001-0145)						
Severity Probability	Serious Physical Harm			Death		
	Low	Medium	High	Low	Medium	High
Initial Penalty	\$3,458	\$6,916	\$9,222	\$11,528	\$13,833	\$16,138

Repeat violation: An employer’s second or subsequent violation involving a substantially similar violation as the earlier violation or violations, cited within the previous three years.

Repeat Violation Types (OAR 437-001-0165)			
Probability	Severity		
	Other than Serious		
	First	Second	Third
Civil Penalty	\$11,528	\$11,528	\$11,528

Civil penalties for the 4th and greater repeat violations are assigned with the Administrator's discretion.

Repeat Violation Types (OAR 437-001-0165)						
Probability	Severity					
	Serious Physical Harm			Death		
	First	Second	Third	First	Second	Third
Low	\$13,831	\$20,747	\$27,663	\$46,113	\$69,169	\$92,226
Medium	\$27,663	\$41,494	\$55,326	\$55,334	\$83,001	\$110,668
High	\$36,888	\$55,332	\$73,776	\$64,551	\$96,826	\$129,101

Repeat Size Reduction for 1-50 employees (OAR 437-001-0150)	
Type Reduction	Serious Violation Types
	\$7,230

Willful violation: A violation committed knowingly by an employer or supervisory employee who, having a free will or choice, intentionally or knowingly disobeys or recklessly disregards the requirements of a statute, regulation, rule, standard, or order.

Willful Violation Types (OAR 437-001-0175)				
Other than Serious		Probability	Severity	
			Serious Physical Harm	Death
Civil Penalty	\$11,528	Low	\$25,820	\$77,461
		Medium	\$36,148	\$103,281
		High	\$51,641	\$134,265

Caused or contributed to a work-related fatality violation: The workplace death of an employee that was attributed to a violation or in which the violation was a related factor, as determined by the compliance officer.

Serious that Caused or Contributed to the Death of an Employee Violation Types (OAR 437-001-0145)						
Severity	Serious Physical Harm			Death		
Probability	Low	Medium	High	Low	Medium	High
Civil Penalty	\$20,656	\$23,755	\$26,853	\$30,984	\$38,214	\$44,411

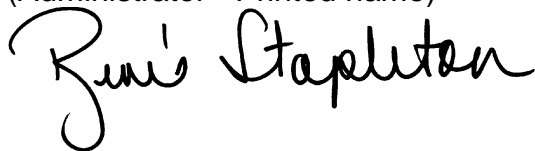
Repeat that Caused or Contributed to Death of Employee Violation Types (OAR 437-001-0165)				
Other than Serious		Probability	Severity	
			Serious Physical Harm	Death
Civil Penalty	\$51,641	Low	\$56,805	\$165,250
		Medium	\$87,789	\$191,070
		High	\$118,773	\$242,710

Willful that Caused or Contributed the Death of Employee Violation Types (OAR 437-001-0175)				
Other than Serious		Probability	Severity	
			Serious Physical Harm	Death
Civil Penalty	\$51,641	Low	\$67,133	\$175,578
		Medium	\$98,117	\$201,398
		High	\$129,101	\$253,038

If you have questions about this bulletin, call Oregon OSHA at 503-378-3272 or 800-922-2689.

Renée Stapleton

(Administrator - Printed name)



11/27/23

(Administrator - Signature)

Date