



Oregon

Tina Kotek, Governor



Department of Consumer
and Business Services

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Oregon OSHA’s Annual Adjustments to Penalties Bulletin ORS 654.086(4), 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 Oregon Revised Statute (ORS) 654.086(4), 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 13, 2024, the BLS published a 2.090% increase.

West Region CPI-U:

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

Date published BLS West Region CPI-U: 11/13/2024

Month	Year	West Region CPI-U Index Data
October	2023	327.708
October	2024	334.558

Percentage Adjustment: 2.090%

Annual Adjustment Factor: 1.02090

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 cost-of-living 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>

The civil penalties in this bulletin apply to citations assessed under ORS 654.086 for inspections opened between January 1, 2025, through December 31, 2025. See tables on the following pages.

Penalty Table – Penalty Range by Type and Classification of Violation

Type	Minimum	Maximum
Other Than Serious	\$0	\$16,475
Serious Physical Harm or Death	\$1,177	\$16,475
Repeat	\$11,769	\$164,759
Willful	\$11,769	\$164,759
Serious that Caused or Contributed to a Work-Related Fatality	\$21,088	\$52,720
Repeat that Caused or Contributed to a Work-Related Fatality	\$52,720	\$263,599
Willful that Caused or Contributed to the a Work-Related Fatality	\$52,720	\$263,599

First-instance violation:

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

**Severity = Other Than Serious
(OAR 437-001-0145)**

Probability	Initial Penalty
Low	\$0
High	\$300

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

**Serious Violation Types (OAR 437-001-0145)
Severity = Serious Physical Harm**

Probability	Initial Penalty
Low	\$3,530
Medium	\$7,060
High	\$9,415

Severity = Death

Probability	Initial Penalty
Low	\$11,769
Medium	\$14,123
High	\$16,475

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)

Severity = Other than Serious

Instance	Civil Penalty
First	\$11,769
Second	\$11,769
Third	\$11,769

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

Severity = Serious Physical Harm

Probability	First	Second	Third
Low	\$14,120	\$21,181	\$28,241
Medium	\$28,241	\$42,361	\$56,482
High	\$37,659	\$56,488	\$75,318

Severity = Death

Probability	First	Second	Third
Low	\$47,077	\$70,615	\$94,153
Medium	\$56,490	\$84,735	\$112,981
High	\$65,900	\$98,850	\$131,799

Repeat Size Reduction for 1-50 employees (OAR 437-001-0150)

Serious Violation Types

Reduction: \$7,381

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

Civil Penalty: \$11,769

Serious Physical Harm

Probability	Civil Penalty
Low	\$26,360
Medium	\$36,904
High	\$52,720

Death

Probability	Civil Penalty
Low	\$79,080
Medium	\$105,440
High	\$137,071

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 a Work-Related Fatality Violation Types (OAR 437-001-0145)

Severity = Serious Physical Harm

Probability	Civil Penalty
Low	\$21,088
Medium	\$24,251
High	\$27,414

Severity = Death

Probability	Civil Penalty
Low	\$31,632
Medium	\$39,013
High	\$45,339

Repeat that Caused or Contributed to a Work-Related Fatality Violation Types (OAR 437-001-0165)

Other than Serious

Civil Penalty: \$52,720

Serious Physical Harm

Probability	Civil Penalty
Low	\$57,992
Medium	\$89,624
High	\$121,256

Death

Probability	Civil Penalty
Low	\$168,703
Medium	\$195,063
High	\$247,783

Willful that Caused or Contributed a Work-Related Fatality Violation Types (OAR 437-001-0175)

Other than Serious

Civil Penalty: \$52,720

Serious Physical Harm

Probability	Civil Penalty
Low	\$68,536
Medium	\$100,168
High	\$131,799

Death

Probability	Civil Penalty
Low	\$179,247
Medium	\$205,607
High	\$258,327

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

Renée Stapleton

(Administrator - Printed name)

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(Administrator - Signature)

11/26/24

Date