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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 publishes the annual adjustment to civil penalties assessed under ORS 654.086. See OAR 437-001-0142. This bulletin replaces Bulletin No.1-2026, published 11/25/25, effective 01/01/2026.

As provided for in 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) data, as published by the Bureau of Labor Statistics (BLS) of the United States Department of Labor. Annual inflation adjustments to civil penalties are based on the percent change, if any, between the West Region CPI-U data described under OAR 437-001-0142.

BLS West Region CPI-U Data Used in this Annual Adjustment Calculation:

Reference data location: https://data.bls.gov/timeseries/CUUR0400SA0

Reference Month	BLS Release Date	West Region CPI-U Data
September	10/24/2025	345.294
October	11/09/2026	357.468

Percentage Adjustment:	3.526% increase
Annual Adjustment Factor:	1.0352

The percent change, if any, 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.

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The civil penalties in this bulletin apply to citations assessed under ORS 654.086 for inspections opened between January 1, through December 31. The civil penalties in this bulletin apply to citations assessed under ORS 654.086 for inspections opened between January 1, 2027, through December 31, 2027. See tables on the following pages.

Penalty Table – Penalty Range by Type and Classification of Violation

Type and Classification (All)	Minimum	Maximum
Other Than Serious	$0	$17,603
Serious Physical Harm or Death	$1,257	$17,603
Repeat	$12,575	$176,042
Willful	$12,575	$176,042
Serious that Caused or Contributed to a Work-Related Fatality	$22,532	$56,330
Repeat that Caused or Contributed to a Work-Related Fatality	$56,330	$281,651
Willful that Caused or Contributed to a Work-Related Fatality	$56,330	$281,651

First-instance violation:

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

First-instance Violation Types (OAR 437-001-0145)

Other Than Serious

Probability	Initial Penalty
Low	$0
High	$300

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

Serious Physical Harm

Probability	Initial Penalty
Low	$3,772
Medium	$7,544
High	$10,059

Death

Probability	Initial Penalty
Low	$12,575
Medium	$15,090
High	$17,603

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)

Other than Serious

Instance	Civil Penalty
First	$12,575
Second	$12,575
Third	$12,575

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

Serious Physical Harm

Probability	First	Second	Third
Low	$15,087	$22,631	$30,175
Medium	$30,175	$45,262	$60,350
High	$40,238	$60,357	$80,475

Death

Probability	First	Second	Third
Low	$50,301	$75,451	$100,601
Medium	$60,359	$90,538	$120,718
High	$70,413	$105,619	$140,825

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

Serious Violation Types

Reduction: $7,886

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: $12,575

Serious Physical Harm

Probability	Civil Penalty
Low	$28,165
Medium	$39,431
High	$56,330

Death

Probability	Civil Penalty
Low	$84,495
Medium	$112,660
High	$146,458

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)

Serious Physical Harm

Probability	Civil Penalty
Low	$22,532
Medium	$25,912
High	$29,292

Death

Probability	Civil Penalty
Low	$33,798
Medium	$41,684
High	$48,444

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

Other than Serious

Civil Penalty: $56,330

Serious Physical Harm

Probability	Civil Penalty
Low	$61,963
Medium	$95,761
High	$129,559

Death

Probability	Civil Penalty
Low	$180,256
Medium	$208,421
High	$264,752

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

Other than Serious

Civil Penalty: $56,330

Serious Physical Harm

Probability	Civil Penalty
Low	$73,229
Medium	$107,027
High	$140,825

Death

Probability	Civil Penalty
Low	$191,522
Medium	$219,687
High	$276,018

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

Renée Stapleton, Oregon OSHA Administrator

Signature: */s/ signed copy on file*

Date: 11/24/2026