

# New employer-provided housing requirements that are effective March 31, 2025



Oregon OSHA adopted comprehensive amendments to its Agricultural Labor Housing (ALH) and Related Facilities rule in Division 4, OAR 437-004-1120, via Administrative Order 1-2025. These amendments also apply to all employer-provided housing across Oregon, in Division 2, OAR 437-002-0142, Labor Housing. The implementation timeline in the adopted rule includes multiple delayed effective dates ranging from March 31, 2025, to January 2028.

## This fact sheet describes the rule's key changes that take effect March 31, 2025.

### Housing registration

- If the housing and related facilities were not registered in the previous year, the site will need to be free from all hazardous conditions to receive a registration.

### Site requirements

- The grounds of labor housing and related facilities must be free from nuisance materials, including wastewater, sewage, garbage, recyclable material, refuse, or noxious plants such as poison oak and poison ivy.
- Housing site land must be well drained and free from depressions in which water may become a nuisance.

- Toxic materials used in work activities must be stored in a locked and secured location at least 30 feet from any housing or related facilities; if storage of these materials creates a fire hazard, maintain grass and brush at least 30 feet around such storage.
- The walkway to common-use facilities, including common-use toilets, must have adequate lighting during hours of low light and at night.

### Water supply

- Provide ample potable water for daily use (at least 35 gallons per occupant) — this is in addition to any water necessary for other Oregon OSHA requirements (heat-illness prevention, sanitation requirements, etc.).



## Toilets and handwashing

- Provide common-use handwashing facilities with paper towels near the sink or basin, and a disposal container for discarded paper towels near each common-use handwashing facility.
- Provide handwashing facilities with water, soap, and disposable paper towels for portable toilets, chemical toilets, and privies that are adjacent to, or a reasonable distance from, such toilet facilities; a disposal container for paper towels must be provided near each handwashing facility.

## Living areas

- When the housing site does not have a permanent heating system or heaters, the operator must supply portable heaters at no cost to the occupant, and notify all occupants of the availability of such portable heaters.
- Provide a mattress for each bed or bunk; each mattress must be in a fully enclosed cleanable cover; clean each mattress cover before each new occupant use and before each season's occupancy.
- Occupants shall not be forced to share a bed; if requested by the occupants, the operator may provide one bed with a mattress (full size or larger) for an adult couple in a relationship.
- Adequate mechanical ventilation or air conditioning system may substitute for openable window space if it does not limit safe exit from the space during an emergency.

## When cooking facilities and equipment are currently provided

- Provide an adequate number of refrigerators capable of maintaining a temperature of 40 degrees Fahrenheit or lower.
- Provide adequate food storage; a portion of this space must be protected storage.

- Refrigerators and the required ratio of stoves or hot plates must always be in working condition; all cooking facilities and equipment must be cleaned before each occupancy.

**Note:** If you currently provide cooking facilities and equipment, the provisions above must be available by March 31, 2025. If cooking facilities and equipment are not currently provided, all provisions listed in the rule, including those above, will go into effect for all employer-provided housing on Jan. 1, 2028.

## Charging occupants

- Expands the list of what operators cannot charge occupants on a pay-per-use basis, to also include toilet paper, soap, laundry facilities, and cool water

## Disease reporting

- Operators must report immediately to either the Oregon Health Authority or the local county health authority information about any individual in the housing known or suspected of having a communicable disease, or the existence of a case of suspected food poisoning, or an unusual prevalence of any illness in which certain symptoms specified by the rule is prominent.

The information presented here is specific to requirements effective March 31, 2025. Please refer to the adopted rule (AO 1-2025) for complete details, and to review current and new requirements related to ALH, including delayed effective dates through January 2028.



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## Workers

Your employer cannot retaliate against you for reporting a workplace health or safety concern or violation. For more information about your rights, visit the Oregon OSHA website.

*The Technical Section of Oregon OSHA produced this fact sheet to highlight health and safety programs and rules. The information is intended to explain the rules and provide best practices to employers.*