

New employer-provided housing requirements with delayed effective dates: January 2026-January 2028



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 Jan. 1, 2026; Jan. 1, 2027; and Jan. 1, 2028. For the related requirements effective March 31, 2025, refer to this [fact sheet](#).

Effective Jan. 1, 2026:

Housing Registration – Section (5)

- The registration exemption for non-farm crops is removed.
- If required to register, submit water testing results to Oregon OSHA each year.

Site Requirements – Section (6)

- Ensure that road forks and driveways are properly marked and that each building and housing unit is properly marked.

Water Supply – Section (7)

- Water testing must include at least one test for arsenic and annual testing for nitrates and coliform bacteria.
- Water testing results must be posted in the housing using the workers' language or by use of a pictogram.

Laundry Facilities – Section (11)

- Provide laundry trays or tubs at a ratio of 1-to-25 occupants, or laundry machines at a ratio of 1-to-30.
- Provide a separate method for cleaning clothes that are contaminated with chemicals (wash separately, send out for commercial service, etc.).

Toilets – Sections (12) and (13)

- The use of an outhouse or pit toilet or privy does not fulfill the ratio of toilet facilities.
- Locate privies at least 200 feet from any living area or where food is prepared or served.

Living Areas – Section (16)

- Cots are no longer allowed.
- Mattresses must be a minimum of 4 inches thick.
- Fumigation is no longer an allowable method to clean mattresses.
- A safe method to access upper bunks is required.
- Provide at least 15 cubic feet per occupant or family unit of storage space; some portion of this space must be lockable.

Fire and Carbon Monoxide Protection – Section (17)

- Provide a carbon monoxide detector in accordance with the manufacturer's instructions where workers sleep.

Effective Jan. 1, 2027:

Site Requirements – Section (6)

- Provide access to one electrical receptacle (outlet) per occupant in sleeping rooms.

Toilets – Sections (12) and (13)

- Provide solid doors on toilets; curtains are no longer allowed.
- The toilet ratio changes from 1 in 15 occupants, to 1 in 10 occupants (of each gender).

Living Areas – Section (16)

- Gas burners must not be used in living areas without adequate ventilation.

Heat Illness Prevention – Section (23)

- Maintain sleeping rooms at 78 degrees Fahrenheit or less when the outdoor heat index is between 80-94 degrees.
- Maintain sleeping rooms at least 15 degrees lower than the outdoor heat index when it is 95 degrees Fahrenheit or more.

Effective Jan. 1, 2028:

Site Requirements – Section (6)

- Housing within 500 feet of livestock is not permitted except when it contains **all** of the following requirements within the same structure: sinks, toilets, showers, sleeping areas, and indoor kitchens

Bathing Facilities – Section (9)

- Private changing rooms must be provided for the shower area.
- Locking shower stalls must be provided.

Toilets – Sections (12) and (13)

- Kitchen sinks no longer count toward the required ratio for handwashing facilities.

Living Areas – Section (16)

- Provide 50 square feet of floor space per occupant regardless of bed type unless the family exception applies.
- Family exception - provide at least 40 square feet per occupant where double bunk beds are used and the room is occupied by a single family with children who are all 17 years of age or younger.

Cooking Facilities – Subsection (18)(b)

- Provide an adequate number of refrigerators that are capable of 40 degrees Fahrenheit or below at all locations.
- Provide two burners for every eight occupants or two families, whichever requires more.
- Provide adequate food storage at all locations; some of this storage must be protected.
- Provide cooking and eating facilities; enclose cooking facilities in buildings or shelters or screening (16 mesh or smaller).
- Provide plumbed sinks with hot and cold water in the food preparation area, or at a reasonable distance to such areas.

For more information and resources, visit osha.oregon.gov/Pages/topics/agricultural-labor-housing.aspx



Visit Oregon OSHA

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.