

New requirements for sleeping areas in employer-provided housing



Oregon OSHA adopted comprehensive amendments to its Agricultural Labor Housing (ALH) and Related Facilities rule in Division 4, OAR 437-004-1120, through 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 adopted rule's implementation timeline includes multiple delayed effective dates, ranging from March 31, 2025, to January 2028. This fact sheet outlines requirements related to sleeping areas and storage, and their respective effective dates in the adopted rule.

Heating

Beginning March 31, 2025: When a housing site lacks a permanent heating system, provide portable heaters at no charge to occupants and notify them of their availability

Sleeping surface

Beginning March 31, 2025:

- Provide a mattress (not a pad) in a fully enclosed, cleanable cover for each bed or bunk
- Clean all mattress covers before new occupant use and before each season
- If requested, the operator may provide one full-size mattress (or larger) for an adult couple in a relationship

Beginning Jan. 1, 2026:

- Provide a bed or bunk for each occupant (cots are no longer allowed for sleeping)
- Sleeping mattresses must be at least 4 inches thick
- Provide a safe method to access upper bunks, such as a ladder

Carbon monoxide protection

Beginning Jan. 1, 2026: Sleeping areas must have a working, approved carbon monoxide detector installed according to the manufacturer's instructions

Storage

Beginning Jan. 1, 2026:

- Provide at least 15 cubic feet of suitable storage, such as wall cabinets or shelves, for each occupant or family (storage can be provided in multiple locations, including outside of sleeping rooms)
- At least some of the provided storage must be lockable (including a lock and key or combination lock) to secure small personal items
- If the door to the sleeping room or housing locks, and the room or housing is inhabited by one individual or only members of the same family, this meets the requirements for locking storage

Electrical outlets

Beginning Jan. 1, 2027:

- Provide access to at least one electrical outlet per occupant in sleeping rooms
- Power strips (relocatable power taps) are allowable if used according to Subdivision S (OAR 437-004-2810 to OAR 437-004-3075)

This is an example of a duplex receptacle which will meet the access requirements for two occupants.



Heat illness prevention

Beginning Jan. 1, 2027:

- Maintain sleeping areas at or below 78 degrees Fahrenheit whenever the heat index outside is at or above 80 degrees but less than 95 degrees
- When the outdoor heat index is at or above 95 degrees Fahrenheit, maintain sleeping areas at least 15 degrees below the outdoor heat index



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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.

Square footage for sleeping rooms

Beginning Jan. 1, 2028:

Provide 50 square feet per person

Family exception: When housing a single family in the same room and all are in bunk beds, with at least one child age 17 or under, provide at least 40 square feet for each person sleeping in a bunk bed (including adults).

- Count an adult couple at 40 square feet per person if their shared bed is part of the bunk bed system.
- **Example:** If a room has a twin over a full bunk bed with a child in the upper bunk bed and parents in the lower full-size bunk, each person requires 40 square feet. The total minimum space requirement for this room would be 120 square feet.
- **Example:** If a room has a twin over twin bunk bed, and a 5-year-old sleeps on the bottom bunk and their 19-year-old sibling sleeps on the top bunk, and their parents sleep in a full size bed, occupants in the bunks each require 40 square feet, and their parents each require 50 square feet. The minimum requirement for this room would be 180 square feet.

Note: In living areas where workers *cook, live, and sleep*, the existing provision of 100 square feet per occupant remains in place.

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.

