

Heat in employer-provided housing



Cooling areas

Until **Dec. 31, 2026**, housing operators must maintain the following rule requirements:

When the heat index is 80 degrees Fahrenheit or higher outside and sleeping rooms cannot maintain a temperature of 78 or lower, provide at least one cooling area for occupants.

The cooling area must be large enough to allow use by at least half of the occupants at any time and must use at least one of the following methods:

- Air conditioners, evaporative coolers, or other reliable means to provide continual access to an indoor common room that is maintained at or below 78 degrees
- A shaded outdoor area with chairs or other seating, and a cooling element such as misters or cooling towels

Note: Employers may use either option, or a combination; however, it is encouraged to provide at least some indoor cooling space.

Cooling areas – new requirements!

Beginning **Jan. 1, 2027**, maintain the following rule requirements:

- When the heat index is between 80 and 94 degrees Fahrenheit outside, maintain the sleeping rooms at or below 78.
- When the heat index is 95 degrees Fahrenheit or higher, maintain the sleeping rooms at least 15 degrees lower than the outdoor heat index.

Example: When the outdoor heat index is 105, the indoor temperature must be at or below 90.



Minimizing excessive heat in housing units

Until **Dec. 31, 2026**, housing operators must maintain the following rule requirements:

When the heat index is 80 degrees Fahrenheit or higher outside and sleeping rooms cannot maintain a temperature of 78 or lower, do the following:

- Protect windows from direct sunlight using natural or artificial means (coverings/shades must deflect the sun, and must not prevent windows from opening or closing)
- Make fans available at no cost to the occupants



Visit [Oregon OSHA](https://www.oregon.gov/OSHA)

Workers

Your employer cannot retaliate against you for reporting any workplace health or safety concern or violation, for more information on your rights visit Oregon OSHA.

Other rules in effect

Temperature awareness

Employers must provide a thermometer in each housing unit that displays the temperature in both Fahrenheit and Celsius. Employers are encouraged, but not required, to provide a device that also measures humidity.

Employee and occupant information

Employees must receive the training required by [437-004-1131\(5\)](https://www.oregon.gov/OSHA/437-004-1131(5).htm), [Heat Illness prevention](#). Employers must also display the “[Heat Risks in Housing](#)” poster ([Spanish](#)) provided by Oregon OSHA in one or more locations that housing occupants will see; the poster must include emergency contact information.

Access to emergency services

Employers must ensure that occupants have access to a working telephone at all times to contact emergency services when needed. A cellphone may be used only if reception in the area is reliable.



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