Heat in Labor Housing

**Cooling areas**

If the rooms where people sleep cannot maintain an indoor temperature of 78 degrees Fahrenheit or less with air conditioners, evaporative coolers, air purifiers with coolers, or other reliable means – when the heat index outside the housing units is at or above 80 degrees Fahrenheit – employers must provide at least one area for occupants to cool off.

The cooling area must be large enough to allow use by at least 50 percent of the occupants at any time and must use at least one of the following methods:

- Giving occupants continual access to one or more common rooms that are maintained at or below a temperature of 78 degrees Fahrenheit with air conditioners, evaporative coolers, air purifiers with coolers, or other reliable means. This can be done with existing common rooms, otherwise unused housing units, or other available indoor spaces that do not present additional risks to the occupants.

- Giving occupants continual access to outdoor rest areas that are located away from work areas or activities that could increase their exposure to heat. The rest areas must:
  - Be shaded by natural or artificial means so that occupants can sit or stand in the shade.
  - Have water misters, cooling vests, cooling towels, or equally effective means of relief. If these can be used by only one person at a time, then enough must be available to allow use by at least 50 percent of the occupants at any time; they must not be shared without being washed.
  - Have chairs, benches, and other seating arranged in a manner that encourages their use.

It is encouraged to provide at least some of the required space using the methods listed in the indoor option.
Minimizing heat in housing units
If rooms where people sleep are not able to maintain an indoor temperature of 78 degrees Fahrenheit or less with air conditioners, evaporative coolers, air purifiers with coolers, or other reliable means, then employers must:

- Ensure that windows can be protected from direct sunlight in a way that minimizes radiant heat during all hours of the day. This can be done with natural or artificial shade; however, if window coverings are used, they must deflect the sun and not simply absorb the heat. These measures must not keep the windows from opening and closing windows. For example, hanging black trash bags over the windows would not deflect the radiant heat, but rather absorb heat and would not be considered meeting the requirement of the rule.
- Make fans available at no cost for any housing occupants who wish to use them.

Temperature awareness
Employers must provide a thermometer that displays the temperature in both Fahrenheit and Celsius in each individual housing unit to ensure that occupants know the current indoor temperature. 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 437-004-1130(5), 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, and must include emergency contact information on the poster.

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

Employees are protected from discrimination or retaliation under 654.062(5), Notice of violation to employer by worker. Included are protections barring retaliation against employees for opposing any practice prohibited under the Oregon Safe Employment Act.