

Understanding Oregon OSHA's rules affecting civil penalties



Oregon OSHA adjusts civil penalties to account for changes in the Western Consumer Price Index

Oregon OSHA must calculate an annual penalty adjustment based on the Consumer Price Index for All Urban Consumers, West Region (West Region CPI-U). Oregon OSHA will publish an Annual Adjustments to Penalties Bulletin every year that shows the adjustments for all civil penalty types. These adjustments are based on the percentage change in the West Region CPI-U between October of the preceding year and October of the current year. The adjustments take effect on January 1 each year.

You will find Oregon OSHA's most current Annual Adjustments to Penalties Bulletin on Oregon OSHA's [violations and penalties](#) webpage.

What violations are common

A civil penalty is a noncriminal, financial remedy for an employer's violations of workplace rules, laws, or regulations. Standards frequently cited in Oregon OSHA inspections include:

- [Hazard communication](#)
- [Safety committees or safety meetings](#)
- [Fall protection](#)
- [Use of ladders](#)
- [Hazard assessment and equipment selection](#)

How are penalty amounts determined for these violations?

In most cases, compliance officers start with a penalty based on the severity of a potential injury and the probability that it could happen. After determining a penalty based on the probability and severity of a potential injury or illness, compliance officers must also consider adjustments to the penalty.

The table on the following page shows whether penalty adjustments are available for each violation type.



Violation type	Employer size reduction	Employer history	Employer good faith	Employer's immediate correction
Other-than-serious	Yes	Yes	Yes	Yes
Serious	Yes	Yes	Yes	Yes
Repeat	1-50 employees (based on statewide peak employment)	No	No	No
Willful	No	No	No	No
Caused or contributed to a work-related fatality	No	No	No	No

For more information, visit ["How does Oregon OSHA determine penalties for violations?"](#)

Free resources

Oregon OSHA works with employers and workers to provide information on best practices, compliance, and education to address our requirements and avoid penalties.

Oregon OSHA's offerings for employers include:

Consultation - Free, confidential consultation services to help workplaces improve safety and health. Our experts can identify hazards and provide recommendations.

VPP and SHARP - The Voluntary Protection Program (VPP) is a cooperative compliance program to encourage companies to exceed minimum safety

requirements. Our Safety and Health Achievement Recognition Program (SHARP) honors employers who have implemented commendable safety and health management systems.

Challenge - A program that provides employers the opportunity to work with our consultation staff to develop or improve their safety and health management program.

Resource Center - This houses a library of videos and publications on a variety of workplace safety and health topics.

Public Education - Workshops, online courses, and training materials are all available.



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.

More information

- 📄 [Violations and penalties adjustments summary](#) – current tables in use.
- 📄 [Oregon OSHA rule obligations database](#) – Search and filter the rules by seven categories.

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.