

Understanding Oregon OSHA's new rules affecting civil penalties



Changes to Oregon OSHA rules affecting penalties for workplace safety and health violations went into effect Jan. 1, 2024. These new rules are the result of requirements in [Senate Bill 592](#), which the Oregon Legislature passed in 2023.

Changes included:

- Increased civil penalties for violations of workplace safety and health rules
- Annual adjustment of those penalty amounts to reflect changes in the Consumer Price Index
- Addition of a new type of violation: "Caused or contributed to a work-related fatality"
- Specifying events that trigger an Oregon OSHA comprehensive inspection

Violation type	New minimum	New maximum
First-instance other-than-serious	\$0	\$16,138
Serious physical harm or death	\$1,153	\$16,138
Repeat	\$11,528	\$161,386
Willful	\$11,528	\$161,386
Serious – Caused or contributed to a work-related fatality	\$20,656	\$51,641
Repeat – Caused or contributed to a work-related fatality	\$51,641	\$258,203
Willful – Caused or contributed to a work-related fatality	\$51,641	\$258,203

Note: These minimum and maximum civil penalty ranges are effective through 2024; they will be adjusted every calendar year to account for changes in the Western Consumer Price Index.

How will Oregon OSHA adjust 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 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 Jan. 1.

You will find Oregon OSHA's most current [Annual Adjustments to Penalties Bulletin](#) – published Nov. 28, 2023 – on Oregon OSHA's [violations and penalties](#) webpage. The civil penalties in this bulletin apply to citations assessed for inspections opened Jan. 1, 2024, through Dec. 31, 2024.

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.

The table below shows whether penalty adjustments are available for each violation type.

Violation type	Employer size	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?"](#)

What violations are common and how are they classified?

A civil penalty is a noncriminal, financial remedy for an employer's violations of workplace rules, laws, or regulations. The top 10 standards cited in Oregon OSHA inspections in 2023 for all industries were:

1. [Written hazard communication program](#)
2. [Rules about safety committees or safety meetings](#)
3. [Fall protection](#)
4. [Documentation of safety committee meetings](#)
5. [Requirements for use of ladders](#)
6. [Certification of fall-protection training](#)
7. [Safety data sheets](#)
8. [Requirements for hazard assessment and equipment selection](#)
9. [Rules regarding inspection and maintenance of fire extinguishers](#)
10. [Storage of material – location](#)

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

More information

- ☞ [Violations and penalties adjustments summary, 2024](#) – current tables in use.
- ☞ [Oregon OSHA rule obligations database](#) – Search and filter the rules by categories: Program-related, Recordkeeping, Training, Written-document, Manufacturer, Competent person, and Qualified person.
- ☞ [Education and training classes](#) – These provide information on occupational safety and health requirements in Oregon, and are free.



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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.

