



Department of Consumer
and Business Services

FY2024 State OSHA Annual Report (SOAR)

October 1, 2023 - September 30, 2024

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I. Oregon OSHA Executive Summary

Mission: To advance and improve workplace safety and health for all workers in Oregon.

In 1973, the Oregon Safe Employment Act (OSEAct) was passed into law by the Oregon Legislature to ensure the occupational safety and health of workers in Oregon. The OSEAct states that “...every employer shall furnish employment and a place of employment which are safe and healthful for employees.” The Oregon Occupational Safety and Health division (Oregon OSHA) administers the OSEAct and enforces Oregon’s occupational safety and health rules. In 1987, the Oregon Legislature passed House Bill 2900, which increased worker protection and defined new areas of responsibility for employers and workers’ compensation insurance carriers. The changes also included the establishment of a coordinated program of worker and employer education, health and safety consultative services and research to assist workers and employers in the prevention of occupational injuries and illnesses. In May 1990, the Oregon Legislature passed Senate Bill 1197. This landmark legislation, which was passed during a special session of the Oregon Legislature, made workplace injury and illness prevention a major component of workers’ compensation reform. This was accomplished, in part, by requiring joint management-labor safety committees in most places of employment and by a significant increase in Oregon OSHA staff.

Oregon OSHA’s primary objective is to improve occupational safety and health in workplaces throughout the state, thus reducing on-the-job injuries, illnesses and fatalities. This is achieved through enforcement of occupational safety and health rules, consultation and training assistance for employers and workers, and by providing adequate resources to effectively address Oregon’s loss prevention issues. Strong partnerships with labor groups, trade associations, and other governmental agencies also significantly contribute to Oregon OSHA’s success.

All Oregon OSHA programs work cooperatively toward meeting the division’s mission and strategic objectives. Along with the Public Education and the Conference Section, enforcement officers, technical specialists, and consultants produce technically accurate, high quality training to employers and employees. While the Oregon OSHA professional staff are technically trained in all areas of occupational safety and health, hazard identification, and accident investigation, the division has in-house specialists focusing on specific industry needs. These specialists include staff focusing on construction, logging, and agriculture, as well as trained ergonomists. In addition, we have trained individuals to evaluate facilities that are covered under the Process Safety Management (PSM) standard.

Oregon OSHA is dedicated to assisting employers in achieving self-sufficiency in safety and health program management, including developing and implementing comprehensive safety and health programs. The elements of a successful program include top management commitment, clearly defined labor and management accountability, employee and supervisor training, employee involvement in safety and health concerns, hazard identification and methods of control, accident and incident investigation procedures, and a periodic review of the program itself.

Oregon OSHA will implement progressive occupational safety and health strategies as it strives to achieve its mission and the goals of the Strategic Plan. A comprehensive program will be used by Oregon OSHA to continue the declining trend in the rate of occupational injuries, illnesses, and fatalities in Oregon.

In FY24, Oregon OSHA's continued to meet the mandated activities outlined in the grant. These measures allow Oregon to focus on specific elements of the programs that are not captured in other data sets. Oregon is particularly proud on the progress of Measure 8 (penalties), as traditionally it has been a set of measures that was considerably lower than the national average. In FY24 this measure had a dramatic increase and is anticipated to continue to increase once a full year of SB592 is complete.

MANDATED ACTIVITIES

Oregon will pursue the goals outlined in this plan while assuring the following:

- Unannounced inspections, including prohibition against advance notice are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.
- Employee access to hazard and exposure information, as well as other health and safety information are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.
- Protection of employer's trade secrets.
- Employer record keeping, reporting, and posting requirements are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.
- Legal procedures for compulsory process and right of entry are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.
- Right of an employee representative to participate in the walk-around are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.
- Timely response to complaints and right of an employee to review an Oregon OSHA decision not to conduct an inspection following a complaint.
- First instance sanctions are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.
- Abatement of potentially harmful or fatal conditions are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths and the risks that lead to them.
- Prompt and effective standards setting and allocation of sufficient resources are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths and the risks that lead to them.
- Counteraction of imminent dangers are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths and the risks that lead to them.
- Protection against, and investigation of, discrimination are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths and the risks that lead to them.
- Public employee coverage.
- Maintenance of a voluntary compliance program are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.

II. Summary of SOAR

This SOAR is an overview of the progress towards the Annual Performance Plan, and describes how the Oregon Occupational Safety and Health Division (Oregon OSHA) allocated its resources to conduct the activities tied to the specific goals contained in Oregon’s 5-year (2021-2025) Strategic Plan. The specific goals are:

Goal 1: Reduce serious workplace injuries and the risks that lead to them.

Oregon OSHA will continue the reduction in injuries and illnesses as measured by the Bureau of Labor Statistics, with the statewide DART rate being reduced to 2.0 per 100 workers (or less) and the statewide total case incidence rate being reduced to 3.5 per 100 workers (or less).

Goal 2: Reduce serious workplace illnesses and the risks that lead to them.

Oregon OSHA will establish a baseline measurement of severe chemical hazards identified and will increase such hazards identified (and therefore corrected) to a five-year average of at least 869 by the final year of the planning period.

Goal 3: Reduce workplace deaths and the risks that lead to them.

Oregon OSHA will accelerate the decline in Oregon workers compensation fatality rates, with the final three years of the planning period averaging 1.6 per 100,000 workers (or less), which will be a 8 percent decrease compared to the most recent three-year baseline period.

Oregon OSHA has focused its attention on nine elements to support these three goals, they include:

Recognition Programs or Voluntary Programs for Self-Sufficiency – Continue to promote employer self-sufficiency through consultations and by encouraging employers to attain VPP and SHARP status. Maintain outreach activities baseline as identified in Goal 2 (7), Other Outreach Activities. Oregon OSHA will promote SHARP and VPP through consultation, enforcement, technical services, and education.

Outreach – Maintain current efforts to educate employers and employees, particularly small employers in high hazard industries and vulnerable or hard- to-reach populations, regarding the value of occupational safety and health by providing workshops, conferences, educational venues, training, marketing, and other outreach activities.

Partnerships – Oregon OSHA continues to maintain the wellbeing of the existing 40+ partnerships and alliances. These effective relationships will lead to new and innovative groups for the new laws, rulemaking and policy challenges that Oregon OSHA will face in the next five years. Oregon OSHA will engage appropriate or applicable partnerships 100% of the time, in all policy and rulemaking activities.

Safety & Health Hazards – Reduce injuries and illnesses by reducing the DART rate from 2.2 to 2.0 (or less) per 100 workers and total case incidence rate TCIR from 3.7 to 3.5 (or less) per 100 workers by the end of year 2025 by focusing on targeted high hazard industries and safety and health hazards.

Health Hazards – Increase the number of severe chemical hazards identified (and therefore corrected) to at least 869 by the end of 2025.

Fatalities – Reduce the most recent 3-year average rate of workplace fatalities from 1.74 per 100,000 to 1.6 per 100,000 by 2025 through inspections and interventions.

Timely Response – Investigations/inspections will be initiated timely in 100% of all reported fatalities and 95% of hazard complaints; complainant responses will be timely in 90% of all cases; family members will be notified 100% timely.

Customer Service – Achieve and maintain customer satisfaction in the delivery of Oregon OSHA programs and services as evidenced by a survey rating of 90% or above on each program survey.

Staff Development – Ensure 90% of Safety and Health staff receives at least 48 hours of Safety and Health professional development training over two years.

III. Summary of Results Related to Annual Performance Plan

FY24 - Enforcement Performance Goal Summary

5-Year Performance Goal (1,2)-1: Safety & Health Hazards

	Indicator	Results	Comments
Activity Measures	Inspections – Health: 1. Total number of <i>health</i> inspections.	Total <i>health</i> inspections: 837 in FY2024. This is 187 inspections above the FY2024 goal of 650.	Total <i>health</i> inspections: 713 in FY2023. This is 13 inspections above the FY2023 goal of 700.
	2. Total number of <i>health</i> inspections in high hazard industries.	Total <i>health</i> inspections in high hazard industries: 564 in FY2024.	Total <i>health</i> inspections in high hazard industries: 478 in FY2023.
	3. Percentage of <i>health</i> inspections in high hazard industries compared to target of 60%.	In FY2024, the target was exceeded with 67% (564/837) of health inspections conducted in high hazard industries. (Target = 60%)	In FY2023, the target was exceeded with 67% (478/713) of health inspections conducted in high hazard industries. (Target = 60%)
	Inspections – Safety: 4. Total number of <i>safety</i> inspections.	Total <i>safety</i> inspections 2,389 in FY2024. This is 589 inspections above the goal of 1,800 in FY2024.	Total <i>safety</i> inspections 1,974 in FY2023. This is 124 inspections above the goal of 1,850 in FY2023.
	5. Total number of <i>safety</i> inspections in high hazard industries.	Total <i>safety</i> inspections in high hazard industries: 2,021 in FY2024.	Total <i>safety</i> inspections in high hazard industries: 1,648 in FY2023.
	6. Percent of <i>safety</i> inspections in high hazard industries compared to target of 75%.	In FY2024 the target was exceeded with 84.5% (2,021/2,389) of <i>safety</i> inspections in high hazard industries. (Target = 75%)	In FY2023 the target was exceeded with 83.5% (1,648/1,974) of <i>safety</i> inspections in high hazard industries. (Target = 75%)
	Workplace Violence 16. Number of inspections where workplace violence was addressed.	In FY2024 there were 11 inspections where workplace violence was addressed.	In FY2023 there were 15 inspections where workplace violence was addressed.
Primary Outcome Measure	19. Percent change in DART rate (reported annually).	CY2023: This reflects 27.59% reduction in the public/private rate since CY2003. private/private & public CY2023: 2.1/2.1 – percent change (-19.2%) <u>DART rate history</u> CY2022: 2.5/2.6 (4.0%) CY2021: 2.5/2.5 (19.0%) CY2020: 2.2/2.1 (-8.7%) CY2019: 2.3/2.3 (4.5%) CY2018: 2.2/2.2 (0.0%)	CY2022: This reflects 10.34% reduction in the private/private & public rate since CY2003. <i>Calculation:</i> (CY 2023 all industries DART rate / CY 2003 all industries DART Rate)*100-100 (2.6 / 2.9)*100-100

		CY2017: 2.2/2.2 (-4.3%) CY2016: 2.4/2.3 (9.5%) CY2015: 2.1/2.1 (-8.7%) CY2014: 2.2/2.3 (4.5%) CY2013: 2.2/2.2 (0.0%) CY2012: 2.2/2.2 (4.8%) CY2011: 2.1/2.1 (-4.5%)... CY2003: 3.1/2.9 (n/a)	
	20. Percent change in the statewide total case incidence rate, TCIR (reported annually).	CY2023: This reflects 37.50% reduction in the private/private & public rate since CY2003 private/private & public CY2023: 3.4/3.5 – percent change (-12.3%) <u>TCIR rate history</u> CY2022: 3.9/4.0 (5.3%) CY2021: 3.8/3.8 (11.8%) CY2020: 3.4/3.4 (-12.8%) CY2019: 3.9/3.9 (5.4%) CY2018: 3.6/3.7 (-2.6%) CY2017: 3.8/3.8 (-5.0%) CY2016: 4.0/4.0 (5.3%) CY2015: 3.7/3.8 (-5.0%) CY2014: 3.9/4.0 (-2.4%) CY2013: 4.1/4.1 (2.5%) CY2012: 3.9/4.0 (2.6%) CY2011: 3.8/3.9 (-2.5%)... CY2003: 5.6/5.6 (n/a)	CY2022: This reflects 28.57% reduction in the private/private & public rate since CY2003 <i>Calculation:</i> <i>(CY 2023 all industries TCIR rate / CY 2003 all industries TCIR Rate)*100-100</i> <i>(3.5 / 5.6)*100-100</i>
Comments	<p><i>CY2023 DART and TCIR rates were updated in November 2024 by the Bureau of Labor and Statistics.</i></p> <p><i>Enforcement Statistics are from IMD reports, effective FY11.</i></p> <p><i>Inspections in high hazard industries for safety is defined by list A-G, construction, logging, and all other emphasis programs not already counted. High hazard industries for health is defined by list A, construction, logging, and all other emphasis programs not already counted.</i></p> <p><i><u>DART and TCIR rates</u> are updated annually in November by the Bureau of Labor and Statistics. The most recent updated CY2023 data is 11/2024.</i></p>		

5-Year Performance Goal (2)-1: Health Hazards			
	Indicator	Results	Comments
Activity Measures	1. Severe chemical hazard is defined to mean any chemical that produces a chronic disease outcome.	The count of serious violations, totaled annually, will be averaged over a 5-year period (federal fiscal year) to establish the base indicator. The indicator will be a 5-year rolling average moving forward. The 5-year rolling average will be reported annually.	
Primary Outcome Measures	A five percent increase in the identification and correction of serious hazards, for a 5-year total of at least 869.	The FY2024 5-year rolling average is 599, which is -12% (530/599) below the base indicator.	The FY2023 5-year rolling average is 588, which is -4% (588/613) below the base indicator.

5-Year Performance Goal (3)-1: Fatalities			
	Indicator	Results	Comments
Activity Measures	1. Total number of inspections.	There were 3,226 enforcement inspections in FY2024 and this exceeded the FY2024 goal of 2,450 by 31.7%.	There were 2687 enforcement inspections in FY2023 and this exceeded the FY2023 goal of 2,550 by 5.4%. There were 1916 enforcement inspections in FY2022 and this fell short of the FY2022 goal of 2150 by 11.8%. Onsite inspection activity was significantly curtailed due to COVID-19. There were 1343 enforcement inspections in FY2021 and this fell short of the FY2021 goal of 3570 by 62.5%. Onsite inspection activity was significantly curtailed due to COVID-19. There were 2010 enforcement inspections in FY2020 and this fell short of the FY2020 goal of 4300 by 53.2%. Onsite inspection activity was significantly curtailed due to COVID-19. There were 3379 enforcement inspections in FY2019 and this fell short of the FY2019 goal of 4300 by 21.4%. There were 3294 enforcement inspections in FY2018 and this fell short of the FY2018 goal of 4300 by 23.3%. There were 3789 enforcement inspections in FY2017 and this fell short of the FY2017 goal

			<p>of 4300 by 11.9%.</p> <p>There were 3948 enforcement inspections in FY2016 and this fell short of the FY2016 goal of 4300 by 8.2%.</p> <p>There were 4186 enforcement inspections in FY2015 and this fell short of the FY2015 goal of 4300 by 2.7%.</p> <p>There were 4243 enforcement inspections in FY2014 and this fell short of the FY2014 goal of 4300 by 1.3%.</p> <p>In FY2013 there were 4190 enforcement inspections.</p> <p>There were 4050 enforcement inspections in FY2012.</p> <p>There were 4588 enforcement inspections in FY2011.</p> <p>There were 5261 enforcement inspections in FY2010.</p>
Intermediate Outcome Measure	5. The combined average penalty of violations where the standard cited suggests that the violation will normally create a meaningful increase in the risk of workplace death and where the standard was rated and cited as a “death” violation.	In FY2024, there was a combined average penalty of \$5,476 for 1,179 violations where the standard cited suggests that the violation will normally create a meaningful increase in the risk of workplace death and 520 where the standard was rated and cited as a “death” violation. Of these, 229 violations were in both categories.	In FY2023, there was a combined average penalty of \$1,948 for 1,030 violations where the standard cited suggests that the violation will normally create a meaningful increase in the risk of workplace death and 526 where the standard was rated and cited as a “death” violation. Of these, 220 violations were in both categories.
Primary Outcome Measures	6. Number of compensable fatalities. (reported quarterly fiscal year and annual calendar year)	There were 42 accepted compensable fatalities in CY2023.	There were 30 accepted compensable fatalities in CY2022.
	7. Compensable fatality rate. (reported annually - calendar year)	<p>The compensable fatality rate reported in CY2023 is 2.08</p> <p><u>Breakout of the CY2023, 30 fatalities:</u></p> <ul style="list-style-type: none"> 16 – Roadway vehicle accident 6 – Homicides 6 – Slips, Trips and Falls 5 – Struck by object/equipment 3 – Pedestrian struck by vehicle/roadway accident 1 – Aircraft accident 1 – Caught in or compressed by object/equipment 	<p>The compensable fatality rate report in CY2022 is 1.50.</p> <p><u>Breakout of the CY2022, 30 fatalities:</u></p> <ul style="list-style-type: none"> 6 – Infection with COVID-19 4 – Homicides 4 – Struck by object/equipment 3 – Roadway vehicle accident 3 – Pedestrian struck by vehicle/roadway accident 3 – Slips, Trips and Falls 2 – Pedestrian struck by vehicle/non-roadway accident

		<p>1 – Exposure to harmful substances 1 – Non-roadway accident 1 – Medical event 1 – Suicide</p> <p>History: CY2023 rate: 2.08 (42 fatalities) CY2022 rate: 1.51 (30 fatalities) CY2021 rate: 2.30 (44 fatalities) CY2020 rate: 1.80 (34 fatalities) CY2019 rate: 2.06 (41 fatalities) CY2018 rate: 1.84 (35 fatalities) CY2017 rate: 1.84 (35 fatalities) CY2016 rate: 1.56 (29 fatalities) CY2015 rate: 1.50 (27 fatalities) CY2014 rate: 1.78 (31 fatalities) CY2013 rate: 1.77 (30 fatalities) CY2012 rate: 1.80 (30 fatalities) CY2011 rate: 1.71 (28 fatalities)</p>	<p>1 – Heat exposure 1 – Caught in or compressed by object/ equipment 1 – Contact with electric current 1 – Building explosion/Other explosion 1 – Aircraft accidents</p>
Comments	<i>CY2023 compensable fatality rate reflects most current available data.</i>		

5-Year Performance Goal (1,2,3)-5: Timely Response			
	Indicator	Results	Comments
Activity Measures	1. Document and follow-up on untimely openings of fatality and imminent danger complaint/referral inspections.	In FY2024 there was one untimely openings of a fatality inspection and no untimely openings of an imminent danger complaint inspections.	In FY2023 there were no untimely openings of fatality inspections and no untimely openings of an imminent danger complaint inspections.
Primary Outcome Measures	2. Percent of timely responses. <u>Fatalities:</u> Attempt within 24 hours of notification. (Data reflects Oregon OSHA attempt from time of notification. Note this may not be consistent with OIS data).	<p>FY2024 Oregon OSHA reports: Timely Response to Fatalities: 97% (31 of 32) Q4 - 317737505, Initially reported as a hospitalization on 8/5/24, changed to fatality on 8/9/24, employer emailed CO and Manager who was on vacation until 8/13/24. Assigned inspection, it was opened on 8/14/24. Corrective Measure: remind staff to put out of office message on email, with instructions to call the office if the matter is urgent or regarding an accident/fatality.</p> <p>OSHA official FY2024 MAM reports (28 of 32), 87.5%) inspection/investigations as timely in their FY2024 MAM report, Measure 10</p> <p>Oregon OSHA has reviewed the following inspection/investigations and considers them timely as explained: Q1 – <u>317734809</u>, Initially evaluated as no action, Employer reported a fatality on 11/10/23 that employee was found at home unresponsive. On 11/8/23 employee fell at work, but was not hospitalized. On 11/16/23 additional info was provided via media inquiry, changed to inspection, opened on 11/17/23. Q2 – <u>No outliers</u> Q3 – <u>No outliers</u> Q4 – <u>317737420</u>, Initially evaluated NFA on 8/3/24, personal medical event. When employer called back on 8/5/24, deceased was not their employee, gave name for employer next door. 8/6/24 second employer</p>	<p>FY2023 Oregon OSHA reports: Timely Response to Fatalities: 100% (35 of 35)</p> <p>OSHA official FY2023 MAM reports (29 of 31), 94%) inspection/investigations as timely in their FY2023 MAM report, Measure 10</p>

		<p>returned call, confirmed deceased was their employee, assessed industry hazards inspection was opened 8/7/24. 317738040, Initially reported hospitalization by family member with incomplete information on 10/2/24. Attempted to make contact with employer, unsuccessful. Changed to inspection on 10/4/24 when employer reported fatality changed to inspection and opened same day.</p>	
	<p><u>Imminent Danger Complaint/Referral Inspections:</u> Attempt to open imminent danger complaint/ referrals inspections within 24 hours of notification. (Data reflects Oregon OSHA attempt from time of notification).</p>	<p>In FY2024, Oregon OSHA reported 11 of 11 (100%) Imminent Danger complaints/referrals inspections.</p> <p>Oregon OSHA Timely Response to Imminent Danger Complaint Inspections within 24 hours is (7 of 7) 100%.</p> <p>Oregon OSHA Imminent Danger Referral inspections attempted within 24 hours of notification were: (4 of 4) 100%.</p> <p>OSHA reports 8 of 8 Oregon OSHA imminent danger complaint/referral inspections as timely on their FY2024 SAMM report, Measure 3.</p>	<p>In FY2023, Oregon OSHA reported 17 of 17 (100%) Imminent Danger complaints/referrals inspections.</p> <p>Oregon OSHA Timely Response to Imminent Danger Complaint Inspections within 24 hours is (9 of 9) 100%.</p> <p>Oregon OSHA Imminent Danger Referral inspections attempted within 24 hours of notification were: (8 of 8) 100%.</p> <p>OSHA reports 16 of 17 Oregon OSHA imminent danger complaint/referral inspections as timely on their FY2023 SAMM report, Measure 3.</p>
	<p><u>Serious Complaint Inspections:</u> Attempt within 5 working days <u>Other-than-Serious Complaint Inspections:</u> Attempt within 30 working days <u>Complainant Response:</u> Send letter responding to complainant within 10 working days.</p>	<p>Complaint Inspections: Serious: 98.7% (1,041 of 1,055) Other-Than-Serious: 99.7% (388 of 389) Complainant Response: 96.4% (1,391 of 1,443)</p>	<p>Complaint Inspections: Serious: 97.4% (847 of 870) Other-Than-Serious: 98.7% (307 of 311) Complainant Response: 96.9% (1,411 of 1,455)</p>

	<p>Investigations: Respond to investigations (phone/fax, letter) within 10 working days.</p> <p>Family Letter: Send within 10 days of fatality notification.</p> <p><i>NOTE: Oregon OSHA, in most cases, will send a family letter regardless of whether Oregon OSHA has jurisdiction or is conducting an investigation or not.</i></p>	<p>Investigation: Investigations: 93.5% (1,222 of 1,143)</p> <p>Family Letter: Investigated: 96.2% (75 of 78)</p> <p>All Family letters sent: 75 Investigations with Untimely letters sent: 3 <u>101702925</u> – NOK letter not sent, unable to obtain family contact information. <u>317736824</u> – NOK letter not sent, unable to obtain family contact information. <u>317736017</u> – NOK was part-owner and wife of deceased.</p>	<p>Investigation: Investigations: 93.3% (1,455 of 1,524)</p> <p>Family Letter: Investigated: 99% (95 of 96)</p>
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FY24 – Consultation Performance Goal Summary

5-Year Performance Goal (1, 2, 3)-1: Recognition Programs or Voluntary Programs or Self-Sufficiency

	Indicator	Results	Comments
Activity Measures	<p>1. Market VPP & SHARP through a variety of methods, including but not limited to working with the SHARP Alliance, news releases, and articles in the Oregon OSHA Resource newsletter.</p>	<p>During FY2024, both SHARP and VPP programs continued to be marketed each year at the various Oregon OSHA statewide safety and health educational conferences. Additionally, both programs were consistently marketed during regular SHARP Alliance meetings as well as on the SHARP Alliance web site and at the Regional and National VPP conferences.</p> <p>The SHARP Alliance was featured in the October 2023 Resource Newsletter; the SHARP Alliance grows a network devoted to improving workplace health</p> <p>Also, in FY2024 SHARP and VPP were promoted during a variety of engagements, including the SGE training sessions at the VPPPA national conference, the Blue Mountain Occupational Safety and Health pre-conference workshop, a SHARP Graduation ceremony, the SHARP Alliance Region 1 meeting, a Safety and Management Principles workshop, and through various safety association chapter meetings, such as the American Society of Safety Professionals and the Redwood Safety Association. Oregon OSHA also promotes these programs to Oregon workers' compensation insurers to generate interest among their policyholders.</p>	<p>In FY2023 VPP & SHARP were marketed through a variety of methods, including but not limited to the SHARP Alliance meetings and Region 1 Alliance meetings, the Region X BOD and conference planning meetings, Oregon OSHA's 50th Anniversary video, SHARP Day, the Central Oregon Occupational Safety and Health Conference, and articles in the Oregon OSHA Resource newsletter, marked the SHARP Alliance as well as featured 3 VPP sites throughout the year.</p> <p>Additionally, during the year SHARP & VPP were promoted during 8 Public Ed Workshops and both programs partnered with The SHARP Alliance and Region X VPPPA at the Oregon Governor's Occupational Safety & Health Conference, where SHARP and VPP were discussed regularly.</p> <p>Lastly, Federal OSHA published an article titled: "Oregon's SHARP Alliance Grows a Network Devoted to Improving Workplace Health and Safety" on their Success Stories page.</p>
Intermediate Outcome	<p>2. Number of companies working toward SHARP recognition.</p>	<p>At the end of FY2024, there were 8 employers working toward SHARP.</p>	<p>At the end of FY2023, there were 2 employers working toward SHARP.</p>

	3. Number of companies indicating an interest in VPP by requesting program information.	Five Oregon companies requested information about the VPP from the VPP/SHARP Program Manager and 20 employers attended a VPP/SHARP session at an Oregon OSHA conference.	Two Oregon companies requested information about the VPP from the VPP/SHARP Program Manager.
Primary Outcome	4. Number of employers who receive SHARP certification.	<p>At the end of FY2024, a total of 181 Oregon companies participated in the SHARP program, this total includes: 2 new certified SHARP employers, 6 working towards SHARP sites, 9 active employers, 166 graduates</p> <p><i>Note: the 2 new certified SHARP employers are included in the 9 active employers count.</i></p>	<p>At the end of FY2023, a total of 180 Oregon companies participated in the SHARP program, this total includes: 3 new certified SHARP employers, 2 working towards SHARP, 10 active employers, 168 graduates for an overall SHARP participation from 180 employers</p> <p><i>Note: the 3 new certified SHARP employers are included in the 10 active employers count.</i></p>
	5. Number of employers who receive VPP certification.	<p>At the end of FY2024, a total of 22 Oregon companies were VPP certified. During the fiscal year, 5 existing VPP sites were recertified. There were no new VPP sites and 3 employers withdrew from the VPP program.</p> <p>Recertified Sites:</p> <ol style="list-style-type: none"> 1. Packaging Corp. of America, Salem Full-Line Plant, Salem - Star-Recertified on 8/30/2024 2. Marvin Wood Products, Baker City - Star-Recertified on 7/12/2024 3. Duro-Last Roofing, Inc., Grants Pass - Star Conditional-Recertified from Star on 1/25/2024 4. AmeriTies West - Tie Plant, The Dalles - Star-Recertified on 1/16/2024 5. Klamath Energy LLC, Klamath Cogeneration, Klamath Falls - Star-Recertified on 12/5/2023 <p>Current Sites:</p> <ol style="list-style-type: none"> 1. Cintas Corporation #178, White City - Star 2. Lam Research Corporation, Tualatin - Star 3. Cardinal IG - Hood River, Hood River - Star 4. Owens Corning Foamular Insulation LLC, Portland - Star 5. Cintas Corporation, Location #172, Eugene 	<p>At the end of FY2023, a total of 23 Oregon companies were VPP certified. During the fiscal year, 4 existing VPP sites were recertified. There was 1 new VPP site and no employers withdrew from the VPP program.</p>

		<p>Star</p> <ol style="list-style-type: none"> 6. NuStar Energy, Shore Terminals LLC , Portland - Star 7. Cintas Corporation, FAS Location #173 , Tualatin - Star 8. Coca-Cola North America - Portland Syrup Plant , Portland - Star 9. Phillips 66 Co. - Portland Terminal , Portland - Star 10. Covanta Marion dba Reworld Marion, Inc , Brooks - Star 11. Sherwin-Williams - Purdy Portland , Portland - Star 12. Phillips 66 Co. - Portland Lubricants Plant , Portland - Star 13. Thermo Fisher Scientific, LLC , Eugene - Star 14. Owens Corning - Linnton Asphalt Plant , Portland - Star 15. Oldcastle Infrastructure, DBA Oldcastle Precast , Wilsonville - Star 16. Linde Gas and Equipment, Inc. , White City - Star 17. Table Rock Composite Specialties , White City - Star 	
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5-Year Performance Goal (1,2,3)-2: Outreach			
	Indicator	Results	Comments
Activity Measures	<p>Other Outreach Activities:</p> <p>7. Number and nature of outreach activities provided by technical, consultation and enforcement that include but are not limited to staffed booth at conferences, direct mail marketing, participation in stakeholder events, social media and focused outreach to high hazard industries and vulnerable and hard-to-reach workers, and voluntary programs.</p>	<p>Consultation provided 498 other outreach activities to high hazard industries and vulnerable and hard-to-reach workers during FY2024.</p> <p>498 Consultation: 413 Outreach Activities/On-Site Trainings 29 Occupational safety and health trainings in Spanish 56 Community Engagement Outreach events for non-English speaking workers and employers.</p>	<p>Consultation provided 439 other outreach activities that to high hazard industries and vulnerable and hard-to-reach workers during FY2023.</p> <p>439 Consultation: 383 Outreach Activities/On-Site Trainings 56 Community Engagement Outreach events for non-English speaking workers and employers.</p>

Primary Outcome Measures	15. Number and percentage of consultations provided to small employers.	In FY2024, 1,900 out of 2,604 (73%) consultations were provided to small employers (defined as 50 or fewer employees).	In FY2023, 1,906 out of 2,321 (82.1%) consultations were provided to small employers (defined as 50 or fewer employees).
	16. Number and percentage of consultations provided to employers who have not used Oregon OSHA's consultation services during the previous five years.	In FY2024, 1,059 out of 2,604 (40.6%) consultations were provided to employers who had not used Oregon OSHA's consultation services during the previous five years.	In FY2023, 1,005 out of 2,321 (43.3%) consultations were provided to employers who had not used Oregon OSHA's consultation services during the previous five years.

5-Year Performance Goal (1,2)-1: Safety & Health Hazards			
	Indicator	Results	Comments
Activity Measures	Consultation – Health: 7. Total number of <i>health</i> consultations	884 health consultations which includes Process Safety Management and Ergonomics consultations were conducted in FY2024.	857 health consultations which includes Process Safety Management and Ergonomics consultations were conducted in FY2023.
	8. Total number of <i>health</i> consultations in high hazard industries.	331 Health Consultations in High Hazard industries were conducted by consultants in FY2024.	331 Health Consultations in High Hazard industries were conducted by consultants in FY2023.
	9. Percent of <i>health</i> consultations in high hazard industries.	37.4%, 331 of 884 health consultations in high hazard industries in FY2024.	38.6%, 331 of 857 health consultations in high hazard industries in FY2023.
	Consultation – Safety: 10. Total number of <i>safety</i> consultations.	1,720 Safety consultations were conducted in FY2024.	1,464 Safety consultations were conducted in FY2023.
	11. Total number of <i>safety</i> consultations in high hazard industries.	1,022 Safety Consultations in high hazard industries were conducted by consultation in FY2024.	876 Safety Consultations in high hazard industries were conducted by consultation in FY2023.
	12. Percent of <i>safety</i> consultations in high hazard industries.	59.4%, 1,022 of 1,720 Safety consultations were in high hazard industries in FY2024.	59.8%, 876 of 1,464 Safety consultations were in high hazard industries in FY2023.
	High Hazard Consultations: 13. The number and percentage of consultation visits in high-hazard industries compared to target of 50%.	52%, 1,353 of 2,604, of all consultation activities were in high hazard industries in FY2024 and met the target goal. The target is 50%.	52%, 1,207 of 2,321, of all consultation activities were in high hazard industries in FY2023 and met the target goal. The target is 50%.
	Ergonomics Consultations 14. Total number of safety and health <i>ergonomics</i> consultations.	In FY2024 there were 66 safety and health ergonomics consultations.	In FY2023 there were 55 safety and health ergonomics consultations.

	15. Total number of safety and health <i>ergonomics</i> consultations in industries with high MSD rates.	There were 40 safety and health ergonomics consultations in industries with high MSD rates in FY2024.	There were 46 safety and health ergonomics consultations in industries with high MSD rates in FY2023.
	Workplace Violence 17. Number and type of workplace violence focused outreach efforts.	FY2024 there were 1,267 workplace violence focused outreach efforts. <ul style="list-style-type: none"> • 97 Consultations • 11 Enforcement inspections • 7 Conferences • Public Education: 1,152 students completed the violence Prevention Program online course 	FY2022 there were 974 workplace violence focused outreach efforts. <ul style="list-style-type: none"> • 96 Consultations • 9 Enforcement inspections • Public Education: 869 students completed the violence Prevention Program online course
	18. Number of consultations where workplace violence was addressed.	There were 97 consultations where workplace violence was addressed in FY2024.	There were 105 consultations where workplace violence was addressed in FY2023.
Comment	<p><i>High hazard industries for safety is defined by list A-G, construction, logging, and all other emphasis programs not already counted. High hazard industries for health is defined by list A, construction, logging, and all other emphasis programs not already counted.</i></p> <p><i>NOTE: The total number of consultations include: safety, health, ergonomics and process safety management consultations.</i></p>		

5-Year Performance Goal (3)-1: Fatalities			
	Indicator	Results	Comments
Activity Measures	2. Total number of consultations	There were 2,604 consultations in FY2024.	There were 2,321 consultations in FY2023.
	<i>Comprehensive Consultations-Safety and Health-with identified and corrected hazards-Pilot Project</i> 3. Oregon OSHA will develop, implement and evaluate a pilot project that will allow for voluntary abatement of serious hazards identified by state funded consultative staff in exchange for one year deferral from scheduled enforcement inspection activities.	In FY2024, Oregon OSHA Consultation continued to market the Challenge Program (formerly the Pilot Project) to Oregon Employers during each SHARP Alliance meeting, during trainings with LatinoBuilt and the Construction Contractors Board, and during regular consultative activities with employers identified by consultants that would be good candidates for the program.	In FY2023, Oregon OSHA Consultation continued to market the challenge program (formerly the Pilot Project) to Oregon Employers during each SHARP Alliance meeting during trainings with LatinoBuilt and the CCB, and during regular consultative activities with employers identified by consultants that would be good candidates for the program.
	4. The number of Safety and Health comprehensive consultations with identified and corrected hazards in the Pilot Project.	In FY2024, there were 49 Safety and Health comprehensive consultations with identified and corrected hazards in the Challenge program (formerly Pilot Project).	In FY2023, there were 10 Safety and Health comprehensive consultations with identified and corrected hazards in the challenge program (formerly Pilot Project).

FY24 - Policy Performance Goal Summary

5-Year Performance Goal (1,2,3)-2: Outreach

	Indicator	Results	Comments
Outreach Efforts	Videos 1. Number of new non-English videos created or acquired.	In FY2024, 18 new non-English videos were acquired.	In FY2023, zero new non-English videos were acquired.
	2. Number of non-English videos checked out or viewed.	In FY2024, 24 non-English video programs were checked out.	In FY2023, 58 non-English video programs were checked out.
	Publications, Online APPs: 3. Number of new or substantially revised <i>publications</i> or APPs developed that are targeted to small employers, high hazard industries and vulnerable or hard-to-reach worker populations.	In FY2024, There were 66 new or substantially revised publications developed. <i>*See Appendix page 70, for listing of publications.</i>	In FY2023, There were 54 new or substantially revised publications developed.
	4. Number of current publications evaluated for possible translation to other languages, considering cultural barriers to communication that may necessitate an alternative approach.	In FY2023, 66 publications were reviewed for possible translation to another language. Oregon OSHA reviews all new or revised publications for possible translation to other languages.	In FY2023, 54 publications were reviewed for possible translation to another language. Oregon OSHA reviews all new or revised publications for possible translation to other languages.
Online Courses: 5. Continue review and revision of on-line course offerings and expand the number of online courses.	In FY2024, 4 new online classes were deployed. Deployed: <ul style="list-style-type: none"> • Recordkeeping and Reporting Rule changes (English & Spanish) (Q2) • Confined Space Safety (English & Spanish) (Q3) • Wildfire Smoke Training Requirements: updating due to new AQI rule (English & Spanish) (Q4) • Bloodborne Pathogens (English & Spanish) (Q4) 	In FY2023, 11 online classes were deployed and 12 online courses are still under revision / development.	

	<p>Other Outreach Activities:</p> <p>7. Number and nature of outreach activities provided by technical, consultation and enforcement that include but are not limited to staffed booth at conferences, direct mail marketing, participation in stakeholder events, social media and focused outreach to high hazard industries and vulnerable and hard-to-reach workers, and voluntary programs.</p>	<p>There were 643 other outreach activities that were provided to high hazard industries and vulnerable and hard-to-reach workers during FY2024.</p> <p>145 Public Relations: 24 Press Releases 51 Facebook Campaigns, Live Video Segments/Posts 28 Newsletter Stories</p> <p>42 Public Education: On-Site training requests</p>	
Primary Outcome Measures	<p>Training Sessions:</p> <p>8. Number of Non English language training sessions.</p>	In FY2024 there were 59 Non English language training sessions.	In FY2023 there were 57 Non English language training sessions.
	9. Number of attendees at Non English language training sessions.	In FY2024 there were 6,673 attendees at Spanish language training sessions.	In FY2023 there were 5,599 attendees at Spanish language training sessions.
	10. Number and percent of participants from small businesses and high hazard industries participating in Oregon OSHA online training sessions.	<p>In FY2024, there were 110,426 participants from small businesses and high hazard industries attending online training sessions.</p> <p>There were 28,159 of 110,426 (26%) participants from small businesses (defined as 20 or fewer employees) and 58,683 of 110,426 (53%) participants from high hazard industries.</p>	<p>In FY2023, there were 82,197 participants from small businesses and high hazard industries attending online training sessions.</p> <p>There were 23,052 of 82,197 (28%) participants from small businesses (defined as 50 or fewer employees) and 50,024 of 82,197 (61%) participants from high hazard industries.</p>
	11. Number of participants at Oregon OSHA workshop training sessions.	There were 795 attendees at Oregon OSHA workshop training sessions in FY2024.	There were 660 attendees at Oregon OSHA workshop training sessions in FY2023.
	<p>Educational Activities:</p> <p>12. Number of new or substantially revised <i>educational resources</i> developed that are directed to small employers, high hazard industries and vulnerable or hard-to-reach worker populations.</p>	<p>In FY2024, 19 educational resources or online courses have been developed or substantially revised that are directed towards small employers, high hazard industries, and vulnerable or hard-to-reach worker populations.</p> <p>Safety Training Materials and Online Classes Created and Deployed to the Public Education Web Site: Created and Deployed:</p> <ul style="list-style-type: none"> • Accident Investigation Workshop Workbooks • Recordkeeping and Reporting PowerPoints in English and Spanish 	In FY2023, 27 educational resources or On-line courses have been developed or substantially revised that are directed towards small employers, high hazard industries, and vulnerable or hard-to-reach worker populations.

		<ul style="list-style-type: none"> • SB 592 (2023 session) educational video to provide a brief overview of these legislative changes to Oregon OSHA’s civil penalty structure. • Propane Safety Video translated to Spanish • Confined Space Safety PowerPoint • Practicing Confined Space Rescues Video • Compressed Gas Video translated to Spanish • 8 YouTube Shorts highlighting current safety and health videos <p>Under Development:</p> <ul style="list-style-type: none"> • Overhauling Workshop Workbooks (encompasses 17 more topics) • Health Hazards and Controls in Agriculture Video (Translating into Spanish) (Q2) • Job Hazard Analysis PowerPoint for Workshop Workbooks (Q4) 	
	<p>13. Other educational activities, provided by Oregon OSHA Public Education, including stats on social media, and other activities directed to small employers and to high-hazard industries.</p>	<p>In FFY2024 The public education team continued to coordinate Spanish translation of online courses and educational materials, and participated in community events and in radio interviews to promote topics such as heat illness prevention and wildfire smoke, upcoming conferences and consultation services. In addition, they participated with other sections as part of outreach to talk about Oregon OSHA’s services, heat illness prevention, wildfire smoke, workers’ rights, the complaint process, and Oregon OSHA’s penalty update</p> <p>Additional trainings were provided for high hazard industries (virtually and in-person) and included topics such as: safety committees; leadership for superior results; improved culture through safety and health management systems; Oregon OSHA’s approach and rules that apply to workplace violence; heat illness prevention; PPE; wildfire smoke; common safety and health hazards and solutions; how OSHA assesses risk; worker protection standard; pesticide safety; hazard communication;</p>	<p>In FFY2023 The public education section continued to coordinate Spanish translation of online courses and educational material, and participated in radio interviews to promote topics such as heat and wildfire smoke, as well as upcoming conferences and consultation services. In addition, they participated with the consultation section to speak and provide onsite training about Oregon OSHA’s services, heat illness prevention, construction, wildfire smoke, field sanitation requirements, workers’ rights, and the complaint process. Additional trainings were provided for high hazard industries (virtually and in-person) and included topics such as: update on manganese rule to welding instructors and students; most common health violations; bloodborne pathogens; addressed advocates accompanying OR-OSHA compliance officers on inspections; 811 call before you dig and Oregon OSHA’s role with the OPUC on enforcement of the dig laws; employee safety; recordkeeping and reporting; confined spaces; asbestos, lead, and PPE.</p>

		respiratory protection; Oregon OSHA penalty rule update; hazard identification; process safety management; and agricultural labor housing.	
Comments	<p><u>Audio Visual Library:</u> To accommodate Oregon employers and employees, the Resource Center maintains a library of more than 400 DVDs, which includes more than 160 available in languages other than English. Additionally, the Resource Center offers a total of 32 Streaming Videos on our website: 15 in English; 15 in Spanish; and 2 in Russian for a total of 2,999 completed streams and 3,800 started streams. We continue to add new material to the Resource Center depending on the topic and demand. We will increase our visibility and market our products through our website, social media, and via in-person conferences. Our goal for 2025, is to continue to provide the best safety and health resources to Oregon employers and employees, in multiple languages</p> <p><u>Public Education:</u> Reporting of industry type and size of business are voluntary and will not equal total attendance.</p>		

5-Year Performance Goal (1,2,3)-3: Partnerships			
	Indicator	Results	Comments
Activity Measures	1. Activities undertaken in collaboration with stakeholder groups and partnerships to increase occupational safety and health awareness.	In FY2024, Oregon OSHA continued collaborate with 44 stakeholder groups, partners and alliance members and partnerships.	Information regarding Oregon OSHA partnerships, alliances and collaborations can be found at: Oregon Occupational Safety and Health : Working with you : Collaborations : State of Oregon
		<p>Agriculture: <u>Department of Housing and Community Services (OHCS); Department of Revenue; Oregon OSHA Small Agricultural Employer Advisory Committee and the Agriculture Labor Housing Advisory Group:</u> OHCS currently is meeting once a quarter. In FY2024 the Agricultural Labor Housing Advisory Group met several times to engage in rulemaking discussion. This advisory group includes small agricultural employers, advocacy groups, employer representatives, and various state agencies including the Department of Housing and Community Services, Oregon Employment Department, Oregon Health Authority, and others. ALH rule amendments were proposed on September 5th and the comment period closed on November 3rd. <u>Farm Worker Housing Committee:</u> Nothing new to report. <u>The Pesticide Analytical Response Center (PARC):</u> In FY2024 there were 9 PARC cases that Oregon OSHA provided guidance and assistance with, resulting in 7 inspections. Oregon OSHA continues to coordinate with the Pesticide Analytical and Response Center (PARC) on pesticide-related investigations. <u>Pacific Northwest Agriculture Safety and Health (PNASH):</u> Center at the University of Washington was awarded a grant (\$40,000) under Oregon OSHA’s Occupational Safety and Health Grant program to develop bilingual pesticide labels.</p>	

Deschutes County Farm Bureau: Oregon OSHA continues to meet the first Thursday of each month with the VP of Deschutes County Farm Bureau.

Oregon Farm Bureau Federation: Oregon OSHA continues to attend quarterly meetings, collaborating to promote and support safety & health on farms and ranches of farm bureau members. In Q2 group shared efforts to prepare and share Ag Safety and Health during the NW AG show in Salem, Oregon.

Oregon Wine Board: Nothing new to report

Oregon Employment Department (OED): Oregon OSHA provided training to OED employees who conduct ALH visits for H2A workers.

Association of American Pesticide Control Officials (AAPCO): Oregon OSHA now attends AAPCO meetings as a sitting member of the WPS workgroup.

Construction:

Construction Advisory Council: The council continues to meet on a monthly basis. Accidents related to the industry are reviewed as well as all reported fatalities in Oregon. The council uses guest speakers to present topics, discusses Oregon OSHA rulemaking activities, and shares information about resources and public education materials specific to the construction industry.

Landscape Contractors Board: Group is currently meeting every other month.

Construction Safety Summit (CSS): The meetings are being conducted quarterly to include trainings on a variety of residential and commercial construction safety and health related topics. Oregon OSHA Enforcement, Consultation, Technical and Management personnel often attend the meetings to provide support such as conducting presentations.

SafeBuild Alliance: Group typically meets each quarter.

Oregon & SW Washington Construction Industry Suicide Prevention Task Force: Group typically meets bimonthly

Oregon Home Builders Association (OHBA): Nothing new to report.

West Coast Chapter – International Association of Foundation Drilling: Oregon OSHA and The West Coast Chapter – International Assoc. of Foundation Drilling (ADSC-IAFD) Continue to meet monthly. In FY2024 Oregon presented topics to the group covering the new penalty structure, inspections and heat and smoke rules. Additionally, ADSC-IAFD and an Oregon OSHA compliance officer were able to collaborate on questions specific to earth anchors.

LatinoBuilt: Oregon OSHA continues to attend quarterly meetings with LatinoBuilt contractors. At each meeting Oregon OSHA staff provide a variety of Safety and Health trainings in Spanish.

Oregon Utility Safety Commission (OUSC): Oregon OSHA is a partner in the Oregon Utility Safety Commission with the intent of promoting cooperative efforts between OPUC and Oregon OSHA, and effective regulation of the safety, security and reliability of utilities. The committee meets monthly alternating from the east side of the state to the west side. Electric utilities, and natural gas providers along with employers who support those industries attend. Union representatives attend as well as other regulators such as OPUC attend. Agendas include such things as rule promulgation, accidents, roundtables, and a monthly topic. In Q4 group is planning a site visit to discuss electrical hazards with hands on demo trailer.

Oregon Public Utility Commission (OPUC): The Oregon Public Utilities District and Oregon OSHA have an interagency agreement for referrals of safety and health complaints, sharing of information, and training and education. The OPUC sponsors and co-runs the OUSC meetings. In FY2024 Oregon OSHA received 5 referrals from OPUC.

NEW – Lane Utility Coordinating Council: Oregon OSHA attended and gave a presentation at the most recent quarterly meeting.

Forestry:

Forest Activities Advisory Committee (FAAC) The forest advisory committee meets quarterly, most recently an industry representative gave a presentation on automated flagger assistance devices in forestry operations, Oregon OSHA’s strategic planning and other updates, and the quarterly overnight hospitalizations and fatalities report.

Oregon OSHA and Washington Department of Occupational Safety and Health (RCD): This ongoing effort reaches a multitude of areas in occupational safety and health.

Wildfire Smoke Coordination Group: The 2024 wildfire season was significant, with dozens of fires across the state or just across state borders with Washington, Idaho, and California. The Oregon Office of Emergency Management stood up the EOC, with several declarations across the state. Oregon OSHA is a member and attends meetings of this group to discuss fire danger, current and forecast evacuations, to develop advisories, and provide occupational safety and health expertise. Meetings during high fire periods are minimally 4 times a week. As fire season begins to wind down, meetings include elements of hot wash and analysis of the events and activities of the season.

All Industries:

BOLI Strategic Enforcement Group: The group focuses on developing BOLI enforcement strategies for high-violation, low-reporting industries with investigators from proactive units, and education programs for workers in those industries. Group continued monthly meetings with BOLI staff and labor advocates, discussing agriculture safety and health, continue to work on cross-agency enforcement priorities. Oregon OSHA provides updates on rules and outreach events.

Oregon Heritage Commission: Oregon OSHA has been working with Oregon Heritage Commission to identifying health hazards to staff while handling historical items in museums and cultural heritage sites. Additionally Oregon OSHA has been active in attending outreach activities specific to this industry. Hazard data is being shared with OSHA, to date Oregon OSHA has conducted 52 consultations and trainings related to this collaboration.

Oregon Liquor Cannabis Commission (OLCC) and Oregon OSHA: In FY2024 Oregon OSHA completed the cannabis emphasis program and program directive this quarter. Using OLCC data on cannabis processors, growers, and retail establishments, we reworked our inspection list. Oregon OSHA continues to work with OLCC to ensure efficient use of inspection resources in regards to cannabis processing.

Center for Health Promotion and Prevention (OHA): Nothing new to report.

Oregon OSHA Partnership Committee: Nothing new to report.

Oregon OSHA and the Oregon Institute of Occupational Health Sciences (OHSU): Oregon OSHA continues to attend semi-annual meetings, group is pursuing series of webinars of industry speakers.

		<p><u>SAIF (State Accident Insurance Fund):</u> Oregon OSHA and SAIF training and development specialists continue to meet monthly to discuss updates to educational materials, upcoming projects, and current needs.</p> <p><u>Total Worker Health Alliance (TWH®):</u> Oregon OSHA gave a presentation during the Q2 meeting. Currently the committee is undergoing position changes and meeting restructure.</p> <p><u>Fire Service Advisory Committee:</u> In FY2024 Oregon OSHA continued to participate in quarterly meetings. Discussion items included EPA’s Air Quality Index (AQI) 2024 update, Federal OSHA proposed Emergency Response Standard, safe vehicle access, and emergency vs non-emergency operations.</p> <p><u>Employment, Education and Outreach (EMPLEO):</u> Nothing new to report.</p> <p><u>The Oregon Fatality and Assessment Control Evaluation (OR-FACE):</u> Continues to collaborate with investigators during fatality inspections, as well as provide technical support to training materials.</p> <p><u>Oregon Young Employee Safety, O[yes]:</u> Oregon OSHA participated in monthly meetings to discuss O[yes] activities, including the annual media contest, launching event and participated in judging panel. Additionally Oregon OSHA maintains O[yes] website and assists with updates, and participates in the annual strategic planning event.</p> <p>General Industry:</p> <p><u>Federal OSHA, Oregon OSHA and Lamar Advertising Co.:</u> Oregon OSHA has developed 8 digital billboards that are posted in various locations statewide. This Alliance with Lamar is partnered by federal OSHA.</p> <p><u>Oregon Home Care Commission:</u> Nothing new to report.</p> <p><u>Oregon Coalition for Healthcare Ergonomics (OCHE):</u> OCHE meetings and webinars provide the latest information in the healthcare industry. In FY2024 Oregon OSHA continued to attend quarterly meetings. Members will provide a Round Table Discussion at GOSH 2025 focused on talking about a systems safety approach and healthcare worker safety. Additional discussions were focused on ergonomics in wound care clinics, challenges in ambulatory care clinics and pressure to move patients out of the hospital to outpatient clinics.</p> <p><u>Oregon Restaurant & Lodging Association (ORLA):</u> Nothing new to report</p> <p><u>Wind Energy:</u> Nothing new to report.</p> <p><u>Oregon Wine Association:</u> Nothing new to report.</p> <p><u>Oregon Brewers Guild:</u> Nothing to report.</p>	
	2. Continue to identify partnerships and stakeholder groups in high hazard, emerging and existing industry sectors.	Potential partnership in target industries in FY2024: None	Potential partnership in target industries in FY2023: None
Intermediate Outcome Measures	3. Percent of partnerships and stakeholder groups developed and maintained in relation to legislative, policy and rulemaking activities. Target 100%.	There were a total of 44 Oregon OSHA stakeholder collaborations and partnerships in FY2024.	There were a total of 44 Oregon OSHA stakeholder collaborations and partnerships in FY2023.
Comments	<u>Partnerships:</u> Oregon OSHA continues to have active involvement from partners and stakeholders for legislative activity, and rulemaking.		

FY24 - Conferences Performance Goal Summary

5-Year Performance Goal (1,2,3)-2: Outreach

	Indicator	Results	Comments
Outreach Efforts	Conferences: 6. Coordinate with stakeholders to co- sponsor safety and health conferences throughout the state.	Oregon OSHA partnered with 6 stakeholders to co-sponsor conferences throughout the state in FY2024. <ul style="list-style-type: none"> • American Society of Safety Professionals (ASSP) – Southern Oregon Chapter, October 17-19, 2023, Ashland, OR • Association of Western Pulp & Paper Workers (AWPPW) – Oregon Safety Council, November 28-December 1, 2023, Portland, OR • Central Oregon Safety & Health Association (COSHHA), January 29-30, 2024, Bend, OR • Region X Voluntary Protection Program Participants’ Association (VPPPA), May 14-16, 2024, Anchorage, AK • Oregon Safety and Health Achievement Recognition Program (SHARP), June 3-4, 2024, Pendleton, OR • Central Oregon Safety & Health Association (COSHHA), September 16-17, 2024, Bend, OR 	Oregon OSHA partnered with 6 stakeholders to co-sponsor conferences throughout the state in FY2023.
	14. Number of participants at Oregon OSHA conference sessions.	A total of 1,884 participants attended an Oregon OSHA conference in FY2024. Attendees at all sessions were 9,199.	A total of 3,281 participants attended an Oregon OSHA conference in FY2023. Attendees at all sessions were 15,350.

FY24 – Customer Service Performance Goal Summary

5-Year Performance Goal (1,2,3)-6: Customer Service

	Indicator	Results	Comments
Activity Measures	Analyze stakeholder survey results and take corrective actions as necessary to address results falling below 90%.	In FY2024, all survey results met the 90% minimum benchmark with the exception of the appeal team. Please refer to the comment section for additional information.	In FY2023, all survey results met the 90% minimum benchmark. Please refer to the comment section for additional information.
Primary Outcome	Percent of positive responses on customer surveys in the following areas: <ul style="list-style-type: none"> - Conferences - Public Education - Audio-visual library - Consultation - Enforcement - Appeals - Lab 	FY2024 survey results – percent satisfaction: <ul style="list-style-type: none"> Conferences: 95% Public Education: 99% AV Library: 100% Consultation: 99% Enforcement: FYTD 2024: 92% Appeals: 85% Lab: Annual FYTD 2024: 99% 	FY2023 survey results – percent satisfaction: <ul style="list-style-type: none"> Conferences: 93% Public Education: 98% AV Library: 98% Consultation: 99% Enforcement: FYTD 2023: 91% Appeals: 100% Lab: Annual FYTD 2023: 99%
Comment	<p><u>Public Education</u>: Reporting of industry type and size of business are voluntary and will not equal total attendance. Public Education is using the number of small business and high hazard industry participation in <u>online & workshop</u> training sessions as an indicator of <u>all</u> these employees training participation, since this is the only data that is available at this time</p> <p><u>Enforcement</u>: The enforcement survey results fluctuates. There was an increase from the previous year to exceeding the goal of 90%.</p> <p><u>Appeals</u>: Response rate is approximately 11%. A total of 371 surveys were sent resulting in 35 responses. Although the survey results are below the goal, it is recognized that the those participating in the survey may not always be pleased with the outcome of the appeal which may affect the survey response.</p>		

FY24 – Staff Development Performance Goal Summary

5-Year Performance Goal (1,2,3)-7: Staff Development

	Indicator	Results	Comments
Activity Measures	1. Classes offered to Safety and Health staff.	<p>During FY2024, the following 347 classes were developed and implemented:</p> <p>Developed and Presented by Oregon OSHA Required Initial Training: FY2024 = 93 <i>*See Appendix page 64, for listing of all trainings developed and presented to staff.</i></p> <p>Other Training Offered to Oregon OSHA Staff <i>*See Appendix page 66, for listing of all other trainings offered to staff.</i> FY2024 = 238</p> <p>Out of State Training In FY2024 Oregon OSHA staff attended 16 trainings that were held out of State. <i>*See Appendix page 69, for listing of out of state trainings.</i></p>	<p>During FY2023, the following 333 classes were developed and implemented:</p> <p>Out of State Training In FY2023 Oregon OSHA staff attended 11 trainings that were held out of State.</p>
Primary Outcome Measures	2. Number of Safety and Health staff members receiving 48 hours of Safety and Health professional development training over two years.	100 out of 132 Safety and Health staff members received 48 hours training during the over the two year period FY2023 – FY2025.	119 out of 125 Safety and Health staff members received 48 hours training during the over the two year period FY2021 – FY2023.
	3. Percentage of Safety and Health staff members receiving 48 hours of Safety and Health professional development training over two years.	75.8% of Safety and Health staff received 48 hours of professional training thus far during FY2023 – FY2025.	

FY24 – BOLI Summary

	<p><u>Alleged Discrimination Complaints: Process through determination level within 90 calendar days.</u></p>	<p>Discrimination Complaints – In FY2024, 48 out of 178 (27%) of the alleged discrimination complaints were processed within the statutorily required 90 calendar days.</p> <p>In FY2024, 25 out of 162 (15%) of the 11c discrimination complaint investigations were closed within 90-days: Q1 - 3 of 38 cases (8%) Q2 - 11 of 52 cases (21%) Q3 - 8 of 37 cases (22%) Q4 - 3 of 35 cases (9%)</p> <p>In FY2024, 62 out of 162 (38%) of the 11c discrimination complaint investigations were closed within 180-days: Q1 - 15 of 38 cases (39%) Q2 - 25 of 52 cases (48%) Q3 - 13 of 37 cases (35%) Q4 - 9 of 35 cases (26%)</p> <p>In FY2024 Oregon OSHA fell well below the annual goal of 80% in processing discrimination cases timely, averaging 214 calendar days to complete an 11c investigation. Additionally, in FY2024 the merit/cause cases decreased from 24% to 20% meritorious.</p>	<p>Discrimination Complaints – In FY2023, 30 out of 142 (21.1%) of the alleged discrimination complaints were processed within the statutorily required 90 calendar days.</p> <p>FY2023 cumulative, 90-day closure rate: 1st Quarter – 15% 2nd Quarter – 19% 3rd Quarter – 35% 4th Quarter – 14%</p> <p><u>Discrimination Complaints:</u> In FY2023 Oregon OSHA fell well below the annual goal of 80% in processing discrimination cases timely; however merit/cause cases increased. FY2023 percent meritorious – 24%.</p>
<p>Comment</p>	<p><i>Oregon OSHA has no direction or enforcement of 11c cases, but rather provides oversight and a flat fee per case to conduct the investigation. A recent update to the inter-agency agreement that includes additional commitments to timeliness, dedicated OSHA complaint intake staff, data entry accuracy, and thoroughness.</i></p> <p><i>Merit outcomes refer to any BOLI cases with the following determinations: “cause/conciliations, SED, settlement, withdrawal with private settlement, APU presenter review, APU/hearings evaluation, closed - negotiated conciliation before determination, or closed – conciliation prior to cause finding.”</i></p>		

IV. Progress Toward Strategic Plan Accomplishment

Strategic Goal # (1, 2, 3) -1, -2, -3 Self-Sufficiency, Outreach, Partnerships

Strategic Goal 1: Reduce serious workplace injuries and the risks that lead to them.

Strategic Goal 2: Reduce serious workplace illnesses and the risks that lead to them.

Strategic Goal 3: Reduce workplace deaths and the risks that lead to them.

Goal (1, 2, 3)-1: Recognition Programs or Voluntary Programs or Self-Sufficiency

5-Year Performance Goal: Maintain the number of SHARP and VPP participants and continue to promote employer self-sufficiency through consultations and by encouraging employers to attain VPP and SHARP status. Oregon OSHA will promote SHARP and VPP through consultation, enforcement, technical services, and education.

In FY2024, there were a total of 176 employers participating in the SHARP program which includes 8 active employers, 6 working towards SHARP, and 162 graduates.

In FY2024, a total of 5 VPP audits were conducted and a total of 33 SHARP evaluations were conducted. At the end of FY2024, Oregon OSHA had 22 VPP active certified sites.

Oregon OSHA continues to promote voluntary programs at conferences and educational events to lead employers to self-sufficiency. Oregon OSHA staff attended the VPPPA national and regional conference in FY2024, and has maintained a consistent presence advisory presence on the Oregon SHARP Alliance Board.

Goal (1, 2, 3)-2: Outreach

5-Year Performance Goal: Educate employers and employees, particularly small employers in high hazard industries and vulnerable or hard-to-reach populations regarding the value of occupational safety and health by providing workshops, conferences, educational venues, training, marketing and other outreach activities.

New in FY2024, the public education team began sending quarterly email announcements through GovDelivery to 31K subscribers.

The public education team works with the Spanish Language Conference team each year to assist with all logistics for this unique conference. To name a few, they include registration, Qualtrics surveys, producing promotional Save the Date and Register Now videos, providing translation services, creating presentations, and being a guest speaker both at the conference as well as on radio to promote the conference. During the conference, public education assists with recording footage, taking pictures as well as creating highlight videos to share on social media. The 3rd annual conference took place in October 2023. The next conference is scheduled for November 2024. New at the 2024 conference, the public education team will be conducting a live stream of the keynote.

In FY2024 the Consultation program completed 29 occupational safety and health trainings in Spanish and 56 outreach events in Spanish for the following counties: Clatsop, Clackamas, Deschutes, Hood River, Lane, Malheur, Marion, Multnomah, Tillamook, Umatilla, Washington and Yamhill,

There were approximately 7,432 Spanish speaking attendees that were assisted and provided information related to heat illness prevention, wildfire smoke, field sanitation, safety committees, hazards in Agriculture, fall protection, ladder safety, competent person requirements, ALH requirements, how to prepare for an OSHA inspection and benefits of consultation services.

To accomplish this engagement with the Latinx community, we partnered with other federal (DOL WHD) and state agencies (BOLI, CCB, OED, OHDC, ODA, SBDC, Work source), non-profit organizations (PCUN, OLC, LASO, EUVALCREE, YVFWC, OMBA, Adelante Mujeres, Virginia Garcia, Centro Cultural), chamber of commerce's and the Mexican Consulate.

Oregon OSHA continues to be a member of Latino Built which is a small-construction business organization. This ongoing partnership allows us to provide occupational safety and health training for the over 200 members (small business) in Latino Built. This also turned out to be a marketing strategy as we are starting to see intakes from this organization. Some of them are already participating in the Challenge Program.

Oregon OSHA has had a long history of partnering with labor, business, and associations to coordinate occupational safety and health conferences throughout the state. These one day and multi-day conferences offer concurrent educational sessions and workshops designed for a region's industries and some focus on specific industries, such as the Mid-Oregon Construction Safety Summit and the

Western Pulp, Paper, and Forest Products Safety & Health Conference. The various conference planning committees are actively planning in-person conferences for 2025.

Oregon OSHA initiated a total of 643 focused outreach activities with high hazard industries and vulnerable and hard-to-reach workers. There were 24 news releases issued to the public, published 28 newsletter stories, 51 Oregon OSHA Facebook campaigns, live video segments, and posts that reached thousands of workers and employers.

The Resource Center lends programs both in English, Spanish and Russian on DVD and in streaming video to accommodate small employers using various levels of technology. There are now over 418 programs available in DVD. In FY2024 there are a total of 32 streaming video formats, 15 English, 15 Spanish and 2 Russian, which resulted in a total of 2,999 completed streams and 3,800 streams that were started. We continue to add new material to the Resource Center depending on the demand. To increase the visibility, we will attend conferences to market our products to attendees. Our goal is to continue to provide the best resources to Oregon employers and employees.

Goal (1, 2, 3)-3: Partnerships

5-Year Performance Goal: Oregon OSHA continues to maintain the well being of the existing 40+ partnerships and alliances. These effective relationships will lead to new and innovative groups for the new laws, rulemaking and policy challenges that Oregon OSHA will face in the next five years. Oregon OSHA will engage appropriate or applicable partnerships 100% of the time, in all policy and rule making activities.

Oregon OSHA continued to form collaborative relationships with industry groups in targeted industry sectors as well as making full use of advisory stakeholder groups to assist in rulemaking. Many of the partnerships have produced tangible and well-received products and developed strong working relationships with employers.

At the end of FY2024, Oregon OSHA had 44 active stakeholder collaborations and partnerships and seven current Alliances. 33 partnerships were in targeted industry sectors, agriculture, construction, logging or health care. Oregon OSHA continues to have large participation from stakeholders and community participants in the areas of construction and agriculture. Oregon OSHA has a long history of working collaboratively with stakeholders and developing partnerships for all of our work.

**Strategic Goal # (1, 2)
Safety and Health, Health Hazards**

**Strategic Goal # (3)
Fatalities**

Strategic Goal 1: Reduce serious workplace injuries and the risks that lead to them.
Strategic Goal 2: Reduce serious workplace illnesses and the risks that lead to them.
Strategic Goal 3: Reduce workplace deaths and the risks that lead to them.

Goal (1, 2)-1: Safety and Health Hazards

5-Year Performance Goal: Safety and Health Hazards

Reduce injuries and illnesses by reducing the DART rate from 2.2 to 2.0 (or less) per 100 workers and total case incidence rate TCIR from 4.1 to 3.7 (or less) per 100 workers by the end of year 2025 by focusing on targeted high hazard industries and safety and health hazards.

The DART rate for CY2023, the most recent year available, was 2.1 for the private sector and all industries, a decrease from CY2022 of 2.6. The TCIR rate for CY2023, the most recent year available, was 3.5 for the private sector and all industries, a decrease from CY2022 of 4.0.

In FY2024 Oregon OSHA continued its focus on inspections in high hazard industries. Oregon OSHA exceeded the goal of 75% of safety inspections in high hazard industries. Safety enforcement completed 2,389 inspections. There were 2,021 (84.6%) safety inspections in high hazard industries.

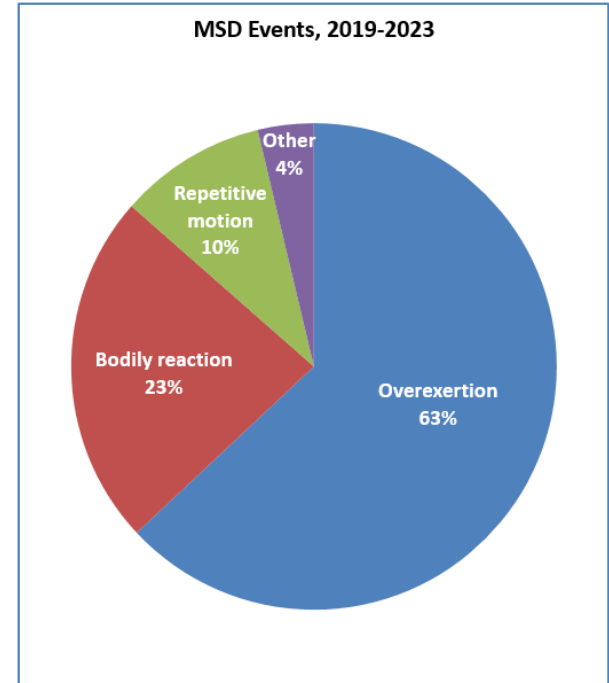
In FY2024, health enforcement completed 837 inspections. Oregon OSHA exceeded the goal of 60% of health inspections in high hazard industries. There were 564 (67.4%) health inspections conducted in high hazard industries.

In FY2024, consultation completed 1,353 high hazard consultations (52%) out of 2,604 consultations. Oregon OSHA exceeded the goal of 50% of consultations conducted in high hazard industries.

Ergonomics:

Workers’ Compensation Claims data and Accepted Disabling Claims data between 2019 and 2023 have increased slightly in the past two years. Events involving overexertion comprised over half of all ADC’s from 2019-2023 (63%). These are events involving exertion against an outside object, such as lifting a box, pushing a cart, or pulling on a rope. Repetitive motion came in second, accounting for nearly a fourth (23%).

Oregon accepted disabling workers' compensation MSD claims by industry and event, for all five calendar years 2019-2023 combined										
Industry (NAICS)	All Events	Event								
		Overexertion		Bodily reaction		Repetitive motion		Other		
		Total	%	Total	%	Total	%	Total	%	
Total	42,263	26,637	100	9,903	100	4,148	100	1,575	100	
11 Agriculture, forestry, fishing	1,122	683	2.6	307	3.1	99	2.4	33	2.1	
21 Mining	34	15	0.1	17	0.2	0	-	2	0.1	
22 Utilities	217	125	0.5	68	0.7	18	0.4	6	0.4	
23 Construction	3,112	1,893	7.1	891	9.0	213	5.1	115	7.3	
31-33 Manufacturing	5,650	3,310	12.4	1,191	12.0	921	22.2	228	14.5	
42 Wholesale trade	2,394	1,576	5.9	523	5.3	212	5.1	83	5.3	
44-45 Retail trade	6,133	3,916	14.7	1,279	12.9	709	17.1	229	14.5	
48-49 Transportation and warehousing	6,499	3,923	14.7	1,601	16.2	603	14.5	372	23.6	
51 Information	329	152	0.6	117	1.2	37	0.9	23	1.5	
52 Finance and insurance	94	36	0.1	23	0.2	33	0.8	2	0.1	
53 Real estate, rental, leasing	517	318	1.2	142	1.4	36	0.9	21	1.3	
54 Professional and technical services	460	271	1.0	97	1.0	69	1.7	23	1.5	
55 Management of companies	63	40	0.2	13	0.1	5	0.1	5	0.3	
56 Administrative and waste services	2,647	1,656	6.2	622	6.3	270	6.5	99	6.3	
61 Educational services	1,076	585	2.2	377	3.8	87	2.1	27	1.7	
62 Health care and social assistance	7,326	5,628	21.1	1,167	11.8	391	9.4	140	8.9	
71 Arts, entertainment, recreation	306	137	0.5	139	1.4	16	0.4	14	0.9	
72 Accommodation and food services	1,712	1,021	3.8	424	4.3	212	5.1	55	3.5	
81 Other services	876	519	1.9	230	2.3	94	2.3	33	2.1	
92-93 Public admin	1,641	799	3.0	663	6.7	116	2.8	63	4.0	
99 Industry unknown	55	34	0.1	12	0.1	7	0.2	2	0.1	



- Accepted disabling claims are occupational injuries or illness claims, accepted by insurers, that entitle workers to compensation for disability or death.
- Industry is classified according to the North American Classification System (NAICS).
- Data are based on the date the department received notification that the disabling claim was accepted, which may be different than the date of injury or illness.
- Source data are continually updated to be as accurate as possible.
- Musculoskeletal disorders (MSDs) are cases resulting from overexertion, bodily motion, or vibration that result in at least one of the following conditions: pinched nerve; herniated disc; meniscus tear; sprains, strains, tears; hernias; pain, swelling, and numbness; carpal or tarsal tunnel syndrome; Raynaud's syndrome or musculoskeletal system and connective tissue disorders.
- Oregon Department of Consumer and Business Services, Central Services Division, Information Technology and Research, 10/14/2024.

There were 8,178 accepted disabling claims (ADC's) for musculoskeletal disorders (MSD's) in 2023. Four different industries accounted for over half of those claims. Health Care and Social Assistance (17%), Manufacturing (12.3%), Transportation & Warehousing (16%), and Retail Trade (14.5%).

Accepted disabling claims for Musculoskeletal disorders (MSD) and workers' compensation (WC) covered employment by industry (NAICS), Oregon CY 2019-2023																					
Industry (NAICS)		Acceptance year																			
		2019				2020				2021				2022				2023			
		MSD Claims	%	Employment ¹	MSD rate ²	MSD Claims	%	Employment ¹	MSD rate ²	MSD Claims	%	Employment ¹	MSD rate ²	MSD Claims	%	Employment ¹	MSD rate ²	MSD Claims	%	Employment ¹	MSD rate ²
All MSD Claims		8,813	100.0	1,986.1	0.4	7,965	100.0	1,862.8	0.4	8,826	100.0	1,909.4	0.5	8,481	100.0	1,987.3	0.4	8,178	100.0	2,024.0	0.4
11	Agriculture, forestry, fishing	255	2.9	77.8	0.3	222	2.8	77.5	0.3	245	2.8	77.8	0.3	190	2.2	82.9	0.2	210	2.6	82.5	0.3
21	Mining	4	0.0	1.8	0.2	8	0.1	1.8	0.4	6	0.1	1.8	0.3	10	0.1	1.7	0.6	6	0.1	1.7	0.4
22	Utilities	49	0.6	4.8	1.0	46	0.6	4.8	1.0	44	0.5	4.8	0.9	42	0.5	4.9	0.9	36	0.4	5.1	0.7
23	Construction	653	7.4	109.6	0.6	619	7.8	108.3	0.6	661	7.5	111.2	0.6	619	7.3	115.8	0.5	560	6.8	117.9	0.5
31-33	Manufacturing	1,189	13.5	198.1	0.6	1,120	14.1	185.5	0.6	1,175	13.3	186.7	0.6	1,160	13.7	193.3	0.6	1,006	12.3	190.9	0.5
42	Wholesale trade	487	5.5	76.6	0.6	415	5.2	74.2	0.6	526	6.0	75.0	0.7	480	5.7	77.0	0.6	486	5.9	78.2	0.6
44-45	Retail trade	1,300	14.8	210.1	0.6	1,136	14.3	200.9	0.6	1,318	14.9	209.1	0.6	1,194	14.1	210.7	0.6	1,185	14.5	208.6	0.6
48-49	Transportation and warehousing	1,124	12.8	63.0	1.8	1,205	15.1	67.2	1.8	1,477	16.7	70.1	2.1	1,383	16.3	71.8	1.9	1,310	16.0	70.9	1.8
51	Information	82	0.9	35.1	0.2	70	0.9	33.3	0.2	71	0.8	35.1	0.2	56	0.7	36.9	0.2	50	0.6	36.7	0.1
52	Finance and insurance	29	0.3	57.0	0.1	20	0.3	57.2	0.0	13	0.1	56.5	0.0	17	0.2	55.4	0.0	15	0.2	54.4	0.0
53	Real estate, rental, leasing	119	1.4	46.5	0.3	88	1.1	45.4	0.2	112	1.3	47.7	0.2	89	1.0	49.8	0.2	109	1.3	49.3	0.2
54	Professional and technical services	88	1.0	100.3	0.1	93	1.2	99.4	0.1	84	1.0	104.5	0.1	95	1.1	109.4	0.1	100	1.2	111.5	0.1
55	Management of companies	8	0.1	50.5	0.0	11	0.1	48.9	0.0	8	0.1	48.1	0.0	15	0.2	49.8	0.0	21	0.3	51.3	0.0
56	Administrative and waste services	572	6.5	103.9	0.6	496	6.2	95.1	0.5	536	6.1	99.1	0.5	559	6.6	104.9	0.5	484	5.9	103.6	0.5
61	Educational services	253	2.9	36.6	0.7	171	2.1	31.6	0.5	178	2.0	32.0	0.6	234	2.8	34.5	0.7	240	2.9	36.0	0.7
62	Health care and social assistance	1,586	18.0	275.4	0.6	1,420	17.8	265.3	0.5	1,513	17.1	267.2	0.6	1,414	16.7	269.7	0.5	1,393	17.0	284.7	0.5
71	Arts, entertainment, recreation	81	0.9	28.0	0.3	52	0.7	19.2	0.3	49	0.6	20.6	0.2	49	0.6	25.2	0.2	75	0.9	27.5	0.3
72	Accommodation and food services	390	4.4	185.9	0.2	301	3.8	142.9	0.2	323	3.7	154.4	0.2	348	4.1	173.7	0.2	350	4.3	179.4	0.2
81	Other services	209	2.4	64.8	0.3	181	2.3	57.8	0.3	148	1.7	59.2	0.3	164	1.9	62.2	0.3	174	2.1	65.1	0.3
92-93	Public administration	315	3.6	260.3	0.1	291	3.7	246.5	0.1	334	3.8	248.6	0.1	353	4.2	257.6	0.1	348	4.3	268.7	0.1
99	Industry unknown	20	0.2	0.0	0.0	-	-	0.0	0.0	5	0.1	0.0	0.0	10	0.1	0.0	0.0	20	0.2	0.0	0.0

¹ Employment counts are in thousands.

² MSD rates are per 100 workers.

- Accepted disabling claims are occupational injuries or illness claims, accepted by insurers, that entitle workers to compensation for disability or death.
- Industry is classified according to the North American Classification System (NAICS).
- Data are based on the date the department received notification that the disabling claim was accepted, which may be different than the date of injury or illness.
- Source data are continually updated to be as accurate as possible and may vary slightly from other report counts.
- Musculoskeletal disorders (MSDs) are cases resulting from overexertion, bodily motion, or vibration that result in at least one of the following conditions: pinched nerve; herniated disc; meniscus tear; sprains, strains, tears; hernias; pain, swelling, and numbness; carpal or tarsal tunnel syndrome; Raynaud's syndrome or musculoskeletal system and connective tissue disorders.

(Oregon Department of Consumer and Business Services, Central Services Division, Information Technology and Research, 10/14/2024.)

Oregon OSHA performs ergonomic consultations for employers to help them evaluate the work environment and develop ways to reduce common musculoskeletal type disorders such as overexertion injuries resulting in carpal tunnel syndrome and strains. In FY2024, the total number of safety and health ergonomics consultations in industries with high MSD rates Health Care and Social Assistance, Manufacturing, Retail Trade, and Transportation and Warehousing were 57.1 percent, 40 out of 70.

Ergonomic consultations opened FFY 2020-2024 by NAICS and open date, Oregon OSHA							
NAICS	Federal fiscal year					5 year total	
	2020	2021	2022	2023	2024		
Manufacturing (31-33)	16	12	17	21	16	82	
Retail trade (44-45)	4	2	7	.	2	15	
Transportation (48-49)	2	.	.	1	1	4	
Health care and social assistance (62)	14	8	17	10	15	64	
Agriculture, forestry, fishing (11)	4	1	2	2	6	15	
All other industries	16	12	22	23	30	7	
Total consultations	56	35	65	57	70	187	

Includes all consultations where the discipline is ergonomic
Source: Ed Vawter, Information Technology and Research, Central Services Division, October 2024

In CY2023, 38.8 percent, 787 of 2,024 of all consultations were conducted in industries with high MSD claims, Health Care and Social Assistance, Manufacturing, Retail Trade, and Transportation and Warehousing.

In CY2023, 39.8 percent, 1,163 of 2,915 inspections were conducted in industries with high MSD claims, Health Care and Social Assistance, Manufacturing, Retail Trade, and Transportation and Warehousing.

Consultations opened CY 2019-2023 by NAICS and intake date, Oregon OSHA						
PPB NAICS	Calendar year					5 year total
	2019	2020	2021	2022	2023	
Manufacturing (31-33)	577	304	294	409	431	2,015
Retail trade (44-45)	156	144	82	119	141	642
Transportation (48-49)	49	25	16	13	49	152
Health care and social assistance (62)	206	159	117	171	166	819
All other industries	1,303	888	820	959	1,237	5,207
Total consultations	2,291	1,520	1,329	1,671	2,024	8,835

Source: Ed Vawter, Information Technology and Research, Central Services Division, October 2024

Inspections opened CY 2019-2023 by NAICS and open date, Oregon OSHA						
Inspected NAICS	Calendar year					4 year total
	2019	2020	2021	2022	2023	
Manufacturing (31-33)	548	195	169	322	459	1,693
Retail trade (44-45)	220	131	156	142	222	871
Transportation (48-49)	135	56	51	80	165	487
Health care and social assistance (62)	350	78	26	126	317	897
All other industries	2,106	996	1,087	1,341	1,752	7,282
Total inspections	3,359	1,456	1,489	2,011	2,915	11,230

Source: Ed Vawter, Information Technology and Research, Central Services Division, October 2024

Goal (2)-1: Health Hazards

5-Year Performance Goal: Increase the number of severe chemical hazards identified (and therefore corrected) to at least 869 by the end of 2025.

For FY2013, a new measure focusing on severe chemical hazards was developed. This measure is intended to describe meaningful progress in reducing occupational illnesses and diseases by identifying and correcting chemical hazards, rated as serious violations, which contribute to chronic disease outcomes. The count of serious violations, totaled annually, will be averaged over a 5-year period (federal fiscal year) to establish the base indicator. The indicator will be a 5-year rolling average moving forward. This will be reported annually:

The 5-year rolling average

- FY2024 is 530, is -12% below base indicator of 599
- FY2023 is 599, is -3% below base indicator of 613 *(updated)*
- FY2022 is 613, is -7% below base indicator of 660
- FY2021 is 660, is -15% below base indicator of 772

Chemical hazards report - 5 year average <i>(excluding bloodborne pathogens)</i>				
2016-2020	2017-2021	2018-2022	2019-2023	2020-2024
772	660	613	599	530
Source Ed Vawter, Information Technology and Research, Central Services Division, October 2024				

The Oregon OSHA Occupational Health Lab has been accredited by the American Industrial Hygiene Association since 1975. The lab analyzes samples submitted by Oregon OSHA field staff to evaluate employee exposure to chemicals and substances throughout the State of Oregon as well as maintaining and servicing over 1000 pieces of equipment used by the field staff. The laboratory was moved into a new, state of the art facility at the end of 2024, along with other state laboratories.

In FY2024 the Oregon OSHA Lab analyzed 1,517 samples and 83 analytes, of those 65 were for air samples, the additional were on bulks and wipe samples.

The average turnaround time from sample receipt to reporting was 5 days and median was 4 days. 91% of the samples received were reported within 10 working days. Additionally, the lab performed calibration checks on 476 pieces of equipment and repaired 33 pieces.

Percentages of employees sampled that were over the exposure limits:
OSHA – 2%, NIOSH – 4%, ACGIH – 4%

FY2024 Compounds Cited	
Number of Employees	Analyte
128	Total Particulate
88	Manganese (dust and fume)
60	Welding Fumes
56	Respirable Particulate
41	Acetone
41	Nickle
37	Ethyl Benzene
37	Xylenes
36	Respirable Silica
33	Iron Oxide Fume
31	Toluene
26	Lead
Source Oregon OSHA LIMS database, November 2024	

FY2024 Overexposurers		
Analyte Sampled	OSHA	
	>PEL 8-hour	>PEL TWA
Manganese (dust and fume)	7	13
Chromium (VI)	4	4
Total Particulate	3	8
Respirable Particulate	2	3
Cadmium	1	1
Respirable Crystalline Silica	1	4
Wood Dust (non-Allergenic)	1	1
HDI Based Adducts	0	6
Source Oregon OSHA LIMS database, November 2024		

Goal (3)-1: Fatalities

5-Year Performance Goal: Reduce the most recent 3-year average rate of workplace fatalities from 1.74 per 100,000 to 1.6 per 100,000 by 2025 through inspections and interventions.

In FY2024 there were 3,226 enforcement inspections and 2,604 consultations.

The compensable fatality count for CY2023 is 42. The lowest accepted compensable fatalities was 17 in CY2010.

The CY2023 compensable fatality rate of 2.08 compared to the baseline rate of 1.91 (CY2017-2019, 3 year average rate).

The fatality rates for the past years are:

CY2022 (1.88) CY2021 (2.30), CY2020 (1.83), CY2019 (2.06), CY2018 (1.84), CY2017 (1.84), CY2016 (1.56), CY2015 (1.50), CY2014 (1.78), CY2013 (1.77), CY2012(1.80), CY2011 (1.71), CY2010 (1.05), CY2009 (1.89), CY2008 (2.63), CY2007 (1.99), and CY2006 (2.13).

The 3 year average fatality rate increase from CY2021 - CY2023 of 1.96 compared to the baseline rate of 1.91 is 1.02%.

Strategic Goal # (1, 2, 3) Timely Response, Customer Service, Staff Development

Strategic Goal 1: Reduce serious workplace injuries and the risks that lead to them.
Strategic Goal 2: Reduce serious workplace illnesses and the risks that lead to them.
Strategic Goal 3: Reduce workplace deaths and the risks that lead to them.

Goal (1, 2, 3)-5: Timely Response

5-Year Performance Goal: Investigations/inspections will be initiated timely in 100% of all reported fatalities and 95% of hazard complaints; complainant responses will be timely in 90% of all cases; family members will be notified 100% timely.

Timely response to fatalities was 97% (31 of 32).

The yearly family member notification was 96.2 percent timely, 75 family letters out of 78 were sent out timely.

Oregon OSHA, through an interagency agreement with the Oregon Bureau of Labor and Industry (BOLI) processed 162 discrimination cases during FY2024. Of the 162 cases, 25 (15%) were processed within 90 days, and 62 (38%) were processed within 180 days, resulting in an overall meritorious rate of 20%.

Oregon OSHA has continued to observe improvement and verified that BOLI is consistently notifying complainants of their right to dually file with federal OSHA, as was identified in the FY23 FAME.

Goal (1, 2, 3)-6: Customer Service

5-Year Performance Goal: Achieve and maintain customer satisfaction in the delivery of Oregon OSHA programs and services as evidenced by a survey rating of 90% or above on each program survey.

In 6 of 7 program areas, Oregon OSHA administered individual customer satisfaction surveys resulted in ratings of 90% or better.

The Enforcement survey results reached a 90% satisfaction survey rating in FY2024. A total of 315 responses were received out 320 surveys sent, resulting in a 98% response rate. Employers rated compliance officers knowledge and expertise excellent in 60% of the survey responses and 66% rated Oregon OSHA employees helpfulness as excellent.

Consultation Program survey results exceeded the 90% survey rating, reaching 99% customer satisfaction in FY2024. A total of 939 responses were received out of 2,384 survey's sent, resulting in a 36% response rate. Employers rated consultants helpfulness excellent in 91% of the survey responses and 89% excellent with regards to knowledge and expertise.

The Appeal customer service satisfaction survey was fell below 90% goal to 85% customer satisfaction in FY2024. A total of 35 responses were received out of 371 surveys sent resulting in an 11% response rate. Although the overall satisfaction rate was down, 74% of employers felt the appeals specialist's promoted an environment of open discussion and 80% felt the appeals specialist clearly explained the reasons contributing to the outcome of the informal conference. The nature of the appeal process creates a dynamic that may not always satisfy the person taking the survey. Beginning FY 2024, employers began receiving a 2nd survey email request which has resulted in an increase the overall response rate.

In FY2024 the lab maintained their customers survey rating of 99%, The survey assesses industrial hygiene staff satisfaction with the internal lab website, timely provision of sample media, chemists' technical support and expertise, sampling and analytics, sample results, and field equipment, resulting in 100% satisfaction with analytical services and 94% rating with field equipment.

Goal (1, 2, 3)-7: Staff Development

5-Year Performance Goal: Ensure ninety percent of safety and health staff receives 48 hours of Safety and Health professional development training over two years.

During FY2024, 100 out of 132 (75.8%) Oregon OSHA Safety and Health staff completed 48 hours of professional development training during the first year of the two year cycle FY2023 through FY2025.

Oregon OSHA presented 93 required initial training (RIT offerings). Additionally, staff were able to choose trainings from a list of 238 webinars and outside classes, that was offered to them, totaling 341 training options throughout FY2024.

It should be noted that Oregon OSHA has adopted a two-year cycle to include an all-staff training symposium that occurs in each even fiscal year. This year's symposium was in held in May, which had not occurred since 2017 primarily due to the COVID pandemic. The first two-year cycle included fiscal years 2014 and 2015.

V. Special Accomplishments

Oregon OSHA Rulemaking Activity:

FY2024 has brought significant changes to Oregon OSHA through rulemaking. Several rule changes adopted in 2023 went into effect on January 1, 2024, including federal OSHA recordkeeping updates, as well as annual adjustments to the agency's civil penalty structure from Senate Bills 592 and 907 (2023 Legislative Session). Oregon OSHA published its first, "Annual Adjustments to Penalties Bulletin," which aligns Oregon OSHA's civil penalties with yearly changes in the Consumer Price Index for All Urban Consumers, West Coast region (CPI-U), published by the Bureau of Labor Statistics.

Oregon OSHA also proposed and adopted minor corrections, including federal OSHA's corrective amendments published in the 12/17/2019 and 2/18/2020 federal registers in addition to corrections to Oregon's own administrative rules. Oregon OSHA also engaged in rulemaking activities related to federal OSHA's changes to the Hazard Communication Standard (HCS) and 29 CFR 1910.6 Incorporation by Reference. However, federal OSHA's subsequent release of additional technical amendments to this rulemaking in the October 9, 2024, federal register delayed Oregon OSHA's ability to proceed with the proposed rulemaking and will be repropounding soon with the most recent federal register amendments included.

Finally, in the fourth quarter of FY2024, Oregon OSHA proposed comprehensive amendments to its rules for employer-provided housing, including agricultural labor housing (ALH) and related facilities. This proposed rulemaking is the culmination of more than five-years of stakeholder engagement to improve and modernize ALH standards in Oregon.

Alliance Activity:

Oregon OSHA renewed its alliance with the **Oregon Coalition for Healthcare Ergonomics (OCHE)** In FY2024 Oregon OSHA staff meets with OCHE Co-Chairs quarterly to go over the Alliance goals and share information related to upcoming conferences and events. OCHE continues to provide instructional information related to best practices for Safe Patient Handling and Mobility. OCHE has also a comprehensive tool kit titled: *Workplace Violence Prevention: Implementing Strategies for Safer Healthcare Organizations*. This guidance helps health care organizations identify and assess risks related to workplace violence and how to mitigate its risks in different settings.

Oregon OSHA, Oregon Institute of Occupational Health Sciences at Oregon Health & Sciences University, and SAIF formed an Alliance on February 23, 2017, to expand the knowledge and application of **Total Worker Health®** principles by leveraging the strengths of each organization. The Alliance collaboration provides expertise and guidance, along with training and education that helps protect the occupational health, safety and well-being of workers, particularly by reducing and preventing exposure to hazards and addressing issues. In addition, the collaboration provides knowledge and skills for workers to help in understanding their rights and the responsibilities of employers. Oregon OSHA, Oregon Institute of Occupational Health Sciences, and SAIF continue to meet with Total Worker Health alliance partners. The TWH alliance is currently working on a curriculum designed for safety and health professionals.

Oregon OSHA continued its alliance with **West Coast Chapter - International Association of Foundation Drilling** in FY2024. This alliance seeks to increase outreach efforts to affected employers and employees in this industry. The primary goals are to increase awareness surrounding drilled shaft and foundation drilling operations, and the installation of micropiles and earth retention systems, and ultimately, to reduce illness and injury rates among employers and employees in construction and demolition industries. In addition, this alliance contributes to the statewide dialogue on workplace safety and health. Oregon OSHA continues to meet with this alliance monthly. The West Coast Chapter continues to provide training and educational resources to Oregon OSHA, which have been incorporated into required internal training courses for field staff.

Oregon OSHA, federal OSHA, and **Lamar Advertising Co.** offices in Oregon, Idaho and Washington have recently established a new alliance to provide Lamar employees with information, guidance, and access to training resources on workplace safety and health. This two-year alliance includes an emphasis on hazards inherent to the outdoor advertising industry such as falls, personal protective equipment, safe use of ladders, electrical hazards and control of hazardous energy, among others. Through the alliance Oregon OSHA is committed to provide management and employees of Lamar Advertising with information, guidance and access to training to help protect workers, promote a culture of workplace safety and health, and increase the understanding of workers' rights and employers' responsibilities under the law.

Interagency Agreement:

Oregon OSHA and Oregon Workers' Compensation Division recently updated its joint interagency agreement with the Bureau of Labor and Industries (BOLI). By statute, BOLI is authorized to investigate whistleblower complaints alleged under the Oregon Safe Employment Act, including workplace discrimination related to participating in protected activities covered under federal OSHA's 11(c) whistleblower program.

In addition, Oregon OSHA and the Oregon Bureau of Labor and Industries, Civil Rights Division (BOLI), recently entered into a joint interagency agreement that allows Oregon OSHA staff to access BOLI's Investigative Management Program and Case Tracking (IMPACT) database that contains BOLI's whistleblower complaint files. This will greatly improve the ability of Oregon OSHA staff to conduct quarterly audits of whistleblower case files.

Publications:

Oregon OSHA developed 66 new or revised publications 23 of which were in Spanish. 66 publications were reviewed for translation into another language. These publications provide information about how to protect workers from work-related injury or illness. Additional information can be found at: [Oregon Occupational Safety and Health : Publications : Publications : State of Oregon.](#)

Newsletters:

Oregon OSHA publishes the Health and Safety Resource newsletter (a general interest publication), which has an estimated 6,900 subscribers. Oregon OSHA published three Resource newsletters during FY2024. The newsletters covered a variety of topics, including cover stories about the top 10 workplace safety and health rule violations; two new emphasis programs to protect workers; and heat-illness prevention and wildfire smoke protection. Archived newsletters can be found at: [Oregon Occupational Safety and Health : Oregon OSHA Newsletters : Newsletters : State of Oregon.](#)

Oregon Young Worker Health and Safety Coalition – media contest promoting workplace health and safety for young workers:

Teams of students at Hermiston, Silverton, Henley, Parkrose, Crescent Valley, and McLoughlin high schools have earned top prizes in a media contest designed to increase awareness about workplace safety and health for young workers.

High school students across Oregon were invited to participate in the annual contest organized by the Oregon Young Employee Safety Coalition (O[yes]). In its 16th year of putting a spotlight on the importance of young worker safety and health, the 2023-24 media contest challenged participants to create an ad – through either a compelling graphic design or video – that captures their peers’ attention and convinces them to take the O[yes] Oregon Young Employee Safety Awareness online training.

Teams of students met the challenge with smart and positive media projects. In attention-grabbing videos and artful graphic designs, students called attention to everything from workplace stress to worker rights on the job. Their projects stayed laser-focused on convincing their target audience – teen workers or teens who are preparing to work for the first time – to take the O[yes] Young Employee Safety Awareness online training to improve their knowledge of how to stay safe and healthy in the workplace.

The 2023-24 contest sponsors were the Oregon chapters of the American Association of Safety Professionals, Construction Safety Summit, Central Oregon Safety and Health Association, Hoffman Construction, Oregon Health & Sciences University, Oregon OSHA, Oregon SHARP Alliance, SafeBuild Alliance, and SAIF.

The winning entries are [located online](#).

Safety Break for Oregon:

Sixty-six employers across Oregon participated in the 21st Safety Break for Oregon, coordinated by Oregon OSHA to raise awareness and promote the value of workplace safety and health.

Safety Break for Oregon is a one-day event, but the goal to keep workers safe and healthy never ends. It’s a project that must be carried out every workday. Get safety resources specific to your workplace at osha.oregon.gov.

The Oregon SHARP Alliance sponsored the contest, which involved a random drawing. This year’s prize winners were Ventura Foods, City of Prineville, and Salem Health West Valley Hospital.

The annual Safety Break for Oregon event offers an opportunity to employers, supervisors, and workers across the state to celebrate their safety and health achievements, and to examine and renew their efforts to protect people from harm while on the job.

Workers Memorial Day:

Safety and health advocates, elected officials, and union leaders gathered on Friday, April 26, near the Fallen Workers Memorial in Salem to honor the 56 Oregon workers who died on the job in 2023. During the observance, held every year to commemorate Workers Memorial Day, the names of the fallen workers were read aloud.

Speaking during the ceremony, Oregon OSHA Administrator Renée Stapleton said, “It is our responsibility to stand with you today, to witness the grief of those who mourn their loved ones, and to reaffirm the urgency of our mission: to create safe and healthy workplaces, where the risk of death is eliminated.”

The annual Workers Memorial Day serves as a nationwide day of remembrance. The observance is traditionally held on April 28 because Congress passed the Occupational Safety and Health Act on that date in 1970.

Consultation:

In FY2024, Oregon OSHA’s Consultation program conducted a total of 2,604 consultative activities identifying a total of 20,108 hazards. Of the 2,604 consultations that were conducted, 79% were conducted with small employers, and 41% were provided to employers who had not used our services during the previous five years.

Comparing FY2024 to FY2023, we saw total consultative activities increase by 12% and total hazards identified increase by 22%. The total percent of employers who have not used our services in the previous 5 years decreased by 2.6%.

Oregon OSHA maintains the following response time expectations for processing service requests:

- Consultation request (intake) to approval by the manager: within 3 days
- Approved intake to assignment and attempt to schedule: within 7 days
- Assignment of consult to opening conference: within 30 days
- Open to close of consult: within 1 day
- Close of consult to report being sent to employer: within 10 days

In FY2024 for the categories where data was available, Oregon OSHA Consultation achieved the following:

- Approved intake to assignment and attempt to schedule: 4.8 days
- Assignment of consult to opening conference: 14.5 days
- Close of consult to report being sent to employer: 4.2 days

Public Education Outreach Activities:

As part of the marketing efforts for our online courses and services, the use of social media has proven to be an outstanding tool to expeditiously share our educational material with Oregonians (and people around the world). For our Facebook, YouTube and Vimeo platforms, between **10/1/2023 and 9/30/2024**, our results are outlined below.

YouTube (English) Established 3/4/2014	YouTube (Spanish) Established 3/4/2014
<ul style="list-style-type: none">• Videos Released: 23• Total Videos Available: 243• Video Views: 1,210,546• Video Hours Watched: 85,629	<ul style="list-style-type: none">• Videos Released: 26• Total Videos Available: 159• Video Views: 161,505• Video Hours Watched: 14,488
Facebook (English and Spanish) Established 4/6/2010	Vimeo (English and Spanish) Established 7/27/2021
<ul style="list-style-type: none">• Posts: English (112), Spanish (46)• Videos Published: E (43), S (34)• Video Views E+S: 14,330• Video Hours Watched E+S: 148• Video Engagements E+S: 1,116	<ul style="list-style-type: none">• Video Views E+S: 456,430• Total Videos Available: 389• Videos Published E+S: 48• Video Hours Watched E+S: 13,750

VI. Adjustments and Other Issues

Occupational Injury and Workers' Compensation Premium:

- In 2025, Oregon employers, on average, will pay less for workers' compensation coverage.
- The decline in costs marks 12 years of average decreases in the pure premium rate – the base rate insurers use to determine how much employers must pay for medical costs and lost wages.
- Underpinning the cost decreases is the success of Oregon's workers' compensation system, which includes programs to control costs, maintain good worker benefits, ensure employers carry insurance for their workers, resolve disputes, and improve workplace safety and health.
- The numbers illustrate positive, long-term trends, including:
 - Employers, on average, will pay 91 cents per \$100 of payroll for workers' compensation costs in 2025, down from 93 cents in 2024.
 - The pure premium rate will drop by an average 3.2 percent. In fact, the pure premium will have declined by 48 percent from 2016 to 2025.
- Employers' total cost for workers' compensation insurance includes the pure premium and insurer profit and expenses, plus the premium assessment. Employers also pay at least half of the Workers' Benefit Fund assessment, which is a cents-per-hour-worked rate.
- The stability of Oregon's workers' compensation system helps sustain the trend in lower costs. The system includes the Workers' Compensation Division; Oregon OSHA; the Workers' Compensation Board, which resolves disputes over the state's workers' compensation and workplace safety laws; the Ombuds Office for Oregon Workers, an independent advocate for workers on workers' compensation and workplace safety and health; and the Small Business Ombudsman, an independent advocate for small business owners on workers' compensation.
- The premium assessment funds those successful programs.
- The premium assessment, which is a percentage of the workers' compensation insurance premium employers pay, is added to the premium. It will remain at 9.8 percent in 2025, the same as 2024. In fact, 2025 will mark the fourth straight year the premium assessment remained at 9.8 percent.
- Meanwhile, the Workers' Benefit Fund assessment funds return-to-work programs, provides increased benefits over time for workers who are permanently and totally disabled, and gives benefits to families of workers who die from workplace injuries or diseases.
- The fund's revenue comes from a cents-per-hour-worked assessment. The assessment will remain at 2.0 cents per hour worked in 2025, the same as 2024. It is the lowest rate since the inspection of the cents-per-hour assessment in 1996.

Go online to get more information about Oregon workers' compensation costs: <https://www.oregon.gov/dcbs/reports/cost/Pages/index.aspx>

FAME Recommendations:

In FY2023 The State Plan made progress in addressing the previous nine observations from the FY2022 Follow-up FAME Report. Three observations were closed, and two new observations were added. There are two new findings, five continued observations, and two new observations.

Finding FY2023-01 continued from observation FY2022-OB-04 continued from Observation FY2021-OB-06 continued from Observation FY2020-OB-04 continued from Observation FY 2019-OB-04: In 100% (76 of 76) retaliation cases, there was no evidence that complainants were advised of their right to dually file with OSHA.

Federal Monitoring Plan: BOLI must use language in their notification letters informing complainants of their right to dually file with OSHA. Oregon OSHA should monitor BOLI to ensure this information is documented and in the retaliation casefile.

Finding FY2023-02 continued from observation FY2022-OB-05 continued from Observation FY2021-OB-07: In 68% (52/76) of retaliation files reviewed, there was inconsistent documentation on allowing complainant to rebut the respondent's information.

Federal Monitoring Plan: Oregon OSHA should ensure BOLI is following OR OSHA PD A-288 by allowing complainants to rebut the information provided respondents during investigations and that the rebuttal is documented in the case files.

Observation FY2023-OB-01 continued from FY2022-OB-02 continued from Observation FY2021-OB-04 continued from Observation FY2020-OB-03 continued from Observation FY 2019-OB-03: The confidentiality of employees interviewed during inspections was not ensured during the appeal process.

Federal Monitoring Plan: OSHA will continue to work with, and provide guidance to, Oregon OSHA to ensure the confidentiality of employees who participate in enforcement activities.

Observation FY2023-OB-02 continued from FY2022-OB-03 continued from Observation FY2021-OB-05: Oregon OSHA did not adopt federal program changes timely.

Federal Monitoring Plan: OSHA will continue to track Oregon OSHA's progress on adoption of federal program changes and will discuss the status during quarterly meetings.

Observation FY2023-OB-03 continued from FY2022-OB-05 continued from FY2021-OB-07: In 100% (76/76) of retaliation case files reviewed, although draft letters were present in the file, there was no specific information on delivery of official letters presented for review.

Federal Monitoring Plan: OSHA will monitor quarterly that Oregon OSHA and BOLI are properly documenting retaliation investigations and will conduct a limited file review for FY 2024.

New- Observation FY2023-OB-04: The activity log was not presented for review in 92% (70/76) of retaliation files.

Federal Monitoring Plan: OSHA will monitor quarterly that Oregon OSHA and BOLI are properly documenting retaliation investigations and will conduct a limited file review for FY 2024.

New- Observation FY2023-OB-05: OSHA 300 logs were not in the files in five of nine (55%) state and local government consultation files reviewed, for employers with 10 or more employees at the worksite.

Federal Monitoring Plan: OSHA will discuss with Oregon OSHA during quarterly meetings and with the Consultation Program Manager. OSHA will conduct a limited file review during the next comprehensive FAME.

Observation FY2023-OB-06 continued from FY2022-OB-07 continued from Observation FY2021-OB-09: The DART rate comparison in the report to the employer was missing in five of nine (44%) state and local government consultation files reviewed with 10 or more employees at the worksite.

Federal Monitoring Plan: OSHA will discuss with Oregon OSHA during quarterly meetings and with the Consultation Program Manager. OSHA will conduct a limited file review during the next comprehensive FAME.

Observation FY2023-OB-07 continued from FY2022-OB-06 continued from Observation FY2021-OB-08: In FY 2023, inadequate abatement documentation for serious hazards was found in 7 of 14 (50%) state and local government consultation files reviewed for employers which had serious hazards at their worksite.

Federal Monitoring Plan: OSHA will discuss with Oregon OSHA during quarterly meetings and with the Consultation Program Manager. OSHA will conduct a limited file review during the next comprehensive FAME.

State-Specific Employer Variance:

During FY2024 Oregon OSHA granted a total of 5 variances to employers:

Four companies were granted new research variances from OAR 437-007-0935(1)(c) to support the use of mechanized harvesting technology in the logging industry that reduces employee exposure to the struck-by hazards associated with hand felling operations, by allowing the use of machines equipped with protective cabs for the operators. The approved research variances continue to provide a means of collecting relevant safety data to support future Division 7 (Forest Activities) rulemaking for the new mechanized harvesting method.

One company was granted a permanent variance from OAR 437-004-1120, related to living or sleeping areas.

One company had their variance request denied for OAR 437-007-1010, *Securing Loads for Transport*, due to the minimum breaking strength of the company’s automated self-securing bunk components (13,200 lbs.) did not meet the minimum breaking strength required for binders and wrappers (15,000 lbs.)

There were no variances revoked in FY2024

Timely Response to Federal OSHA with Oregon OSHA State Initiated Changes:

In FY2023, Oregon OSHA sent 2 State Initiated changes to Federal OSHA in a timely fashion. Additional information regarding the changes listed below can be found in the Federal OSHA SPA data base and [Oregon Occupational Safety and Health : Rules and laws : Rules : State of Oregon.](#)

Administrative Order Number:	Adoption Date:	Title:
AO 3-2023	11/22/2023	Adopted Division 1 Civil Penalty & Work Refusal Changes from Senate Bills 592 and 907
AO 4-2023	12/21/2023	Adopted Federal OSHA Amendments: Improve Tracking of Workplace Injuries and Illnesses

VII. 21(d) Consultation Activities

Executive Summary:

The Oregon OSHA consultation program is a large, highly successful program consisting of 42 consultation positions (29 state-funded consultants, 1 SHARP VPP coordinator, 4 managers, 4 consultation support staff, and 4 - 21(d) funded consultation positions). The staffing levels for the 21(d) program (4) were maintained throughout the year.

The agency's safety and health program assistance goal is to increase self-sufficiency among Oregon employers. The FY2024 goal for Oregon OSHA's entire consultation program was to work with all employers to improve their understanding of a comprehensive safety and health management system during consultations.

During FY2024, 21(d) consultants opened a total of 276 consultations. Of this total, 233 were either comprehensive or specific consultation visits and 43 were consultative activities categorized as training, which includes compliance assistance activities as well as individual employer assistance.

Health consultants conducted:

108 initial visits

159 training and assistance consultations

Safety consultants conducted:

124 initial visits

1 follow-up visit

28 training and assistance consultations.

Overall, the 21(d) consultative staff conducted 15% more than the projected 240 visits in FFY2024.

Training:

Oregon OSHA is committed to providing field staff with the most up-to-date training on occupational safety and health. Training hours for the 21(d) staff during FY2024 are as follows: Dianna Gray – 83, Philip Grunke – 42, Marcus Silkbaron – 45, Jacob Weakley – 11 (began 7/1/24 as 21(d) consultant), Brian Hauck 61.75 (through 6/30/24 - partial year as 21(d) consultant).

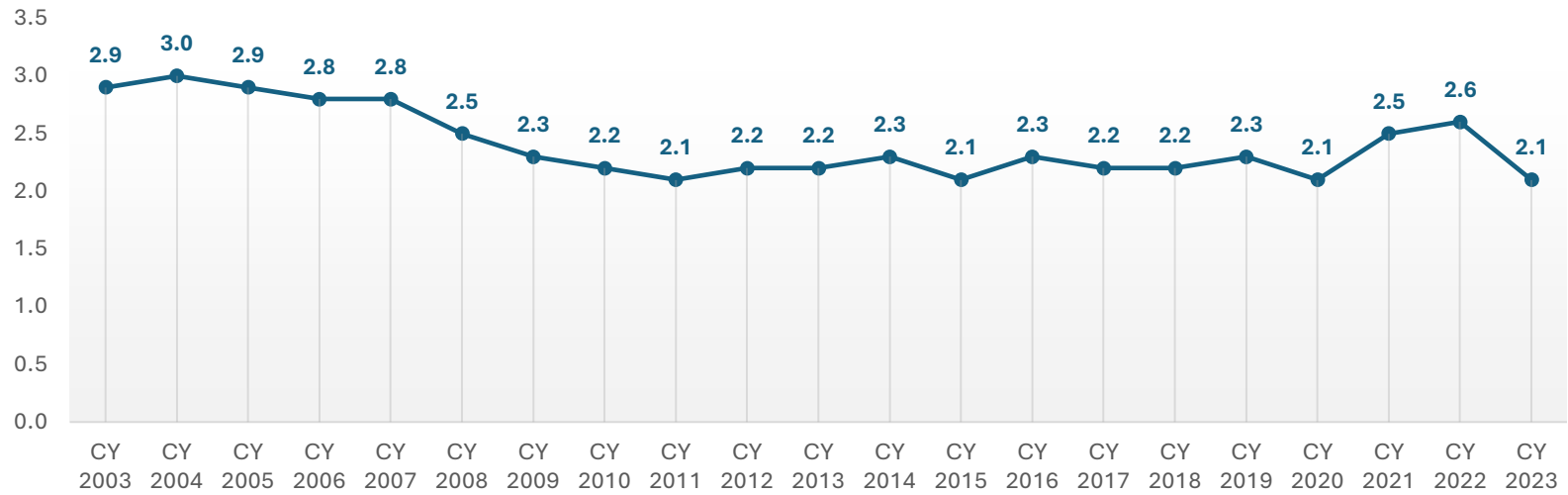
Appendix

Charts

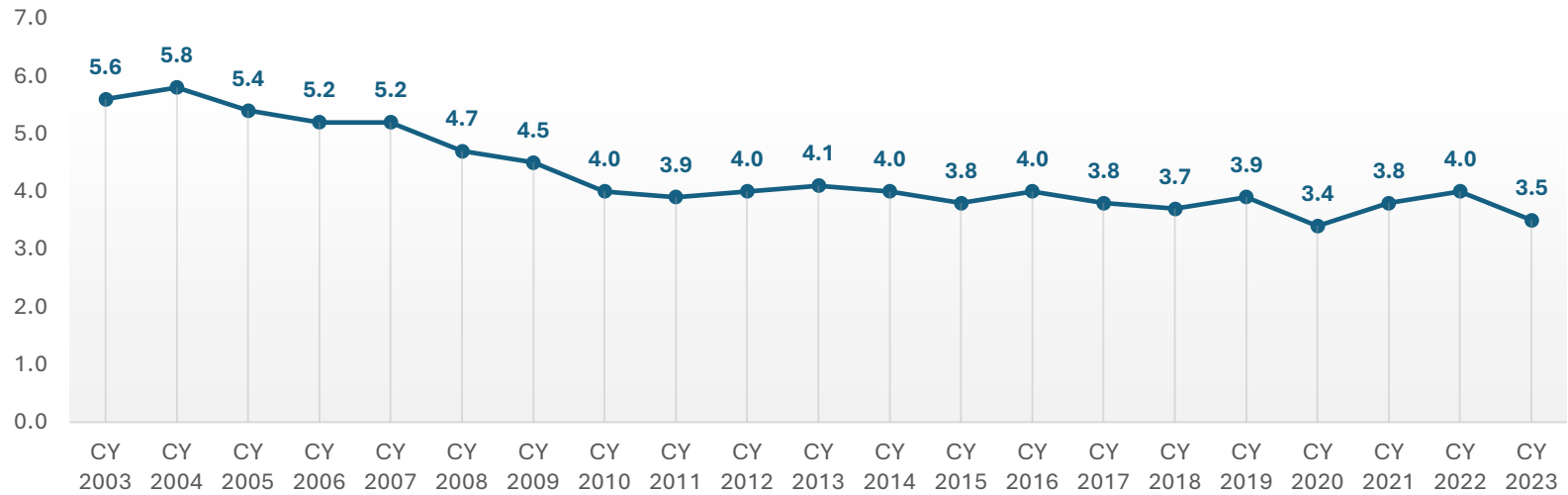
**Note to chart readers: data now reflects corrections (if any) to prior year's data.*

Notice of Change: Beginning with calendar year 2003, industry data is classified according to a North American Industry Classification System (NAICS) instead of the Standard Industrial Classification (SIC) System. The final year using the Standard Industrial Classification (SIC) System was CY2002.

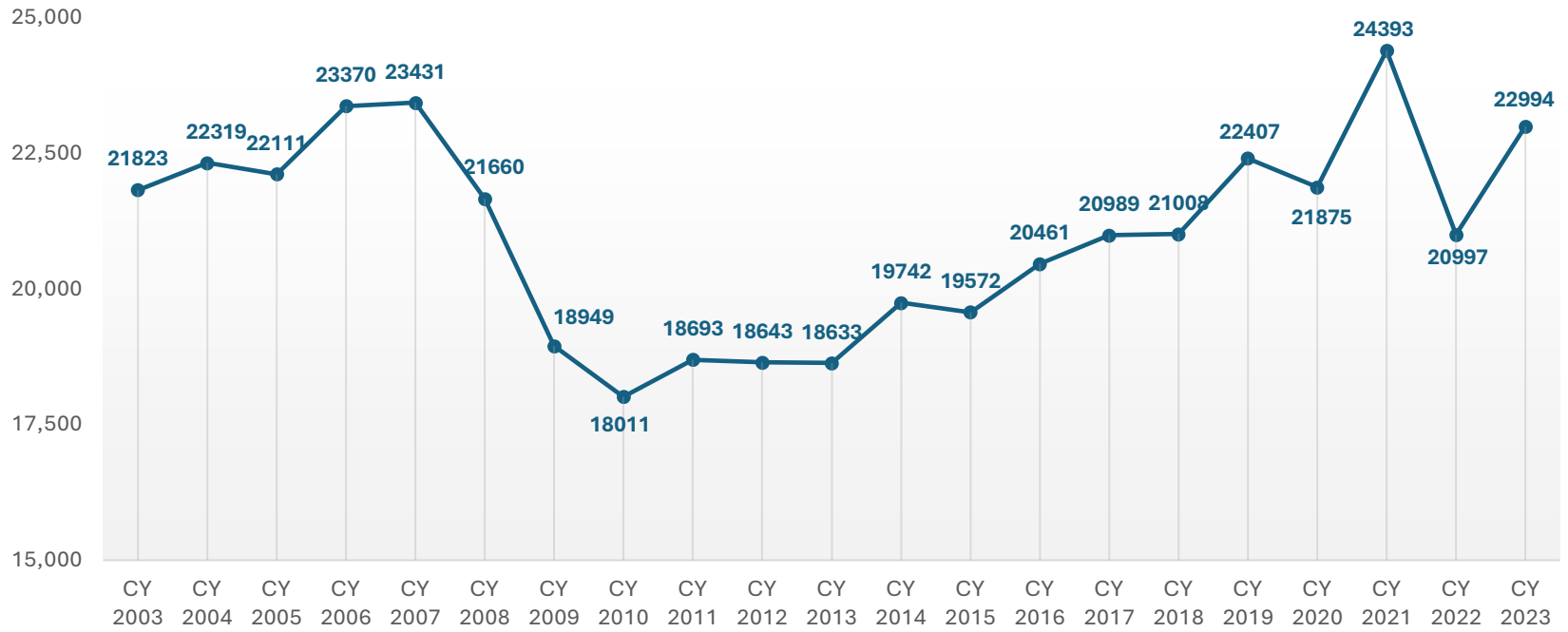
Oregon Lost Workday Cases Incidence Rate/DART rate (all sectors)
Calendar Years 2003 - 2023



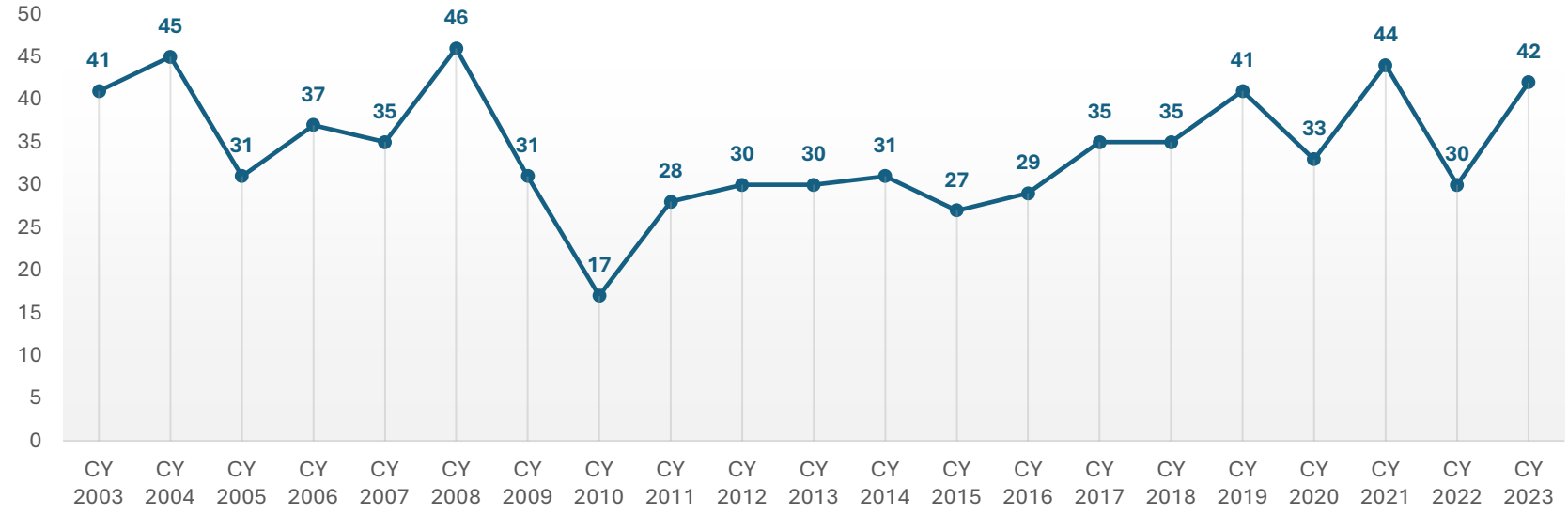
Total Case Incidence Rate (all sectors)
Calendar Years 2003 - 2023



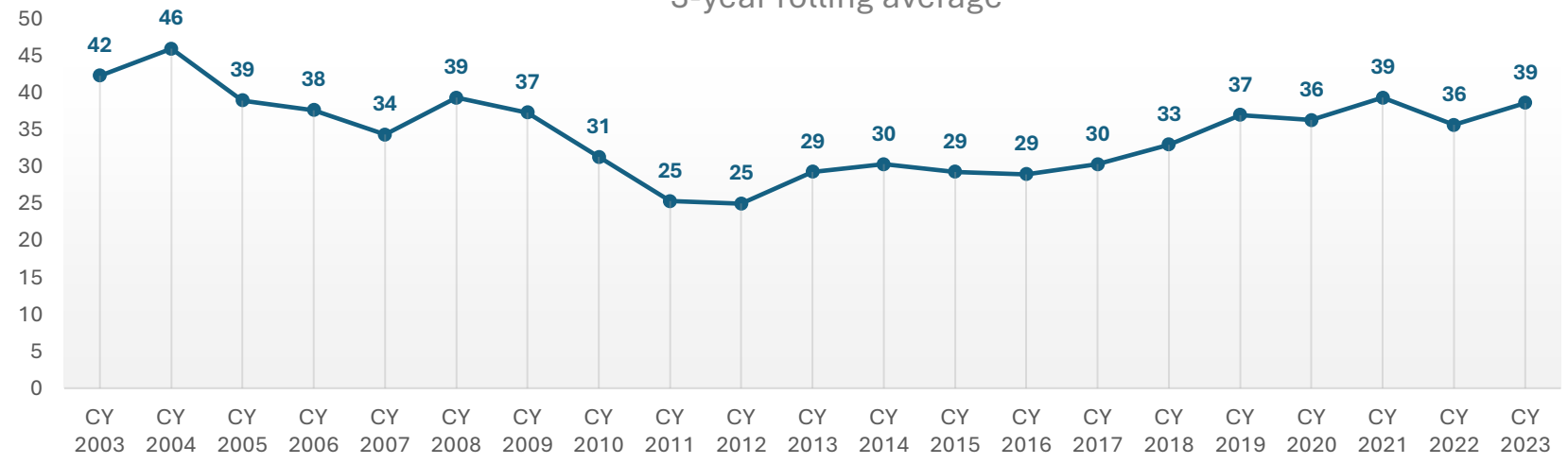
Oregon Accepted Disabling Claims Calendar Years 2003-2023



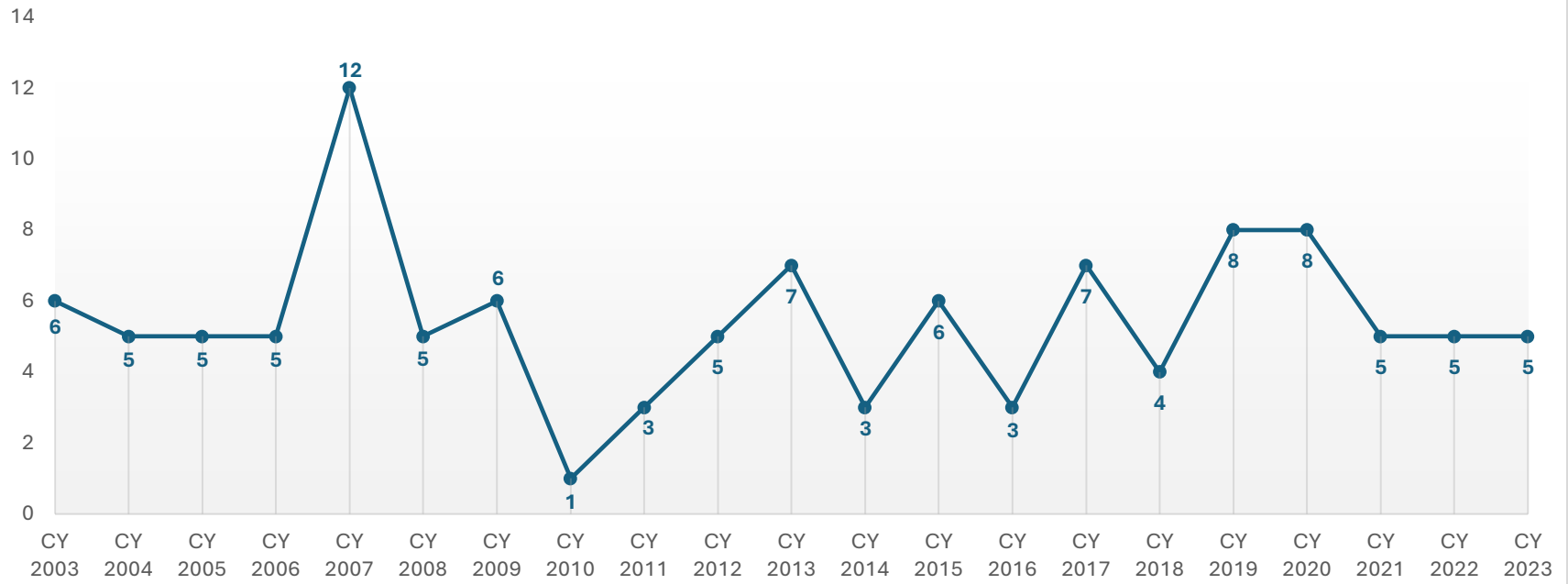
Oregon Compensable Fatalities
Calendar Years 2003-2023



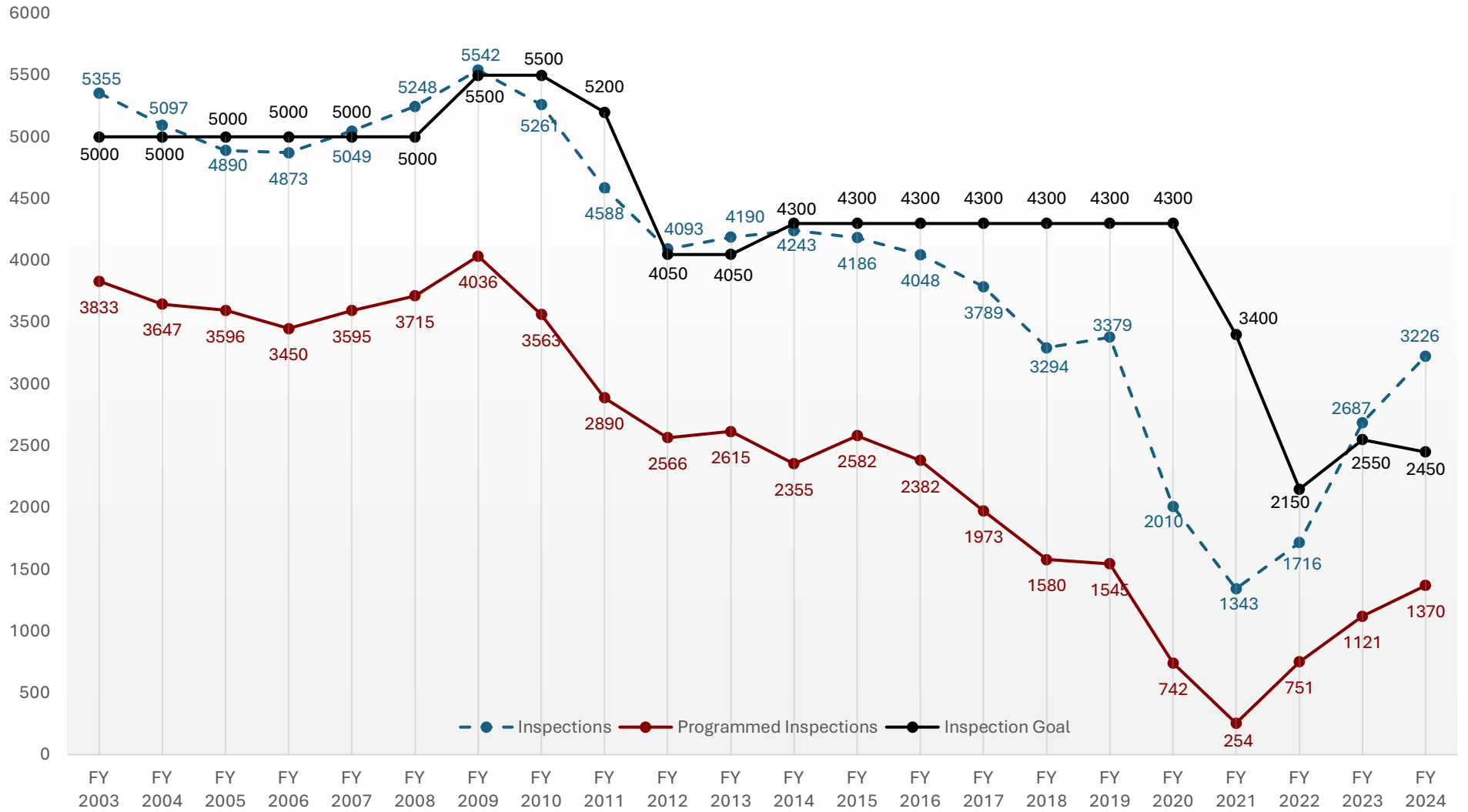
Oregon Compensable Fatalities
Calendar Years 2003 - 2023
3-year rolling average



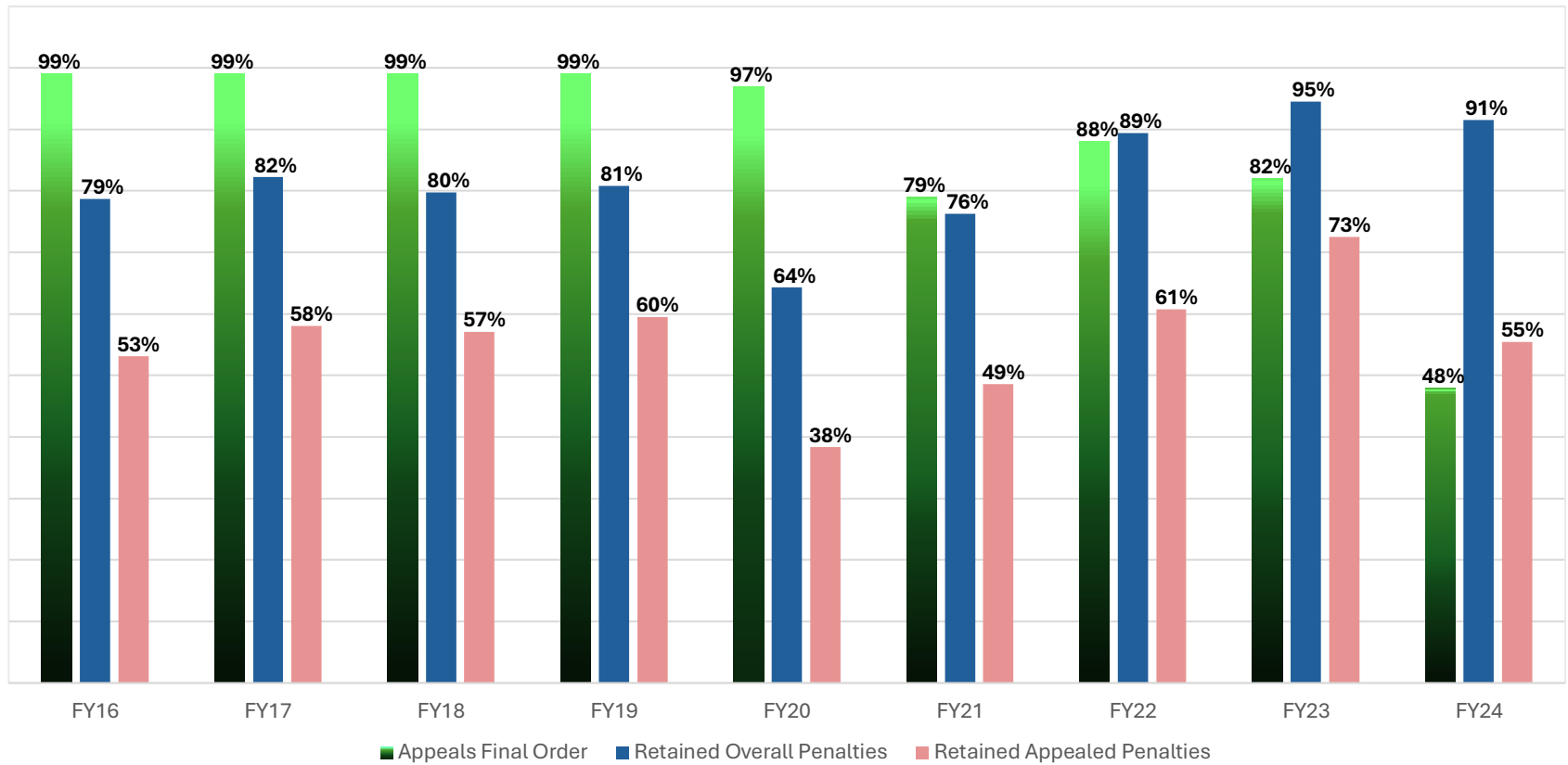
Oregon Compensable Construction Fatalities Calendar Years 2003-2023



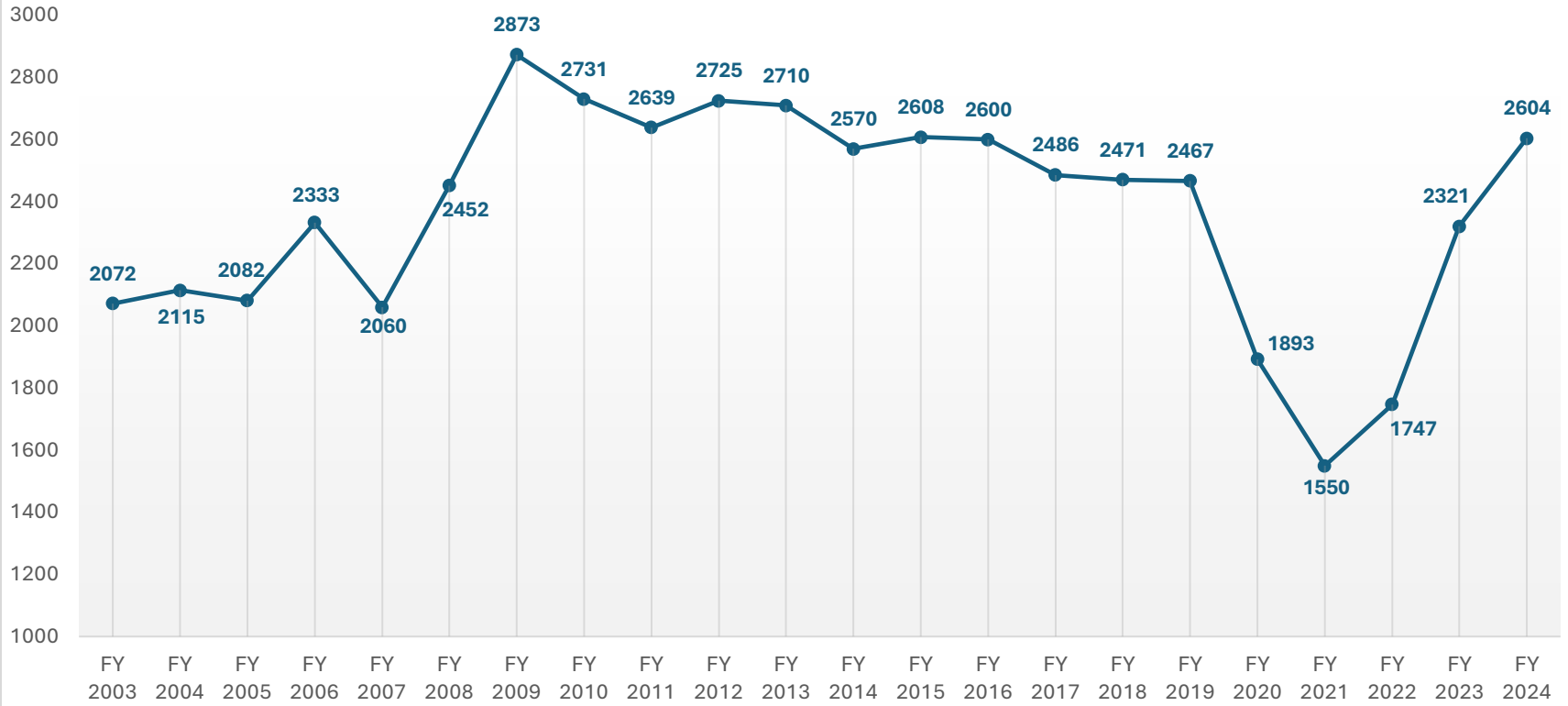
Total Oregon OSHA Inspections Federal Fiscal Years 2003 - 2024



Percent Penalty Retention



Total Oregon OSHA Consultations Federal Fiscal Years 2003-2024



FY2024 Staff Education Data

Developed and Presented by Oregon OSHA – Required Initial Training

<p>Health Overview for Safety (10/30)</p> <p>Respiratory Protection (10/31)</p> <p>Lead & Asbestos (11/1)</p> <p>Flammable Liquids (11/13)</p> <p>Machine Safeguarding (11/14)</p> <p>Lockout/Tagout (11/15)</p> <p>Confined Space Safety (11/16)</p> <p>Fire Protection/Emergency Action Plan/Means of Egress (11/17)</p> <p>Cranes & Rigging in Construction (10/3)</p> <p style="padding-left: 20px;">Mobile Cranes – Hydraulic Mobile Cranes & Hammerhead Tower</p> <p>Cranes field trip (10/2)</p> <p style="padding-left: 20px;">Mobile Cranes – Luffing Tower field trip (10/4)</p> <p>Supported & Suspended Scaffolds – with WA DOSH & Northwest Scaffolding (10/11-13)</p> <p>Southern Oregon Safety & Health Conference (10/17-19)</p> <p>Deposition Preparation Training (11/9)</p> <p>Western Pulp, Pulp, Paper, & Forest Products Safety & Health Conference (11/28-12/1)</p> <p>Division 1 Penalties & Penalty Tables</p> <p style="padding-left: 20px;">Salem (11/29)</p> <p style="padding-left: 20px;">Portland (11/30)</p> <p style="padding-left: 20px;">Medford (12/4)</p> <p style="padding-left: 20px;">Bend (12/8)</p> <p style="padding-left: 20px;">Portland (12/11)</p> <p style="padding-left: 20px;">Eugene (12/12)</p> <p style="padding-left: 20px;">Portland (12/19)</p> <p>Consultation Overview (1/10)</p> <p>OTIS for New Hires (1/10)</p> <p>Purchasing & Travel Reimbursement for New Hires (1/11)</p> <p>Standards Overview (1/16)</p> <p>Personal Protective Equipment (PPE) (1/17)</p> <p>Safety Committees (1/17)</p> <p>Central Meet & Greet (1/18)</p> <p>OSHA History/Administrator’s Message (1/18)</p>	<p>Recordkeeping & Reporting (1/22)</p> <p>Walking-Working Surfaces/Ladders (1/23)</p> <p>Fall Protection (1/23)</p> <p>Compressed Gases/Propane/Acetylene (1/24)</p> <p>Welding Health & Safety (1/24)</p> <p>Excavation & Trenching (1/25)</p> <p>Traffic Control (1/25)</p> <p>Hazard Communication (1/26)</p> <p>Scaffolds/Mobile Elevated Work Platform (MEWPs) (2/5)</p> <p>Electrical Safety (2/6)</p> <p>Confined Space Safety (2/6)</p> <p>Machine Safeguarding (2/7)</p> <p>Lockout/Tagout (2/7)</p> <p>Forklifts & Material Handling (2/8)</p> <p>Flammable Liquids/Fire Protection/Emergency Action Plan/Means of Egress (2/9)</p> <p>Jurisdiction (2/12)</p> <p>Inspection Process (2/13)</p> <p>Opening & Closing Conferences (2/14)</p> <p>Interviewing Basics (2/14)</p> <p>Documenting Violations (2/15)</p> <p>Field Staff Safety (2/16)</p> <p>Bloodborne Pathogens (2/20)</p> <p>Workplace Violence (2/21)</p> <p>Spray Finishing (2/21)</p> <p>Respiratory Protection (2/22)</p> <p>Silica (2/22)</p> <p>Noise Exposure & Hearing Conservation (2/23)</p> <p>Health Overview for Safety (3/18)</p> <p>Lead & Asbestos (3/19)</p> <p>Lab Tour for Safety (3/19)</p> <p>Field Instruments (3/19)</p> <p>Air Contaminants/Toxicology (3/20)</p> <p>Ventilation Principles (3/20)</p>
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<p>Cascade Occupational Safety & Health Conference (3/4-5) Ag Labor Housing (ALH) Refresher (3/13) Pesticide Symposium (3/20-21) Lab Tour for Health (3/21) Division 1 Penalties & Penalty Tables (1/10 & 1/11) Mid-Oregon Construction Safety Summit (1/29-30) Emotional 1st Aid Skills (2/1) Electrical Hazardous Locations (2/28) Safety & Health Management (4/8) Overhead Cranes & Hoists (4/9) Cranes & Rigging in Construction (4/9) Steel Erection (4/10) Concrete Processes (4/10) Demolition (4/11) Tree Trimming (4/11) Process Safety Management (PSM)/HAZWOPER Overview (4/12) Industrial Hygiene Overview (6/25) Lead & Asbestos (6/26) Respiratory Protection (6/26) Lab Tour for Safety (6/27) All Staff Symposium (4/30-5/2) Fire Service Training (5/14) Northwest Safety & Health Summit by Region X VPPPA (5/14-16) OTI #2340 – Biohazards (5/21-23) Blue Mountain Occupational Safety & Health Conference (6/3-4) OSHA Alliance – Tree Care Aerial Truck (and Chipper) Training (6/25 & 6/26) Standards Overview (7/8) Advanced Fall Protection (Work-At-Height) (7/24-25) Central Oregon Safety & Health Conference (9/16-17)</p>	
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Other Training Offered to Oregon OSHA Staff

SAIF – Fentanyl: Preventing Work Exposure (on demand)
AgriSafe – Musculoskeletal & Ergonomic Safety for Forestry Workers (10/4)
OTI #0204 – National Emphasis Program (NEP): Warehousing & Distribution Centers (10/4)
EHS – Safety Leadership Lessons From Star Wars (10/5)
S&H Magazine – Hazcom, Hazmat, Hazwaste & HAZWOPER: Navigating OSHA, DOT & EPA Chemical Compliance (10/5)
AgriSafe – Preventing Workplace Violence for Forestry Workers (10/11)
TMN – The EQ Atmosphere: Applying Emotional Intelligence to Team or Company Culture (10/11)
TMN – Your Influence Advantage: Powerful Persuasion Strategies Not Found in Robert Cialdini's Book INFLUENCE (10/12)
S&H Magazine – 5 Key Issues Driving DOT & OSHA Safety Compliance: Best practices for reducing hazards to workers in the trucking industry (10/12)
OH&S – Dust Explosion Case: Lessons Learned & Risk Reduction Strategies - NFPA 652 in practice (On-demand)
EHS – Safety Culture Week (10/16-20)
Oregon OSHA Pub Ed – Worker Protection Standard – Pesticide Emphasis, Ontario (10/24)
Oregon OSHA Pub Ed – Hazard Communication Program – Aligned with GHS, Ontario (10/24)
AgriSafe – ATV Safety (recorded webinar)
AgriSafe – Chainsaw Safety Training (recorded webinar)
AgriSafe – Preventing the Spread of Infectious Disease on Farms, Ranches, and Ag Workplaces (recorded webinar)
AgriSafe – Emerging, Re-emerging and Long-standing Infectious Disease in Agricultural Workers and Cost-effective Measures for Prevention (recorded webinar)
AgriSafe – Cardiovascular Health in Farm Workers with a Concentration on Females (recorded webinar)
AgriSafe – Strategies to Increase Access to Mental Health Services in Farm Worker Communities in Post-COVID Era (recorded webinar)
AgriSafe – Confined Spaces on Dairy Farms (recorded webinar)
AgriSafe – Saving Lives in Grain- Research and Strategies for Grain Entrapment Prevention and Response (recorded webinar)
AgriSafe – Conversations on Access to Lethal Means (CALM) Training (recorded webinar)
AgriSafe – Protecting Your Brain from Stress (recorded webinar)
TMN – You Get Me! Leveraging Communication Styles in Virtual Training (10/26)
Oregon OSHA Pub Ed – Worker Protection Standard – Pesticide Emphasis, Boardman (10/26)
Oregon OSHA Pub Ed – Hazard Communication Program – Aligned with GHS, Boardman (10/26)
OIOHS Fall 2023 Symposium – Protecting Worker Health in Hazardous Occupations (10/27)
AgriSafe – Importance of Foot Health in Agriculture (11/1)
SAIF – Practical Strategies for Slips, Trips, & Falls (11/2)
TMN – DE&I: Creating Inclusive Presentations (recorded)
SAIF – Construction Safety Spanish/English (11/6 & 8)
SAIF – Claim Basics (11/7)
EHS – (Safety) Technology NOW (11/7-8)
AgriSafe – Talking About Ticks: Lyme Disease (11/15)
Oregon OSHA Pub Ed – Lockout/Tagout & Machine Safeguarding (11/16)
Oregon OSHA Pub Ed – Forklift Safety (11/16)
CSPH Health Links – Supporting Workers with Chronic Conditions (11/16)
S&H Magazine – The Importance of Growing the Safety & Health Profession (11/6)
EHS – Safety Leadership Lessons of the Management Gurus (11/17)
TMN – 10 Habits Of High-Performing Leaders & Managers (11/21)
AgriSafe – Zoonotic Disease & Pregnancy (11/29)
SAIF – The People Leader Role in Change Management (12/5)
OTI #1421 - Whistleblower Investigation Fundamentals (12/5-12)
EHS – Shifting Focus: A Fresh Perspective on Health & Safety (12/6)
SAIF – Investigations 101, Coos Bay (12/6)
SAIF – Ethical Leadership (12/7)
SAIF – Safety Training Tactics: What works, what doesn't (12/12)
Oregon OSHA Pub Ed – Worker Protection Standard – Pesticide Emphasis (12/13)
Oregon OSHA Pub Ed – Hazard Communication Program – Aligned with GHS (12/13)
EHS – Psychological Factors in Incidents & Injuries (12/13)
AgriSafe – Ergonomic Safety for Forest Workers (12/13)

SAIF – Investigations 101, Medford (12/13)
 EHS – The Mental Landscape of Risk: Understanding Psychological Factors in Workplace Safety (12/13)
 EHS – Creating an Inclusive PPE Program (12/14)
 Oregon OSHA Pub Ed – Job Hazard Analysis (JHA) (12/14)
 Oregon OSHA Pub Ed – Hazard Identification and Control (12/14)
 SAIF – Suicide Prevention: Questions, persuade, refer (12/14)
 SAIF – Supervisor’s Role in Safety, Eugene (12/14)
 Fauske – NFPA 30 Introduction to Flammable and Combustible Liquids (Recorded Webinar)
 RFA – Ethanol Safety & Steel Drum 101 Webinars (12/19)
 JJ Keller – Written Safety Plans (1/2)
 SAIF – HR Answers: Practical steps for managing and supporting mental health at work (1/9)
 Oregon OSHA Pub Ed – What to Expect From an Oregon OSHA Inspection (1/10)
 Oregon OSHA Pub Ed – OSHA 300 Recordkeeping (1/10)
 DAS CHRO – Foundational (Manager) Training Program (1/10 - 2/28)
 Oregon OSHA Pub Ed – What to Expect From an Oregon OSHA Inspection, Bend (1/11)
 Oregon OSHA Pub Ed – OSHA 300 Recordkeeping, Bend (1/11)
 SAIF – OSHA 300 Log (1/11)
 SAIF – Investigations 101 (1/16)
 DAS CHRO – Overview of Project Management & Business Analysis (1/16 & 1/18)
 Oregon OSHA Pub Ed – Worker Protection Standard – Pesticide Emphasis, Medford (1/17)
 Oregon OSHA Pub Ed – Hazard Communication Program – Aligned with GHS, Medford (1/17)
 AgriSafe – Preventing Workplace Violence for Forestry Workers (1/18)
 EHS – Safety Leadership Lessons of the Sports Legends (1/22)
 AgriSafe – Suicide Prevention Training for Farmers & Farm Families (1/25)
 SAIF – Ergonomics for the Evolving Office Environment (1/23)
 RFA – Ethanol Safety & Steel Drum 101 Webinars (1/24)
 Oregon OSHA Pub Ed – Safety Meetings & Committees, Eugene (2/6)
 Oregon OSHA Pub Ed – Accident Investigation, Eugene (2/6)
 ACGIH – Principles of Toxicology & Basics of Inhalation Toxicology for the IH (on-demand)
 ACGIH – Developmental & Reproductive Toxicity & Toxicokinetic & Toxicodynamic Considerations (on-demand)
 ACGIH – Genotoxicity, Carcinogenicity, & Epidemiology Data for Use in Setting Occupational Limits (on-demand)
 ACGIH – Basics of Setting Occupational Exposure Limits & Assigning Notations

(on-demand)
 Oregon OSHA Pub Ed – Safety Leadership (2/13)
 Oregon OSHA Pub Ed – Root Cause Analysis (2/13)
 JJ Keller – Electrical Safety: OSHA & NFPA 70E® Requirements (2/20)
 Oregon OSHA Pub Ed – Job Hazard Analysis (JHA) (2/21)
 Oregon OSHA Pub Ed – Safety Meetings & Committees (2/21)
 S&H Magazine – Have You Gone Mobile? Elevating Safety Programs and Boosting Productivity (2/22)
 AgriSafe – Hearing Loss Prevention for Forest Workers (2/28)
 SAIF – Ergonomic Assessors Training (live in Lake Oswego, Salem & Pendleton)
 JJ Keller – OSHA Training for General Industry (3/6)
 Oregon OSHA Pub Ed – Hazard Identification & Control, Tigard (3/7)
 Oregon OSHA Pub Ed – Job Hazard Analysis (JHA), Tigard (3/7)
 EHS – Safety Leadership Lessons of the Laws of Physics (3/7)
 S&H Magazine – Mitigating Gas Risks Through Safety, Education, & Training (3/7)
 UofW DEOHS – Supervisory Safety & Health Duties (3/11-14)
 UofWA PNW OSHA Ed Center – #511 Occupational Safety & Health Standards for General Industry, Portland (3/11-14)
 Oregon OSHA Pub Ed – Bloodborne Pathogens (3/14)
 Oregon OSHA Pub Ed – Fall Protection (3/14)
 S&H Magazine – Forklift Operator Training: Prevent Violations & Injuries by Knowing OSHA’s Training Requirements (3/14)
 UofWA PNW OSHA Ed Center – #2264 Permit-Required Confined Space Entry, Portland (3/18-20)
 Oregon OSHA Pub Ed – Worker Protection Standard – Pesticide Emphasis, Klamath Falls (3/19)
 Oregon OSHA Pub Ed – Hazard Communication Program – Aligned with GHS, Klamath Falls (3/19)
 AgriSafe – Navigating the Impact of COVID-19, Influenza, & RSV on Ag Workers (3/19)
 Oregon OSHA Pub Ed – Safety & Health Management Principles, Medford (3/20)
 Oregon OSHA Pub Ed – Safety & the Supervisor, Medford (3/20)
 AgriSafe – Talking About Ticks: Lyme Disease (3/20)
 OSHA – 2024 Stand Up 4 Grain Safety Week (3/25-29)
 CSS – Electrical Safety for Non-Electricians (3/26)
 UofW DEOHS – Transformational Leadership Development (3/26-4/9)
 UofW DEOHS – Noise in the Workplace: Employer Obligations & Action Plans (3/27)
 US DOL - 2024 Virtual Agricultural Seminar: Federal Labor Rules hosted by the U.S. Department of Labor’s Wage & Hour Division (3/28)

S&H Magazine – How to Error-Proof Your Permit-to-Work Program (3/28)
 UofWA PNW OSHA Ed Center – #3015 Excavation, Trenching, & Soil Mechanics, Portland (4/1-3)
 SAIF – Effective Safety Committees (4/9)
 AgriSafe – Musculoskeletal & Ergonomic Safety for Forestry Workers (4/10)
 UofWA PNW OSHA Ed Center – #510 Occupational Safety & Health Standards for the Construction Industry, Portland (4/8-11)
 SAIF – Construction Safety Seminar (4/16)
 SAIF – Safety Committee 360 (4/16)
 Oregon OSHA Pub Ed – Accident Investigation (4/18)
 Oregon OSHA Pub Ed – Root Cause Analysis (4/18)
 SAIF – Accident Analysis (4/18)
 BLR – Control of hazardous Energy: Plans, Checks, & Tools of the Trade (4/18)
 S&H Magazine – Hazardous & Universal Waste: Cradle-to-Grave, Are You in Compliance? (4/18)
 OTI – PSM Overview (video series)
 Oregon OSHA Pub Ed – Bloodborne Pathogens, Seaside (4/23)
 Oregon OSHA Pub Ed – Hazard Communication Program – Aligned with GHS, Seaside (4/23)
 Oregon OSHA Pub Ed – Hearing Conservation Program (4/24)
 Oregon OSHA Pub Ed – Job Hazard Analysis (JHA) (4/24)
 AgriSafe – Combating Heat & Cold Stress for Forestry Workers (4/24)
 EHS – Safety Leadership Lessons of Shakespeare's Works (4/25)
 UofWA DEOHS – #7400 Occupational Noise Exposure Hazards, Online (4/26)
 OTI #3508 – Demolition (Available anytime)
 ITI – Top Ten Considerations to Identify Lift Plan Categorization (5/2)
 S&H Magazine – Hearing Industries at Work (5/2)
 UofWA PNW OSHA Ed Center – #521 OSHA Guide to Industrial Hygiene, Portland (5/6-9)
 UofWA PNW OSHA Ed Center – 2024 Fall Stand Down (5/8)
 UofWA PNW OSHA Ed Center – #7405 Fall Hazard Awareness for the Construction Industry (5/8 or 5/10)
 Oregon OSHA Pub Ed – Safety Leadership, Tigard (5/9)
 Oregon OSHA Pub Ed – What to Expect From an Oregon OSHA Inspection, Tigard (5/9)
 OH&S – Eliminating Electrostatic Hazards to Prevent Dust Explosion: Case Studies & Strategies (5/9)
 Oregon OSHA Pub Ed – Forklift Safety (5/9)
 Oregon OSHA Pub Ed – Lockout/Tagout & Machine Safeguarding (5/9)
 S&H Magazine – Electrical Risk Assessments for Shock& Arc Flash (5/9)
 DEKRA – Planning for the Worst: The Safety Risk Posed by Li-Ion Battery Thermal Runaway (Recorded)
 EHS – FR Myths & Misconceptions (5/16)

S&H Magazine – Fall Prevention: Best Practices for the 3 Main Types of Hazards (5/16)
 Oregon OSHA Pub Ed – Accident Investigation, Roseburg (5/21)
 Oregon OSHA Pub Ed – Lockout/Tagout & Machine Safeguarding, Roseburg (5/21)
 AgriSafe – Skid Loader Safety (5/22)
 S&H Magazine – OSHA's New Walkaround Rule (5/23)
 OSFM – 2024 HazMat Emergency Response Conference - Sunriver (5/28-5/30)
 AgriSafe – Avoiding “Sticking” Situations in Agriculture: A Discussion on Sharps Safety (5/29)
 UofWA PNW OSHA Ed Center – #521 OSHA Guide to Industrial Hygiene, Online (6/3-7)
 RFA – Ethanol Train the Trainer Emergency Response (6/4)
 RFA – Ethanol Emergency Response & Steel Drum 101 (6/5)
 EHS – Reduce Hand Injuries & Improve Worker Safety (6/5)
 AgriSafe – Combating Heat & Cold Stress for Forestry Workers (6/6)
 Oregon OSHA Pub Ed – Safety Meetings & Committees, Tigard (6/6)
 Oregon OSHA Pub Ed – Accident Investigation, Tigard (6/6)
 S&H Magazine – Building Trust: Fostering Psychological Safety in the Workplace (6/6)
 UofWA PNW OSHA Ed Center – #2015 Hazardous Materials, Portland (6/10-13)
 UofWA PNW OSHA Ed Center – #2255 Principles of Ergonomics (6/10-13)
 AgriSafe – Hazardous Materials Down on the Farm, Playbook of Strategies for Farm & Ranch Families (6/12)
 OTI #0211 – The Food Safety Modernization Act: Lessons Learned (Whistleblower Protection Provisions) (6/12)
 Oregon OSHA Pub Ed – Safety Meetings & Committees, Salem (6/13)
 Oregon OSHA Pub Ed – Hazard Identification & Control, Salem (6/13)
 EHS – Explore the Role of Frequency & Consistency in Safety Communication (6/13)
 S&H Magazine – Lockout/Tagout: How to Put OSHA's Requirements into Practice (6/13)
 DAS CHRO – Overview of Project Management & Business Analysis (6/13 & 27)
 UofWA PNW OSHA Ed Center – #7845 Recordkeeping Rule Seminar (6/17)
 S&H Magazine – Simplifying OSHA Rooftop Fall Protection Requirements (6/20)
 UofWA PNW OSHA Ed Center – #7500 Introduction to Safety & Health Management (6/21)
 UofWA PNW OSHA Ed Center – #2225 Respiratory Protection (6/24-28)
 CPWR – Developing a Heat Illness Prevention Program in Construction (6/26)
 EHS – Safety Leadership Lessons of Landmark Industrial Disasters (6/27)
 ITI – Load Estimation Best Practices (6/27)
 S&H Magazine – Supporting an Impactful Heat Stress Prevention Program (6/27)

USDOL – Communicating Risk to Front-Line Workers with JHA (6/27)
 UofWA PNW OSHA Ed Center – #511 Occupational Safety & Health Standards for General Industry, Portland (7/8-11)
 UofWA PNW OSHA Ed Center – #3115 Fall Protection (7/8-11)
 UofWA PNW OSHA Ed Center – #2045 Machinery & Machine Guarding Standards (7/8-12)
 UofWA PNW OSHA Ed Center – #3095 Electrical Standard (7/8-12)
 AgriSafe – Preventing Workplace Violence for Forestry Workers (7/10)
 UofWA PNW OSHA Ed Center – #2015 Hazardous Materials (7/15-19)
 UofWA PNW OSHA Ed Center – #510 Occupational Safety & Health Standards for the Construction Industry (7/15-19)
 UofWA PNW OSHA Ed Center – #7100 Introduction to Machinery & Machine Safeguarding (7/16)
 Oregon OSHA Pub Ed – Safety & Health Management Principles, Salem (7/17)
 Oregon OSHA Pub Ed – Safety & the Supervisor, Salem (7/17)
 S&H Magazine – ‘Hears’ to Workplace Safety: How to Create a Sound Hearing Conservation Program (7/18)
 UofWA PNW OSHA Ed Center – #7215 Silica in Construction, Maritime, & General Industries (7/22)
 UofWA PNW OSHA Ed Center – #7115 Lockout/Tagout (7/24)
 AgriSafe – Musculoskeletal & Ergonomic Safety for Forest Workers (7/24)
 JJ Keller – Electrical Safety: OSHA & NFPA 70E Requirements (7/25)
 UofWA PNW OSHA Ed Center – #7400 Occupational Noise Exposure Hazards (7/26)
 CPWR – Fatal Injury Trends in the Construction Industry (7/31)
 UofWA DEOHS – #2225 Respiratory Protection, Online (8/5-8)
 Oregon OSHA Pub Ed – Safety Meetings & Committees (8/7)
 Oregon OSHA Pub Ed – Safety & Health Management Principles (8/7)
 RMP – Offsite Consequence Analysis (8/7)
 UofWA PNW OSHA Ed Center – #2264 Permit-Required Confined Space Safety (8/12-15)
 SAIF – Drugs & Alcohol in the Workplace: Best Practices for Responding to Reasonable Suspicion (8/15)
 UofWA PNW OSHA Ed Center – #511 Occupational Safety & Health Standards for General Industry (8/12-16)
 AgriSafe – Combating Heat & Cold Stress for Forestry Workers (8/21)
 UofWA PNW OSHA Ed Center – #2055 Cranes in Construction (8/19-22)
 SAIF – Selling Safety to Management (8/22)
 UofWA PNW OSHA Ed Center – #7505 Introduction to Incident (Accident) Investigation (8/22)
 SAIF – Fixing Ergonomic Problems: Solutions for Workplace Musculoskeletal Problems (8/27)
 CSS – Fall Protection: Questions about SRDs & the New Standard (8/27)

EHSDaily – Fall Protection Program: Latest OSHA/ANSI Updates (8/28)
 AgriSafe – Hearing Loss Prevention for Forest Workers (8/29)
 S&H Magazine – Navigating the Future: Innovations in Weld Fume Extraction (8/29)
 CPWR-AFSP-CIASP-LHSFNA – Suicide Prevention in the Construction Industry (9/5)
 UofWA PNW OSHA Ed Center – #2045 Machinery & Machine Guarding Standards, Portland (9/9-12)
 UofWA PNW OSHA Ed Center – #510 Occupational Safety & Health Standards for the Construction Industry (9/9-13)
 Oregon OSHA Pub Ed – Forklift Safety, Eugene (9/10)
 Oregon OSHA Pub Ed – Lockout/Tagout & Machine Safeguarding, Eugene (9/10)
 Oregon OSHA Pub Ed – Confined Space Safety (9/11)
 Oregon OSHA Pub Ed – Excavation Safety (9/11)
 DEKRA – Process Safety Webinars (9/11 & prerecorded)
 S&H Magazine – Advancing Electrical Safety: Principles & Practices (9/12)
 UofWA PNW OSHA Ed Center – #7405 Fall Hazard Awareness for the Construction Industry (9/16)
 AgriSafe – Skid Loader Safety (9/16)
 AgriSafe – Sharing the Road: Agricultural Equipment & the Driving Public (9/16)
 AgriSafe – Noise: Bad for My Ears & Heart, too? (9/17)
 UofWA PNW OSHA Ed Center – #3015 Excavation, Trenching & Soil Mechanics, Portland (9/16-18)
 NFPA – Creating an Effective ITM Program for Water-Based Fire Protection Systems (9/18)
 AgriSafe – Causes of Oxygen Deficiency, Confined Space, and Toxic Fumes Identified in the OSHA Accident Database (9/19)
 AgriSafe – Grain Related Entrapments: Are We Focusing on the Right Problem? (9/19)
 UofWA PNW OSHA Ed Center – #521 OSHA Guide to Industrial Hygiene (9/16-20)
 UofWA PNW OSHA Ed Center – #7845 Recordkeeping Rule Seminar (9/20)
 SAIF – Ergonomic Assessors Training, Salem (9/25)
 SAIF – Worker Well-being: 5 Easy Steps (9/26)
 EHS - Best Practices for Hearing Testing Outside of a Sound Booth (9/26)
 RMP Corp – Safer Communities by Chemical Accident Prevention (9/26)
 S&H Magazine – Written Safety Plans: Not Just a Paperwork Exercise (9/26)
 EHS – Gender Bias & Stereotypes in the Safety Industry (9/30)

Out of State Training (Sent to Managers for distribution as appropriate)

Cal PSM, Concord CA (10/16-20)
 OTI #2260 – Permit Required Confined Space Entry, Tumwater WA (2/6-8)

NW Scaffolding – Advanced Scaffolding: Competent Erector Supported/Suspended, Tumwater, WA (2/28-3/1)
OTI #9500 – Coaching CSHOs (4/10-11) WA
OTI #3160 – Steel Erection (4/16-18) WA
OTI #3000 – Safety & Health for Oil & Gas Well Operations (6/25-27) Oklahoma
OTI #3030 – Concrete, Forms, & Shoring (6/25-27) Illinois
OTI – #2200 Industrial Noise (7/16-23) Illinois
ASSP – 2024 Safety Conference & Expo (8/7-9) Colorado
OTI – #1080 Health Hazards Awareness for Safety Officers (09/17-19) Illinois

Oregon OSHA Publications

New Fact Sheet: Fentanyl’s Workplace Threat
<https://osha.oregon.gov/OSHAPubs/factsheets/fs97.pdf>

New in Spanish Fact Sheet: Portable Fire Extinguishers
<https://osha.oregon.gov/OSHAPubs/factsheets/fs07s.pdf>

Updated Hazard Alert: Hydrofluoric Acid in Commercial Cleaners
<https://osha.oregon.gov/OSHAPubs/hazard/2993-22.pdf>

New Oregon OSHA Challenge Program rack card
<https://osha.oregon.gov/OSHAPubs/5893.pdf>

New Annual Adjustments to Penalties Bulletin
<https://osha.oregon.gov/OSHAPubs/bulletins/bulletin-1-2024.pdf>

New in Spanish Annual Adjustments to Penalties Bulletin
<https://osha.oregon.gov/OSHAPubs/5632s-2024.pdf>

New in Spanish Consultation Challenge Program rack card
<https://osha.oregon.gov/OSHAPubs/5893s.pdf>

Updated Fact Sheet: Hazard Communication & GHS
<https://osha.oregon.gov/OSHAPubs/factsheets/fs49.pdf>

Updated Fact Sheet: Hazard Communication Standard for Agricultural Employers
<https://osha.oregon.gov/OSHAPubs/factsheets/fs60.pdf>

New Sheet of 10 Oregon OSHA stickers
<https://osha.oregon.gov/OSHAPubs/stickers/5903.pdf>

New Fact Sheet: Understanding Oregon OSHA’s “programmed inspection for cause”
<https://osha.oregon.gov/OSHAPubs/factsheets/fs99.pdf>

New Fact Sheet: Understanding Oregon OSHA’s new rules affecting civil penalties
<https://osha.oregon.gov/OSHAPubs/factsheets/fs98.pdf>

Updated Fact Sheet: Recording and Posting Workplace Injuries and Illnesses
<https://osha.oregon.gov/OSHAPubs/factsheets/fs24a.pdf>

Updated Fact Sheet: How does Oregon OSHA determine penalties for violations?
<https://osha.oregon.gov/OSHAPubs/factsheets/fs89.pdf>

New Program Directive: Programmed Inspection for Cause
<https://osha.oregon.gov/OSHARules/pd/pd-304.pdf>

New in Spanish Penalty Adjustment Bulletin
<https://osha.oregon.gov/OSHAPubs/5632s-2024.pdf>

New in Spanish Fact Sheet: How does Oregon OSHA determine penalties for violations?
<https://osha.oregon.gov/OSHAPubs/factsheets/fs89s.pdf>

New in Spanish Fact Sheet: Understanding Oregon OSHA’s “programmed inspection for cause”
<https://osha.oregon.gov/OSHAPubs/factsheets/fs99s.pdf>

New in Spanish Fact Sheet: Understanding Oregon OSHA’s new rules affecting civil penalties
<https://osha.oregon.gov/OSHAPubs/factsheets/fs98s.pdf>

New in Spanish Fact Sheet: Recording and Posting Workplace Injuries and Illnesses
<https://osha.oregon.gov/OSHAPubs/factsheets/fs24as.pdf>

Updated in Spanish: Field Sanitation flyer
<https://osha.oregon.gov/OSHAPubs/1890s.pdf>

Updated brochure: Asbestos Exposure
<https://osha.oregon.gov/OSHAPubs/3022.pdf>

New in Spanish Fact Sheet: Bloodborne Pathogens
<https://osha.oregon.gov/OSHAPubs/factsheets/fs16s.pdf>

New in Spanish Fact Sheet: Hazards Associated with Houselessness
<https://osha.oregon.gov/OSHAPubs/factsheets/fs84s.pdf>

Updated Recording Work-Related Injuries & Illnesses-OSHA 300 Log booklet <https://osha.oregon.gov/OSHAPubs/3353.pdf> and in Spanish: <https://osha.oregon.gov/OSHAPubs/3353s.pdf>

Updated It’s the Law! poster
<https://osha.oregon.gov/OSHAPubs/1507.pdf> and in Spanish <https://osha.oregon.gov/OSHAPubs/1507s.pdf>

Updated Fact Sheet: Warning Lines: Construction industry
<https://osha.oregon.gov/OSHAPubs/factsheets/fs26.pdf> and in Spanish

<https://osha.oregon.gov/OSHAPubs/factsheets/fs26sp.pdf>
Updated Fact Sheet: Motor vehicle safety
<https://osha.oregon.gov/OSHAPubs/factsheets/fs18.pdf>
Updated Fact Sheet: Scaffolding in construction
<https://osha.oregon.gov/OSHAPubs/factsheets/fs79.pdf>
Updated Fact Sheet: Excavation safety
<https://osha.oregon.gov/OSHAPubs/factsheets/fs68.pdf>
Updated Fact Sheet: Crane standard for construction
<https://osha.oregon.gov/OSHAPubs/factsheets/fs37.pdf>
Updated Fact Sheet: Incentive programs
<https://osha.oregon.gov/OSHAPubs/factsheets/fs69.pdf>
Updated Fact Sheet: Walking-working surfaces
<https://osha.oregon.gov/OSHAPubs/factsheets/fs74.pdf>
Updated form: Alternate entry in Confined Space
<https://osha.oregon.gov/OSHAPubs/pubform/2864c-alternate-entry-form.pdf>
Updated Fact Sheet: Motor Vehicle Safety
<https://osha.oregon.gov/OSHAPubs/factsheets/fs18.pdf>
Updated PPE for Pesticide Use booklet
<https://osha.oregon.gov/OSHAPubs/1018.pdf>
Updated Confined Spaces Fact Sheet
<https://osha.oregon.gov/OSHAPubs/factsheets/fs11.pdf> and in Spanish
<https://osha.oregon.gov/OSHAPubs/factsheets/fs11s.pdf>
New in Spanish: Alternate Entry Permit
<https://osha.oregon.gov/OSHAPubs/pubform/2864c-sp.pdf>
New in Spanish: Heat Illness Prevention Plan Sample (Word doc)
Ejemplo de plan de prevención de enfermedades causadas por el calor Heat Illness Prevention Plan
New in Spanish: Fall Protection-Competent Persons
<https://osha.oregon.gov/OSHAPubs/factsheets/fs78s.pdf>
Updated Scaffolding in Construction Fact Sheet
<https://osha.oregon.gov/OSHAPubs/factsheets/fs79.pdf> and in Spanish
<https://osha.oregon.gov/OSHAPubs/factsheets/fs79-spa.pdf>
Updated Incentive Programs Fact Sheet
<https://osha.oregon.gov/OSHAPubs/factsheets/fs69.pdf>
New Fact Sheet: Workers' right to refuse dangerous work: Information for employees and employers

<https://osha.oregon.gov/OSHAPubs/factsheets/fs101.pdf>
New in Spanish: VPP brochure
<https://osha.oregon.gov/OSHAPubs/3316s.pdf>
Updated Fact Sheet: Protection From Wildfire Smoke Rules Key Requirements
<https://osha.oregon.gov/OSHAPubs/factsheets/fs92.pdf> and in Spanish
<https://osha.oregon.gov/OSHAPubs/factsheets/fs92s.pdf>
Updated in Spanish: Walking-working surfaces Fact Sheet
<https://osha.oregon.gov/OSHAPubs/factsheets/fs74-spa.pdf>
New form: Quarterly Workplace Hazard Inspection
<https://osha.oregon.gov/OSHAPubs/pubform/safety-committee-inspection-form.pdf>
New in Spanish: SHARP brochure
<https://osha.oregon.gov/OSHAPubs/4777s.pdf>
Updated form: Video borrower agreement
<https://osha.oregon.gov/OSHAPubs/1089a.pdf>
Updated SHARP brochure
<https://osha.oregon.gov/OSHAPubs/4777.pdf>
New Avian Flu Hazard Alert
<https://osha.oregon.gov/OSHAPubs/hazard/2993-39.pdf>
New Cannabis Program Directive
<https://osha.oregon.gov/OSHARules/pd/pd-307.pdf>
New Technical Guidance: Elevated Walking-Working Surface
<https://osha.oregon.gov/OSHARules/interps/TG-2024-02.pdf>
New Safety Committees Fact Sheet
<https://osha.oregon.gov/OSHAPubs/factsheets/fs100.pdf> and in Spanish
<https://osha.oregon.gov/OSHAPubs/factsheets/fs100s.pdf>
New in Spanish: SHARP brochure
<https://osha.oregon.gov/OSHAPubs/4777s.pdf>
New in Spanish: Confined Spaces booklet
<https://osha.oregon.gov/OSHAPubs/2864es.pdf>
New in Spanish: Work Refusal Fact Sheet
<https://osha.oregon.gov/OSHAPubs/factsheets/fs101s.pdf>
Updated ABCs of Construction Site Safety booklet
<https://osha.oregon.gov/OSHAPubs/4878.pdf>
Updated Fall Protection Trigger Heights for Construction Fact Sheet
<https://osha.oregon.gov/OSHAPubs/factsheets/fs64.pdf>