



Department of Consumer  
and Business Services

## **FY2025 State OSHA Annual Report (SOAR)**

**October 1, 2024 - September 30, 2025**

**December 22, 2025**



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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 FY2025, Oregon OSHA 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.

## **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 voluntary compliance programs 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**

## FY25 - Enforcement Performance Goal Summary

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

	Indicator	Results	Comments
<b>Activity Measures</b>	<b>Inspections – Health:</b> 1. Total number of <i>health</i> inspections.	Total <i>health</i> inspections: 876 in FY2025. This is 126 inspections above the FY2025 goal of 750.	Total <i>health</i> inspections: 837 in FY2024. This is 187 inspections above the FY2024 goal of 650.
	2. Total number of <i>health</i> inspections in high hazard industries.	Total <i>health</i> inspections in high hazard industries: 629 in FY2025.	Total <i>health</i> inspections in high hazard industries: 564 in FY2024.
	3. Percentage of <i>health</i> inspections in high hazard industries compared to target of 60%.	In FY2025, the target was exceeded with 71.8% (629/876) of <i>health</i> inspections conducted in high hazard industries. (Target = 60%)	In FY2024, the target was exceeded with 67% (564/837) of <i>health</i> inspections conducted in high hazard industries. (Target = 60%)
	<b>Inspections – Safety:</b> 4. Total number of <i>safety</i> inspections.	Total <i>safety</i> inspections 2,670 in FY2025. This is 510 inspections above the goal of 2,160 in FY2025.	Total <i>safety</i> inspections 2,389 in FY2024. This is 589 inspections above the goal of 1,800 in FY2024.
	5. Total number of <i>safety</i> inspections in high hazard industries.	Total <i>safety</i> inspections in high hazard industries: 2,281 in FY2025.	Total <i>safety</i> inspections in high hazard industries: 2,021 in FY2024.
	6. Percent of <i>safety</i> inspections in high hazard industries compared to target of 75%.	In FY2024 the target was exceeded with 85.4% (2,281/2,670) of <i>safety</i> inspections in high hazard industries. (Target = 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%)
	<b>Workplace Violence</b> 16. Number of inspections where workplace violence was addressed.	In FY2025 there were 60 inspections where workplace violence was addressed.	In FY2024 there were 11 inspections where workplace violence was addressed.
<b>Primary Outcome Measure</b>	19. Percent change in DART rate (reported annually).	*CY2024: Not available  private/private & public *CY2024: Not available  <u>DART rate history</u> CY2023: 2.1/2.1 (-19.2%) 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%)	CY2023: This reflects 27.59% reduction in the public/private rate since CY2003.  <i>Calculation:</i> $(\text{CY 2023 all industries DART rate} / \text{CY 2003 all industries DART Rate}) * 100 - 100$ $(2.1 / 2.9) * 100 - 100$

		<p>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)</p>	
	20. Percent change in the statewide total case incidence rate, TCIR (reported annually).	<p>*CY2024: Not available  private/private &amp; public  *CY2024: Not available</p> <p><u>TCIR rate history</u>  CY2023: 3.4/3.5 (-12.3%)  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)</p>	<p>CY2023: This reflects 37.50% reduction in the private/private &amp; public rate since CY2003.</p> <p><i>Calculation:</i>  <math display="block">(CY\ 2023\ all\ industries\ TCIR\ rate\ / CY\ 2003\ all\ industries\ TCIR\ Rate) * 100 - 100</math>  <math display="block">(3.5 / 5.6) * 100 - 100</math></p>
<b>Comments</b>	<p><i>*Due to the government shutdown that was initiated 10/1/2025, CY2024 DART and TCIR are not available at the time of the creation of this report.</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>DART and TCIR rates 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 FY2025 5-year rolling average is 543, which is -12% (543/532) below the base indicator.	The FY2024 5-year rolling average is 599, which is -12% (530/599) below the base indicator.

5-Year Performance Goal (3)-1: Fatalities			
	Indicator	Results	Comments
Activity Measures	1. Total number of inspections.	There were 3,546 enforcement inspections in FY2025 and this exceeded the FY2025 goal of 2,910 by 21.8%.	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

			<p>of 4300 by 23.3%.</p> <p>There were 3789 enforcement inspections in FY2017 and this fell short of the FY2017 goal 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>
<b>Intermediate Outcome Measure</b>	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.	<p>In FY2025, there was a combined average penalty of \$8,244 for 1,177 violations where the standard cited suggests that the violation will normally create a meaningful increase in the risk of workplace death and 622 where the standard was rated and cited as a “death” violation. Of these, 172 violations were in both categories.</p> <p>Oregon OSHA cited 206 repeat violations totaling \$6,888,398 combined penalties.</p>	<p>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.</p>
<b>Primary Outcome Measures</b>	<p>6. Number of compensable fatalities. (reported quarterly fiscal year and annual calendar year)</p> <p>7. Compensable fatality rate. (reported annually - calendar year)</p>	<p>There were 27 accepted compensable fatalities in CY2024.</p> <p>The compensable fatality rate reported in CY2024 is 1.31</p> <p><u>Breakout of the CY2024, 30 fatalities:</u> 7 – Roadway vehicle accident 7 – Struck by object/equipment 5 – Slips, Trips and Falls</p>	<p>There were 43 accepted compensable fatalities in CY2023.</p> <p>The compensable fatality rate reported in CY2023 is 2.12</p> <p><u>Breakout of the CY2023, 30 fatalities:</u> 16 – Roadway vehicle accident 6 – Homicides 6 – Slips, Trips and Falls</p>

	<p>1 – Pedestrian struck by vehicle/roadway accident      1 – Caught or compressed in collapsing structure/equipment      1 – Caught in or compressed by object/equipment      1 – Exposure to electricity      1 – Non-roadway accident      1 – Medical event      1 – Accidental shooting incident      1 – Suicide</p> <p>History:      CY2023 rate: 2.12 (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>5 – Struck by object/equipment      3 – Pedestrian struck by vehicle/roadway accident      1 – Aircraft accident      1 – Caught in or compressed by object/equipment      1 – Exposure to harmful substances      1 – Non-roadway accident      1 – Medical event      1 – Suicide</p>
<b>Comments</b>	<p><i>CY2024 compensable fatality rate reflects most current available data.</i></p>	

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 FY2025 there was one untimely openings of a fatality inspection and one untimely openings of an imminent danger complaint inspections.	In FY2024 there was one untimely openings of a fatality inspection 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>FY2025 <b>Oregon OSHA</b> reports: Timely Response to Fatalities: 100% (29 of 29)</p> <p><b>OSHA</b> official FY2025 MAM reports (26 of 27), 96.4% inspection/investigations as timely in their FY2025 MAM report, Measure 10</p> <ul style="list-style-type: none"> <li>• <u>317741162 – Active investigation initial data has not transferred to OIS, not included in SAMM</u></li> <li>• <u>317739662 – NO LOC in Oregon investigation excluded from SAMM when prompt query based on State, included when queried by RID.</u></li> </ul> <p><b>Oregon OSHA</b> has reviewed the following inspection/investigations and considers them timely as explained:</p> <p><b>Q1 – No outliers</b>  <b>Q2 – 317740106</b> – Employee passed away 12 days after accident.  <b>Q3 – No outliers</b>  <b>Q4 – No outliers</b></p>	<p>FY2024 <b>Oregon OSHA</b> reports: Timely Response to Fatalities: 97% (31 of 32)</p> <p><b>OSHA</b> official FY2024 MAM reports (28 of 32), 87.5% inspection/investigations as timely in their FY2024 MAM report, Measure 10</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>In FY2025, <b>Oregon OSHA</b> reported 9 of 9 (100%) Imminent Danger complaints/referrals inspections.</p> <p><b>Oregon OSHA</b> Timely Response to Imminent Danger Complaint Inspections within 24 hours is (7 of 7) 100%.</p> <p><b>Oregon OSHA</b> Imminent Danger Referral inspections attempted within 24 hours of notification were: (2 of 2) 100%.</p>	<p>In FY2024, <b>Oregon OSHA</b> reported 11 of 11 (100%) Imminent Danger complaints/referrals inspections.</p> <p><b>Oregon OSHA</b> Timely Response to Imminent Danger Complaint Inspections within 24 hours is (7 of 7) 100%.</p> <p><b>Oregon OSHA</b> Imminent Danger Referral inspections attempted within 24 hours of notification were: (4 of 4) 100%.</p>

	<p><b>OSHA</b> reports 8 of 9 Oregon OSHA imminent danger complaint/referral inspections as timely on their FY2025 SAMM report, Measure 3.</p> <p><b>Oregon OSHA</b> has reviewed the following Imminent Danger Complaint Inspections and considers them timely.</p> <p>Q1 – 317738242 – Intake was 2:15 PM on 10/22/2024 with SCO onsite at 10:00 AM on 10/23/2024. Site was inactive with no workers present. SCO returned on 10/24/2024, found workers present and opened inspection.</p> <p>Q2 – No Outliers</p> <p>Q3 – No Outliers</p> <p>Q4 – No Outliers</p>	<p><b>OSHA</b> reports 8 of 8 Oregon OSHA imminent danger complaint/referral inspections as timely on their FY2024 SAMM report, Measure 3.</p>	
	<p><b>Serious Complaint Inspections:</b> Attempt within 5 working days</p> <p><b>Other-than-Serious Complaint Inspections:</b> Attempt within 30 working days</p> <p><b>Complainant Response:</b> Send letter responding to complainant within 10 working days.</p>	<p><b>Complaint Inspections:</b></p> <p>Serious: 98.3% (920 of 936)</p> <p>Other-Than-Serious: 99.3% (412 of 415)</p> <p>Complainant Response: 96.8% (1,145 of 1,183)</p>	<p><b>Complaint Inspections:</b></p> <p>Serious: 98.7% (1,041 of 1,055)</p> <p>Other-Than-Serious: 99.7% (388 of 389)</p> <p>Complainant Response: 96.4% (1,391 of 1,443)</p>
	<p><b>Investigations:</b> Respond to investigations (phone/fax, letter) within 10 working days.</p> <p><b>Family Letter:</b> 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><b>Investigation:</b></p> <p>Investigations: 94.1% (1,267 of 1,346)</p> <p><b>Family Letter:</b></p> <p>Investigated: 97% (28 of 29)</p> <p>Investigations with Untimely letters sent: 1 317739662 – CO checked in with employer several times, it was past the 10 days by the time the employer sent the mailing information.</p> <p>All Family letters sent: 75 101703095 – NOK letter not sent, deceased was son of owner.</p>	<p><b>Investigation:</b></p> <p>Investigations: 93.5% (1,222 of 1,143)</p> <p><b>Family Letter:</b></p> <p>Investigated: 96.2% (75 of 78)</p>

## ***FY25 – Consultation Performance Goal Summary***

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

	<b>Indicator</b>	<b>Results</b>	<b>Comments</b>
<b>Activity Measures</b>	<p>1. Market VPP &amp; 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 FY2025, both SHARP and VPP programs continued to be marketed each year at the various Oregon OSHA statewide safety and health educational conferences.</p> <p>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>Also in FY2025, SHARP and VPP were promoted through Oregon OSHA and SHARP Alliance booths at the Oregon Governor's Conference.</p> <p>Resource newsletter featured SHARP &amp; VPP in the April 2025 issue and promoted on Oregon VPP company in the January 2025 issue.</p> <p>Oregon OSHA also promotes these programs to Oregon workers' compensation insurers to generate interest among their policyholders.</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 <a href="#">SHARP Alliance grows a network devoted to improving workplace health</a></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>
<b>Intermediate Outcome</b>	<p>2. Number of companies working toward SHARP recognition.</p>	<p>At the end of FY2025, there were 7 employers working toward SHARP.</p>	<p>At the end of FY2024, there were 8 employers working toward SHARP.</p>

	3. Number of companies indicating an interest in VPP by requesting program information.	Eleven Oregon companies requested information about the VPP from the VPP/SHARP Program Manager and 16 employers attended a VPP/SHARP session at an Oregon OSHA conference.	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.
Primary Outcome	4. Number of employers who receive SHARP certification.	<p>At the end of FY2025, a total of 183 Oregon companies participated in the SHARP program, this total includes:</p> <p>1 new certified SHARP employers, 7 working towards SHARP sites, 11 active employers, 166 graduates</p> <p><i>Note: the 1 new certified SHARP employers are included in the 11 active employers count.</i></p>	<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, 9 active employers, 166 graduates for an overall SHARP participation from 181 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 FY2025, a total of 20 Oregon companies were VPP certified. During the fiscal year, 9 existing VPP sites were recertified. There were no new VPP sites and 1 employer withdrew from the VPP program.</p> <p><b>Current Sites:</b></p> <ol style="list-style-type: none"> <li>1. Cintas Corporation #178 , White City ( Star )</li> <li>2. Lam Research Corporation , Tualatin ( Star )</li> <li>3. Cardinal IG - Hood River , Hood River ( Star )</li> <li>4. Owens Corning Foamular Insulation LLC, Portland ( Star )</li> <li>5. Cintas Corporation, Location #172, Eugene ( Star )</li> <li>6. Sunoco Energy, Shore Terminals, Portland ( Star )</li> <li>7. Cintas Corporation, FAS Location #173, Tualatin ( Star )</li> <li>8. Coca-Cola North America - Portland Syrup Plant, Portland ( Star )</li> <li>9. Klamath Energy LLC, Klamath Cogeneration, Klamath Falls ( Star )</li> <li>10. Phillips 66 Co. - Portland Terminal, Portland ( Star )</li> <li>11. Sherwin-Williams - Purdy Applicator Facility, Portland ( Star )</li> <li>12. Packaging Corp. of America, Salem Full-Line</li> </ol>	<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 site and 3 employers withdrew from the VPP program.</p>

		<p>Plant, Salem ( Star )</p> <p>13. Phillips 66 Co. - Portland Lubricants Plant, Portland ( Star )</p> <p>14. Thermo Fisher Scientific, LLC , Eugene ( Star )</p> <p>15. Owens Corning - Linnton Asphalt Plant, Portland ( Star )</p> <p>16. Oldcastle Infrastructure, DBA Oldcastle Precast , Wilsonville ( Star )</p> <p>17. Linde Gas and Equipment, Inc., White City ( Star )</p> <p>18. Marvin Wood Products, Baker City ( Star )</p> <p>19. Table Rock Composite Specialties , White City ( Star )</p> <p>20. AmeriTies West - Tie Plant, The Dalles ( Star )</p>	
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### 5-Year Performance Goal (1,2,3)-2: Outreach

	<b>Indicator</b>	<b>Results</b>	<b>Comments</b>
<b>Activity Measures</b>	<p><b>Other Outreach Activities:</b></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 644 other outreach activities to high hazard industries and vulnerable and hard-to-reach workers during FY2025.</p> <p><b>644 Consultation:</b></p> <p>507 Outreach Activities/On-Site Trainings 62 Occupational safety and health trainings in Spanish 75 Community Engagement Outreach events for non-English speaking workers and employers.</p>	<p>Consultation provided 498 other outreach activities to high hazard industries and vulnerable and hard-to-reach workers during FY2024.</p> <p><b>498 Consultation:</b></p> <p>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>
<b>Primary Outcome Measures</b>	<p>15. Number and percentage of consultations provided to small employers.</p> <p>16. Number and percentage of consultations provided to employers who have not used Oregon OSHA's consultation services during the previous five years.</p>	<p>In FY2025, 2,021 out of 2,593 (77.9%) consultations were provided to small employers (defined as 50 or fewer employees).</p> <p>In FY2025, 959 out of 2,593 (36.9%) consultations were provided to employers who had not used Oregon OSHA's consultation services during the previous five years.</p>	<p>In FY2024, 1,900 out of 2,604 (73%) consultations were provided to small employers (defined as 50 or fewer employees).</p> <p>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.</p>

5-Year Performance Goal (1,2)-1: Safety & Health Hazards			
	Indicator	Results	Comments
<b>Activity Measures</b>	<b>Consultation – Health:</b> 7. Total number of <i>health</i> consultations	867 health consultations which includes Process Safety Management and Ergonomics consultations were conducted in FY2025.	884 health consultations which includes Process Safety Management and Ergonomics consultations were conducted in FY2024.
	8. Total number of <i>health</i> consultations in high hazard industries.	331 Health Consultations in High Hazard industries were conducted by consultants in FY2025.	331 Health Consultations in High Hazard industries were conducted by consultants in FY2024.
	9. Percent of <i>health</i> consultations in high hazard industries.	38.2%, 331 of 867 health consultations in high hazard industries in FY2024.	37.4%, 331 of 884 health consultations in high hazard industries in FY2024.
	<b>Consultation – Safety:</b> 10. Total number of <i>safety</i> consultations.	1,726 Safety consultations were conducted in FY2025.	1,720 Safety consultations were conducted in FY2024.
	11. Total number of <i>safety</i> consultations in high hazard industries.	1,004 Safety Consultations in high hazard industries were conducted by consultation in FY2025.	1,022 Safety Consultations in high hazard industries were conducted by consultation in FY2024.
	12. Percent of <i>safety</i> consultations in high hazard industries.	58.1%, 1,004 of 1,726 Safety consultations were in high hazard industries in FY2025.	59.4%, 1,022 of 1,720 Safety consultations were in high hazard industries in FY2024.
	<b>High Hazard Consultations:</b> 13. The number and percentage of consultation visits in high-hazard industries compared to target of 50%.	51.5%, 1,335 of 2,593, of all consultation activities were in high hazard industries in FY2025 and met the target goal. The target is 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%.
	<b>Ergonomics Consultations</b> 14. Total number of safety and health <i>ergonomics</i> consultations.	In FY2025 there were 40 safety and health ergonomics consultations.	In FY2024 there were 66 safety and health ergonomics consultations.
	15. Total number of safety and health <i>ergonomics</i> consultations in industries with high MSD rates.	There were 26 safety and health ergonomics consultations in industries with high MSD rates in FY2025.	There were 40 safety and health ergonomics consultations in industries with high MSD rates in FY2024.
	<b>Workplace Violence</b> 17. Number and type of workplace violence focused outreach efforts.	FY2025 there were 1,453 workplace violence focused outreach efforts. <ul style="list-style-type: none"><li>• 93 Consultations</li><li>• 60 Enforcement inspections</li><li>• 9 Conferences</li><li>• Public Education: 1,291 students completed the violence Prevention Program online course</li></ul>	FY2024 there were 1,267 workplace violence focused outreach efforts. <ul style="list-style-type: none"><li>• 97 Consultations</li><li>• 11 Enforcement inspections</li><li>• 7 Conferences</li><li>• Public Education: 1,152 students completed the violence Prevention Program online course</li></ul>
	18. Number of consultations where workplace violence was addressed.	There were 93 consultations where workplace violence was addressed in FY2025.	There were 97 consultations where workplace violence was addressed in FY2024.
<b>Comment</b>	<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	<p>2. Total number of consultations</p> <p><i>Comprehensive Consultations-Safety and Health-with identified and corrected hazards-Pilot Project</i></p> <p>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.</p>	<p>There were 2,593 consultations in FY2025.</p> <p>In FY2025, Oregon OSHA Consultation continued to market the Challenge Program 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.</p>	<p>There were 2,604 consultations in FY2024.</p> <p>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.</p>
	<p>4. The number of Safety and Health comprehensive consultations with identified and corrected hazards in the Pilot Project.</p>	<p>In FY2025, there were 84 Safety and Health comprehensive consultations with identified and corrected hazards in the Challenge program.</p>	<p>In FY2024, there were 49 Safety and Health comprehensive consultations with identified and corrected hazards in the Challenge program (formerly Pilot Project).</p>

## FY25 - Policy Performance Goal Summary

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

	<b>Indicator</b>	<b>Results</b>	<b>Comments</b>
<b>Outreach Efforts</b>	<b>Videos</b> 1. Number of new non-English videos created or acquired.	In FY2025, 2 new non-English DVD videos were acquired. Additionally, 50 new streaming videos were added in FY2025.	In FY2024, 18 new non-English videos were acquired.
	2. Number of non-English videos checked out or viewed.	In FY2025, 18 non-English video programs were checked out.	In FY2024, 24 non-English video programs were checked out.
	<b>Publications, Online APPs:</b> 3. Number of new or substantially revised publications or APPs developed that are targeted to small employers, high hazard industries and vulnerable or hard-to-reach worker populations.	In FY2025, There were 70 new or substantially revised publications developed.  <i>*See Appendix page <a href="#">69</a>, for listing of publications.</i>	In FY2024, There were 66 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 FY2025, 48 publications were reviewed for possible translation to another language. 20 publications were translated into Spanish and 2 publications are bilingual. Oregon OSHA reviews all new or revised publications for possible translation to other languages.	In FY2024, 66 publications were reviewed for possible translation to another language. Oregon OSHA reviews all new or revised publications for possible translation to other languages.
	<b>Online Courses:</b> 5. Continue review and revision of on-line course offerings and expand the number of online courses.	In FY2025, no new online classes were deployed.	In FY2024, 4 new online classes were deployed.

	<b>Other Outreach Activities:</b> 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.	There were 121 other outreach activities that were provided to high hazard industries and vulnerable and hard-to-reach workers during FY2025.  <b>91 Public Relations:</b> 18 Press Releases 35 Facebook Campaigns, Live Video Segments/Posts 38 Newsletter Stories  <b>30 Public Education:</b> On-Site training requests	There were 145 other outreach activities that were provided to high hazard industries and vulnerable and hard-to-reach workers during FY2024.  <b>145 Public Relations:</b> 24 Press Releases 51 Facebook Campaigns, Live Video Segments/Posts 28 Newsletter Stories  <b>42 Public Education:</b> On-Site training requests
<b>Primary Outcome Measures</b>	<b>Training Sessions:</b> 8. Number of Non English language training sessions.	In FY2025 there were 62 Non English language training sessions.	In FY2024 there were 59 Non English language training sessions.
	9. Number of attendees at Non English language training sessions.	In FY2025 there were 7,121 attendees at Spanish language training sessions.	In FY2024 there were 6,673 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.	In FY2025, there were 115,315 participants from small businesses and high hazard industries attending online training sessions.  There were 46,232 of 115,315 (40%) participants from small businesses (defined as 50 or fewer employees) and 70,943 of 115,315 (62%) participants from high hazard industries.	In FY2024, there were 110,426 participants from small businesses and high hazard industries attending online training sessions.  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.
	11. Number of participants at Oregon OSHA workshop training sessions.	There were 730 attendees at Oregon OSHA workshop training sessions in FY2025.	There were 795 attendees at Oregon OSHA workshop training sessions in FY2024.
	<b>Educational Activities:</b> 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.	In FY2025, 49 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.  Safety Training Materials and Online Classes Created and Deployed to the Public Education Web Site:  <b>Created and Deployed -</b> <ul style="list-style-type: none"><li>• Hazard Identification Workshop Workbooks (Q1)</li><li>• Hazard Identification PowerPoint for</li></ul>	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>Workbook (Q1)</p> <ul style="list-style-type: none"> <li>• Updated PowerPoints based on Federal and State mandated Web Content Accessibility Guidelines (2.1) for 7 courses (Q2)</li> <li>• Updated PowerPoints based on Federal and State mandated Web Content Accessibility Guidelines (2.1) for remaining 29 courses (Q3)</li> <li>• Health Hazards and Controls in Agriculture Video (Chapters added (June) English and Spanish) (Q3)</li> <li>• SRD Video – ANSI standard change from Class A and B to Class 1 and 2 English and Spanish (Q4)</li> <li>• Worker Protection Standard Workshop Workbooks (Student and Instructor) (Q4)</li> <li>• Forklift Safety Workshop Workbooks (Student and Instructor) (Q4)</li> <li>• Worker Protection Standard Workshop PowerPoint(Q4)</li> <li>• Accident Investigation Workshop PowerPoint(Q4)</li> </ul> <p><b><u>Under Development -</u></b></p> <ul style="list-style-type: none"> <li>• Overhauling Workshop Workbooks (encompasses 14 more topics)</li> </ul>	
	<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 FY2025 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 November 2024, The Public Education team assisted the planning committee with all logistics of the Spanish Language conference in both English and Spanish. This includes registration, Qualtrics surveys, producing promotional videos, providing translation services, creating presentations, and being a guest speaker both at the conference as well as on radio to promote the conference. The public</p>	<p>In FY2024 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</p>

	<p>education team also assisted at the conference with recording interviews and footage, live streaming on Facebook, and capturing photos as well as creating highlight videos to share on social media. In addition, the public education team published 3 GovDelivery newsletters in <a href="#">January 2025</a>, <a href="#">April 2025</a>, and <a href="#">July 25, 2025</a> to over 31k subscribers, announcing the newest resources available.</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; respiratory protection; Oregon OSHA penalty rule update; hazard identification; process safety management; and agricultural labor housing.</p>	<p>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; respiratory protection; Oregon OSHA penalty rule update; hazard identification; process safety management; and agricultural labor housing.</p>
<b>Comments</b>	<p><u><b>Audio Visual Library:</b></u> To accommodate Oregon employers and employees, the Resource Center maintains a library of more than 400 DVDs, which includes more than 180 available in languages other than English. Additionally, the Resource Center offers a total of 72 Streaming Videos on our website: 35 in English; 35 in Spanish; and 2 in Russian for a total of 3,309 completed streams and 3,109 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 2026, is to continue to provide the best safety and health resources to Oregon employers and employees, in multiple languages</p> <p><u><b>Public Education:</b></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	Indicator	Results	Comments
	1. Activities undertaken in collaboration with stakeholder groups and partnerships to increase occupational safety and health awareness.	<p>In FY2025, Oregon OSHA continued collaborate with 39 stakeholder groups, partners and alliance members and partnerships.</p> <p><b>Agriculture:</b>  <u>Department of Housing and Community Services (OHCS)</u>; A group required by statute not under <u>Oregon OSHA's purview</u>, currently meets once a quarter. In FY2025 the group discussed, tax credits, ODA farm housing credits and Oregon OSHA newly adopted rules and publications.  <u>Oregon OSHA Small Agricultural Employer Advisory Committee</u>: A group required by Oregon OSHA's statute, actively met as part of the larger rulemaking advisory group during ALH rulemaking.  <u>Agriculture Labor Housing Rulemaking Advisory Group</u>: In FY2025 the Agricultural Labor Housing Rulemaking Advisory Group met in January with stakeholders to share the rulemaking decisions and discuss the staggered effective dates.  <u>Pesticide Analytical and Response Center (PARC)</u>: In FY2025 there were 3 PARC cases that Oregon OSHA provided guidance and assistance with, resulting in 3 inspections. Group continues to meet every other month, Oregon OSHA continues to coordinate with the Pesticide Analytical and Response Center (PARC) on pesticide-related investigations and is currently in the process of updating the Oregon OSHA, PARC referral procedure.  <u>Pacific Northwest Agriculture Safety and Health (PNASH)</u>: In FY2025 PNASH updated their Oregon OSHA grant product (Bilingual Pesticide Labels) due to stakeholder feedback. Oregon OSHA's website was updated to reflect the change.  <u>Deschutes County Farm Bureau</u>: Oregon OSHA continues to meet the first Thursday of each month with the VP of Deschutes County Farm Bureau.  <u>Oregon Farm Bureau Federation</u>: Oregon OSHA continues to attend quarterly meetings, collaborating to promote and support safety &amp; 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.  <u>Oregon Employment Department (OED)</u>: Oregon OSHA provided training on the new ALH requirements to OED employees who conduct ALH visits for H2A workers.  <u>Association of American Pesticide Control Officials (AAPCO)</u>: Oregon OSHA now attends AAPCO meetings as a sitting member of the WPS workgroup.  <u>Agricultural Strategic Enforcement Group</u>: In collaboration with BOLI, worker advocates and stakeholders meet monthly to identify inspection priorities in agriculture industry. 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. In FY2025 group continued monthly meetings, discussing agriculture safety and health. Oregon OSHA provides updates on rules and outreach events.  <u>NEW - Migrant Seasonal Farmworker (MSFW) Interagency Outreach Group</u>: State agencies (OR-Osha/DCBS, OED, ODA, and OHA) and their outreach representatives meet monthly to discuss</p>	<p>Information regarding Oregon OSHA partnerships, alliances and collaborations can be found at: <a href="#">Oregon Occupational Safety and Health : Working with you : Collaborations : State of Oregon</a></p>

outreach ideas to reach Spanish-speaking populations, as well as the indigenous language speakers who work in farms, agricultural settings, or nurseries. This group meets virtually, hybrid, and in person. Meetings are bilingual Spanish/English.

**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 monthly 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.

Oregon & SW Washington Construction Industry Suicide Prevention Task Force: Group typically meets bimonthly. In FY2025 one member of group (Safe Build Alliance) received an Oregon OSHA grant to create resources to address mental health crisis in construction industry

West Coast Chapter – International Association of Foundation Drilling: Oregon OSHA and The West Coast Chapter – International Assoc. of Foundation Drilling (ADSC-IAFD) Continued to meet monthly thru Q3. Group is currently on hold while looking for new person to lead group.

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 as well as promote Oregon OSHA consultation services. In FY2025 group discussed shifting trainings to Saturdays and during fall/winter months to accommodate the industry workers. Approximately 200 Latinx contractors and other organizations attend the quarterly meetings.

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.

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.

Lane Utility Coordinating Council: Oregon OSHA attends quarterly meeting.

**NEW – Eugene Safety Group**: Group of area construction contractors that meet monthly to discuss rule changes, questions and address issues they are having.

Construction Strategic Enforcement Group: In collaboration BOLI, worker advocates and stakeholders meet monthly to identify inspection priorities in construction industry. 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. In FY2025 group continued monthly meetings, discussing construction safety and health. Oregon OSHA provides updates on rules and outreach events.

**Forestry:**

Forest Activities Advisory Council (FAAC) The forest advisory committee meets quarterly, most recently group injury comparison between Oregon and British Columbia rigging crews, OR-FACE Yarding and Loading Online Training, tethered logging research variances, suggestions for logging safety topics for a possible grant-related YouTube podcast by a member. During every meeting Oregon OSHA reviews 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 group is now coordinated through the Health Alert Network (HAN). Frequency of meetings is dependent upon smoke conditions. During the 2025 wildfire season the Wildfire Smoke Coordination Group met several times a week, depending on the number and complexity of the wildfire activity, to coordinate messaging and actions around wildfire smoke precautions. Like in recent years, Oregon saw a number on concurrent large wildfires, though 2025 appears to be a milder year than in the recent past. As of November 2025, a number of fires are still burning, and the Wildfire Smoke Coordination Group continues to monitor the situation and meet as needed.

**All Industries:**

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. In FY2025 OHC met with partners including Oregon OSHA to discuss future goals with OHC, and provided a list of employers that are interested in Oregon OSHA Consultation services.

Oregon Liquor Cannabis Commission (OLCC) and Oregon OSHA: In FY2025 Oregon OSHA completed the cannabis emphasis program and worked with OLCC to determine parameters for a new scheduling list for cannabis processing. Oregon OSHA staff received training from OLCC on their rules and procedures regarding cannabis.

Oregon OSHA and the Oregon Institute of Occupational Health Sciences (OHSU): Oregon OSHA continues to attend semi-annual meetings, group is pursing series occupational safety and health studies, funding deficits, and future opportunities to collaborate.

SAIF (State Accident Insurance Fund): Oregon OSHA and SAIF training and development specialists continue to meet monthly to discuss updates to educational materials, upcoming projects, and current needs. Oregon OSHA provides strategic updates on projects and collaborations and share techniques for meeting accessibility requirements.

Total Worker Health Alliance (TWH®): Oregon OSHA gave a presentation during the Q2 meeting, and meets with the workgroup regularly

Fire Service Advisory Committee: In FY2025 Oregon OSHA continued to participate in quarterly meetings. Discussion items included high school CTE programs, and Oregon OSHA publication development for EV fires, Oregon OSHA updates, and questions or ideas for future meetings.

Employment, Education and Outreach (EMPLEO): Nothing new to report.

The Oregon Fatality and Assessment Control Evaluation (OR-FACE): Continues to collaborate with investigators during fatality inspections, as well as provide technical support to training materials. In FY2025 met to discuss OR-FACE report.

		<p><u>Oregon Young Employee Safety, O[yes]</u>: Oregon OSHA participated in monthly meetings to discuss O[yes] activities, assisted in planning and launching the 2025-2026 media contest, event and participated in judging panel. Additionally, Oregon OSHA maintains O[yes] website assists with updates, participates in the annual strategic planning event, and is a regular contributor to the monthly blog.</p> <p><b>NEW – Office of Developmental Disabilities Services (ODDS) and Oregon OSHA:</b> ODDS licenses and enforces their rules on a variety of different types of care facilities (elderly, disabled, child, addiction, etc.) ODDS, Oregon OSHA and the network of Developmental Disabilities providers meet to talk about different scenarios to think about who's rule might cover it, what the license requires, and to make sure we're not conflicting with each other. In FY2025, Q3 Group has been expanded to include Oregon health authority programs such as aging and disability, behavioral and mental health, community programs, elder abuse, and child housing situations, to ensure that where issues arise appropriate referrals can be made. Group also discusses specific complaint items to determine jurisdiction. In Q4, Recent discussion was around Oregon House Bill 2024 and Senate Bill 537, which includes additional requirements for protections of healthcare workers. Meetings include talking through scenarios and strategizing agency involvement.</p> <p><b>General Industry:</b></p> <p><u>Federal OSHA, Oregon OSHA and Lamar Advertising Co.</u>: In FY2025 met to discuss billboard campaign schedule. Additionally Washington joined the alliance and group revised alliance and confirmed campaign for 2026.</p> <p><u>Oregon Coalition for Healthcare Ergonomics (OCHE)</u>: OCHE meetings and webinars provide the latest information in the healthcare industry. In FY2025 Oregon OSHA continued to attend quarterly meetings. Members discussed workplace violence legislation and current case moving through courts related to long-term care, unlicensed care-givers and negligence. The group anticipates that Medicare cuts will likely impact employee safety in healthcare settings. A novel approach to address conditions acquired by patients in a hospital has been implemented in an Oregon hospital. Termed Hospital Acquired Conditions (HAC) Team, the team is multidisciplinary and will address specific issues. The teams have the responsibility and authority to implement interventions.</p> <p><u>Oregon Restaurant &amp; Lodging Association (ORLA)</u>: In FY2025 ORLA and Oregon OSHA collaborated on a story featured in the <a href="#">Autumn 2025 ORLA magazine</a>.</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 FY2025: None	Potential partnership in target industries in FY2024: None
<b>Intermediate Outcome Measures</b>	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 39 Oregon OSHA stakeholder collaborations and partnerships in FY2025.	There were a total of 44 Oregon OSHA stakeholder collaborations and partnerships in FY2024.
<b>Comments</b>	<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**

	<b>Indicator</b>	<b>Results</b>	<b>Comments</b>
<b>Outreach Efforts</b>	<b>Conferences:</b> 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 FY2025. <ul style="list-style-type: none"> <li>• American Society of Safety Professionals (ASSP) – Southern Oregon Chapter, October 15-17, 2024, Ashland, OR</li> <li>• Association of Western Pulp &amp; Paper Workers (AWPPW) – Oregon Safety Council, December 3-6, 2024, Portland, OR</li> <li>• Central Oregon Safety &amp; Health Association (COSHA), January 27-28, 2025, Bend, OR</li> <li>• American Society of Safety Professionals (ASSP) – Columbia-Willamette Chapter, March 3-6, 2025, Portland, OR</li> <li>• Region X Voluntary Protection Program Participants' Association (VPPPA), May 13-15, 2025, Portland, OR</li> <li>• Oregon Safety and Health Achievement Recognition Program (SHARP), June 2-3, 2025, Pendleton, OR</li> <li>• Central Oregon Safety &amp; Health Association (COSHA), September 15-16, 2025, Bend, OR</li> </ul>	Oregon OSHA partnered with 6 stakeholders to co-sponsor conferences throughout the state in FY2024.
	14. Number of participants at Oregon OSHA conference sessions.	A total of 3,076 participants attended an Oregon OSHA conference in FY2025. Attendees at all sessions were 15,558.	A total of 1,884 participants attended an Oregon OSHA conference in FY2024. Attendees at all sessions were 9,199.

## ***FY25 – Customer Service Performance Goal Summary***

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

	<b>Indicator</b>	<b>Results</b>	<b>Comments</b>																												
<b>Activity Measures</b>	Analyze stakeholder survey results and take corrective actions as necessary to address results falling below 90%.	In FY2025, 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 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.																												
<b>Primary Outcome</b>	<p>Percent of positive responses on customer surveys in the following areas:</p> <ul style="list-style-type: none"> <li>- Conferences</li> <li>- Public Education</li> <li>- Audio-visual library</li> <li>- Consultation</li> <li>- Enforcement</li> <li>- Appeals</li> <li>- Lab</li> </ul>	<p>FY2025 survey results – percent satisfaction:</p> <table> <tbody> <tr> <td>Conferences:</td> <td>95%</td> </tr> <tr> <td>Public Education:</td> <td>99%</td> </tr> <tr> <td>AV Library:</td> <td>100%</td> </tr> <tr> <td>Consultation:</td> <td>99%</td> </tr> <tr> <td>Enforcement: FYTD 2025:</td> <td>94.5%</td> </tr> <tr> <td>Appeals:</td> <td>88%</td> </tr> <tr> <td>Lab: Annual FYTD 2025:</td> <td>99%</td> </tr> </tbody> </table>	Conferences:	95%	Public Education:	99%	AV Library:	100%	Consultation:	99%	Enforcement: FYTD 2025:	94.5%	Appeals:	88%	Lab: Annual FYTD 2025:	99%	<p>FY2024 survey results – percent satisfaction:</p> <table> <tbody> <tr> <td>Conferences:</td> <td>95%</td> </tr> <tr> <td>Public Education:</td> <td>99%</td> </tr> <tr> <td>AV Library:</td> <td>100%</td> </tr> <tr> <td>Consultation:</td> <td>99%</td> </tr> <tr> <td>Enforcement: FYTD 2024:</td> <td>92%</td> </tr> <tr> <td>Appeals:</td> <td>85%</td> </tr> <tr> <td>Lab: Annual FYTD 2024:</td> <td>99%</td> </tr> </tbody> </table>	Conferences:	95%	Public Education:	99%	AV Library:	100%	Consultation:	99%	Enforcement: FYTD 2024:	92%	Appeals:	85%	Lab: Annual FYTD 2024:	99%
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<b>Comment</b>	<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 &amp; 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 17%. A total of 485 surveys were sent resulting in 82 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>																														

## FY25 – Staff Development Performance Goal Summary

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

	<b>Indicator</b>	<b>Results</b>	<b>Comments</b>
<b>Activity Measures</b>	1. Classes offered to Safety and Health staff.	<p>During FY2025, the following 308 classes were developed and implemented:</p> <p><b>Developed and Presented by Oregon OSHA</b>  <b>Required Initial Training: FY2025 = 68</b>  <i>*See Appendix page <a href="#">63</a>, for listing of all trainings developed and presented to staff.</i></p> <p><b>Other Training Offered to Oregon OSHA Staff</b>  <i>*See Appendix page <a href="#">65</a>, for listing of all other trainings offered to staff. FY2025 = 240</i></p> <p><b>Out of State Training</b>  In FY2025 Oregon OSHA staff attended 9 trainings that were held out of State.  <i>*See Appendix page <a href="#">69</a>, for listing of out of state trainings.</i></p>	During FY2024, the following 347 classes were developed and implemented:
<b>Primary Outcome Measures</b>	2. Number of Safety and Health staff members receiving 48 hours of Safety and Health professional development training over two years.	127 out of 129 Safety and Health staff members received 48 hours training during the over the two year period FY2023 – FY2025.	100 out of 132 Safety and Health staff members received 48 hours training during the over the two year period FY2023 – FY2025.
	3. Percentage of Safety and Health staff members receiving 48 hours of Safety and Health professional development training over two years.	98.4% of Safety and Health staff received 48 hours of professional training thus far during FY2023 – FY2025.	75.8% of Safety and Health staff received 48 hours of professional training thus far during FY2023 – FY2025.

## FY25 – BOLI Summary

	<p><u><b>Alleged Discrimination Complaints:</b></u> Process through determination level within 90 calendar days.</p>	<p><b>Discrimination Complaints</b> – In FY2025, 47 out of 162 (29%) of the alleged discrimination complaints were processed within the statutorily required 90 calendar days.</p> <p>In FY2025, 39 out of 142 (27%) of the alleged discrimination complaint investigations were closed within 90-days:</p> <ul style="list-style-type: none"><li>Q1 – 9 of 41 cases (22%)</li><li>Q2 – 11 of 38 cases (29%)</li><li>Q3 – 9 of 35 cases (26%)</li><li>Q4 – 10 of 28 cases (36%)</li></ul> <p>In FY2025 Oregon OSHA was below the annual goal of 80% in processing discrimination cases timely, averaging 162 calendar days, which was a reduction of 52 days on average, to complete an 11c investigation.</p>	<p><b>Discrimination Complaints</b> -- 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:</p> <ul style="list-style-type: none"><li>Q1 - 3 of 38 cases (8%)</li><li>Q2 - 11 of 52 cases (21%)</li><li>Q3 - 8 of 37 cases (22%)</li><li>Q4 - 3 of 35 cases (9%)</li></ul> <p>In FY2024, 62 out of 162 (38%) of the 11c discrimination complaint investigations were closed within 180-days:</p> <ul style="list-style-type: none"><li>Q1 - 15 of 38 cases (39%)</li><li>Q2 - 25 of 52 cases (48%)</li><li>Q3 - 13 of 37 cases (35%)</li><li>Q4 - 9 of 35 cases (26%)</li></ul> <p><b>Discrimination Complaints:</b> 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>
<b>Comment</b>	<p>Oregon OSHA has no direction or enforcement of 11c cases, but rather provides oversight and a flat fee per case to conduct the investigation. 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."</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 FY2025, there were a total of 183 employers participating in the SHARP program which includes 11 active employers, 7 working towards SHARP, and 166 graduates.

In FY2025, a total of 9 VPP audits were conducted and a total of 21 SHARP evaluations were conducted. At the end of FY2025, Oregon OSHA had 20 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 FY2025, and has maintained a consistent 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.**

The conference team presented its 4<sup>th</sup> annual Spanish Language Conference in November. This was a full-day event entirely in Spanish with 16 individual sessions on a variety of safety and health topics, plus presentations on the right to a safe workplace. Overall attendance was 112, an increase over prior years.

In FY2025, Oregon OSHA offered 62 training sessions and 75 outreach events for people with non/limited English proficiency across the state. Approximately 7,121 attendees 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. In addition, Oregon OSHA offered 19 on-line training courses in Spanish. A total of 7,256 people completed these on-line Spanish training courses.

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 2026.

Oregon OSHA initiated a total of 765 focused outreach activities with high hazard industries and vulnerable and hard-to-reach workers. There were 507 outreach activities/on-site trainings, 62 occupational safety and health trainings in Spanish and 75 community engagement outreach events for non-English speaking workers and employers. There were 30 public education onsite training requests, 18 news releases issued to the public, published 38 newsletter stories, 35 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 369 programs available in DVD of those 180 DVDs are in languages other than English. In FY2025 there are a total of 72 streaming video formats, 35 English, 35 Spanish and 2 Russian, which resulted in a total of 3,309 completed streams and 3,109 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.

Public Education continues to update the Online courses and PowerPoints based on Federal and State mandated Web Content Accessibility Guidelines (2.1). Public Education has updated multiple accessibility components of 22 online courses and 32 PowerPoints (includes English and Spanish).

### **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 FY2025, Oregon OSHA had 39 active stakeholder collaborations and partnerships 7 current Alliances and 31 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.**

Due to the government shutdown that was initiated 10/1/2025, CY2024 DART and TCIR are not available at the time of the creation of this report.

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 FY2025 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 2,670 inspections. There were 2,281 (85.4%) safety inspections in high hazard industries.

In FY2025, health enforcement completed 876 inspections. Oregon OSHA exceeded the goal of 60% of health inspections in high hazard industries. There were 629 (71.8%) health inspections conducted in high hazard industries.

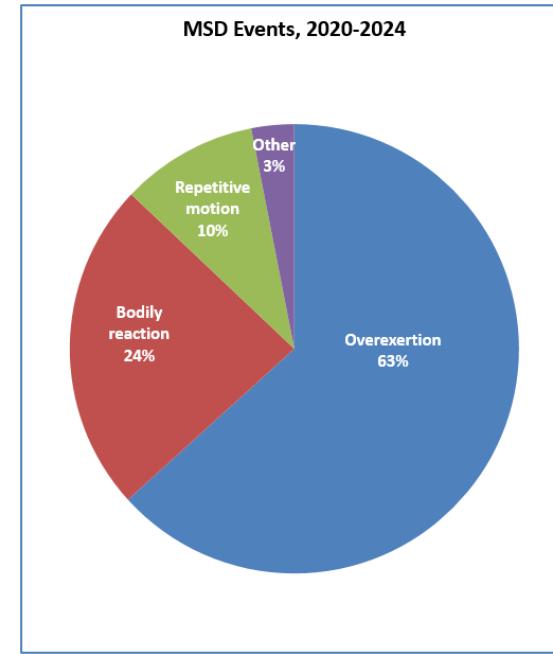
In FY2025, consultation completed 1,335 high hazard consultations (51.5%) out of 2,593 consultations. Oregon OSHA exceeded the goal of 50% of consultations conducted in high hazard industries.

## Ergonomics:

Workers' Compensation Claims data and Accepted Disabling Claims (ADC) data between 2020 and 2024 have only varied by a few hundred ADCs from year to year. The five-year average is 8,228. Claims increased in 2021, but decreased back to near the 2020 ADC count in the 2024. Events involving overexertion comprised more than one-half of all ADCs from 2020-2024 (63%). These are events involving exertion against an outside object, such as lifting a box, pushing a cart, or pulling on a rope. Bodily reaction came in second, accounting for about one-fourth (24%) of ADCs.

Oregon accepted disabling workers' compensation MSD claims by industry and event,  
for all five calendar years 2020-2024 combined

Industry (NAICS)	All Events	Event							
		Overexertion		Bodily reaction		Repetitive motion		Other	
		Total	%	Total	%	Total	%	Total	%
Total	41,400	26,198	100	9,848	100	4,080	100	1,274	100
11 Agriculture, forestry, fishing	993	589	2.2	307	3.1	97	2.4	25	2.0
21 Mining	33	15	0.1	18	0.2	0	-	2	0.2
22 Utilities	200	116	0.4	65	0.7	19	0.5	4	0.3
23 Construction	2,914	1,875	7.2	833	8.5	205	5.0	94	7.3
31-33 Manufacturing	5,237	3,172	12.1	1,191	12.1	874	21.4	184	14.5
42 Wholesale trade	2,284	1,551	5.9	518	5.3	215	5.3	68	5.3
44-45 Retail trade	5,830	3,884	14.8	1,267	12.9	679	16.6	187	14.7
48-49 Transportation and warehousing	6,345	4,045	15.4	1,658	16.8	642	15.7	305	24.0
51 Information	278	143	0.5	97	1.0	38	0.9	21	1.6
52 Finance and insurance	75	30	0.1	15	0.2	30	0.7	-	-
53 Real estate, rental, leasing	491	314	1.2	142	1.4	35	0.9	17	1.3
54 Professional and technical services	454	276	1.1	107	1.1	71	1.7	17	1.3
55 Management of companies	64	46	0.2	14	0.1	4	0.1	6	0.5
56 Administrative and waste services	2,472	1,600	6.1	612	6.2	260	6.4	84	6.6
61 Educational services	1,037	582	2.2	369	3.7	86	2.1	21	1.6
62 Health care and social assistance	7,078	5,502	21.0	1,177	12.0	399	9.8	111	8.7
71 Arts, entertainment, recreation	286	129	0.5	138	1.4	19	0.5	11	0.9
72 Accommodation and food services	1,585	983	3.8	404	4.1	198	4.9	41	3.2
81 Other services	783	503	1.9	201	2.0	79	1.9	26	2.0
92-93 Public admin	1,656	821	3.1	711	7.2	124	3.0	49	3.8
99 Industry unknown	32	22	0.1	4	0.0	6	0.1	1	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, 10/21/2025.

There were 7,957 accepted disabling claims (ADC's) for musculoskeletal disorders (MSD's) in 2024. Four different industries accounted for over half of those claims. Health Care and Social Assistance (18.1%), Manufacturing (21.1%), Transportation & Warehousing (16%), and Retail Trade (14.8%).

Accepted disabling claims for Musculoskeletal disorders (MSD) and workers' compensation (WC) covered employment by industry (NAICS), Oregon CY 2020-2024

Industry (NAICS)																				
	2020				2021				2022				2023				2024			
	MSD Claims	%	Employ- ment <sup>1</sup>	MSD rate <sup>2</sup>	MSD Claims	%	Employ- ment <sup>1</sup>	MSD rate <sup>2</sup>	MSD Claims	%	Employ- ment <sup>1</sup>	MSD rate <sup>2</sup>	MSD Claims	%	Employ- ment <sup>1</sup>	MSD rate <sup>2</sup>	MSD Claims	%	Employ- ment <sup>1</sup>	MSD rate <sup>2</sup>
All MSD Claims	7,962	100.0	1,862.8	0.4	8,827	100.0	1,909.4	0.5	8,478	100.0	1,987.3	0.4	8,176	100.0	2,024.0	0.4	7,957	100.0	2,058.8	0.4
11 Agriculture, forestry, fishing	222	2.8	77.5	0.3	244	2.8	77.8	0.3	190	2.2	82.9	0.2	208	2.5	82.5	0.3	154	1.9	83.7	0.2
21 Mining	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	5	0.1	1.9	0.3
22 Utilities	46	0.6	4.8	1.0	44	0.5	4.8	0.9	43	0.5	4.9	0.9	37	0.5	5.1	0.7	34	0.4	5.1	0.7
23 Construction	620	7.8	108.3	0.6	665	7.5	111.2	0.6	623	7.3	115.8	0.5	564	6.9	117.9	0.5	535	6.7	116.7	0.5
31-33 Manufacturing	1,117	14.0	185.5	0.6	1,175	13.3	186.7	0.6	1,159	13.7	193.3	0.6	1,010	12.4	190.9	0.5	960	12.1	186.7	0.5
42 Wholesale trade	414	5.2	74.2	0.6	525	5.9	75.0	0.7	480	5.7	77.0	0.6	484	5.9	78.2	0.6	449	5.6	77.8	0.6
44-45 Retail trade	1,136	14.3	200.9	0.6	1,318	14.9	209.1	0.6	1,194	14.1	210.7	0.6	1,190	14.6	208.6	0.6	1,179	14.8	204.0	0.6
48-49 Transportation and warehousing	1,206	15.1	67.2	1.8	1,478	16.7	70.1	2.1	1,383	16.3	71.8	1.9	1,310	16.0	70.9	1.8	1,273	16.0	72.6	1.8
51 Information	69	0.9	33.3	0.2	71	0.8	35.1	0.2	55	0.6	36.9	0.1	50	0.6	36.7	0.1	54	0.7	36.1	0.1
52 Finance and insurance	20	0.3	57.2	0.0	13	0.1	56.5	0.0	17	0.2	55.4	0.0	14	0.2	54.4	0.0	11	0.1	53.4	0.0
53 Real estate, rental, leasing	88	1.1	45.4	0.2	109	1.2	47.7	0.2	89	1.0	49.8	0.2	114	1.4	49.3	0.2	108	1.4	47.6	0.2
54 Professional and technical services	93	1.2	99.4	0.1	84	1.0	104.5	0.1	96	1.1	109.4	0.1	99	1.2	111.5	0.1	99	1.2	110.9	0.1
55 Management of companies	13	0.2	48.9	0.0	8	0.1	48.1	0.0	16	0.2	49.8	0.0	21	0.3	51.3	0.0	12	0.2	49.9	0.0
56 Administrative and waste services	496	6.2	95.1	0.5	537	6.1	99.1	0.5	557	6.6	104.9	0.5	483	5.9	103.6	0.5	483	6.1	103.1	0.5
61 Educational services	171	2.1	31.6	0.5	178	2.0	32.0	0.6	234	2.8	34.5	0.7	239	2.9	36.0	0.7	236	3.0	36.3	0.7
62 Health care and social assistance	1,418	17.8	265.3	0.5	1,515	17.2	267.2	0.6	1,415	16.7	269.7	0.5	1,398	17.1	284.7	0.5	1,443	18.1	312.8	0.5
71 Arts, entertainment, recreation	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	0.9	30.2	0.2
72 Accommodation and food services	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	304	3.8	182.5	0.2
81 Other services	181	2.3	57.8	0.3	147	1.7	59.2	0.2	164	1.9	62.2	0.3	173	2.1	65.1	0.3	144	1.8	67.1	0.2
92-93 Public administration	291	3.7	246.5	0.1	334	3.8	248.6	0.1	348	4.1	257.6	0.1	350	4.3	268.7	0.1	382	4.8	280.5	0.1
99 Industry unknown	-	-	0.0	0.0	4	0.0	0.0	0.0	8	0.1	0.0	0.0	1	0.0	0.0	0.0	20	0.3	0.0	0.0

<sup>1</sup> Employment counts are in thousands.

- 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, 10/21/2025..

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 FY2025, 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 63.4 percent, 26 out of 41.

Ergonomic consultations opened FFY 2021-2025 by NAICS and open date, Oregon OSHA						
NAICS	Federal fiscal year					5 year total
	2021	2022	2023	2024	2025	
Manufacturing (31-33)	12	17	21	17	14	81
Retail trade (44-45)	2	7	.	2	2	13
Transportation (48-49)	.	.	1	1	1	3
Health care and social assistance (62)	8	17	10	15	9	59
All other industries	13	24	25	35	15	100
<b>Total consultations</b>	<b>35</b>	<b>65</b>	<b>57</b>	<b>70</b>	<b>41</b>	<b>268</b>

Includes all consultations where the discipline is ergonomic  
Source: Information Technology and Research, Central Services Division, October 2025

In CY2024, 35.8 percent, 831 of 2,316 of all consultations were conducted in industries with high MSD claims, Health Care and Social Assistance, Manufacturing, Retail Trade, and Transportation and Warehousing.

In CY2024, 39.3 percent, 1,329 of 3,375 inspections were conducted in industries with high MSD claims, Health Care and Social Assistance, Manufacturing, Retail Trade, and Transportation and Warehousing.

Consultations opened CY 2020-2024 by NAICS and intake date, Oregon OSHA						
PPB NAICS	Calendar year					5 year total
	2020	2021	2022	2023	2024	
Manufacturing (31-33)	303	293	410	430	425	1,861
Retail trade (44-45)	144	82	119	141	161	647
Transportation (48-49)	26	17	13	49	23	128
Health care and social assistance (62)	159	117	171	166	222	835
All other industries	888	820	958	1,238	1,485	5,389
<b>Total consultations</b>	<b>1,520</b>	<b>1,329</b>	<b>1,671</b>	<b>2,024</b>	<b>2,316</b>	<b>8,860</b>

Inspections opened CY 2020-2024 by NAICS and open date, Oregon OSHA						
Inspected NAICS	Calendar year					4 year total
	2020	2021	2022	2023	2024	
Manufacturing (31-33)	195	169	322	459	491	1,636
Retail trade (44-45)	131	156	142	222	279	930
Transportation (48-49)	56	51	80	165	122	474
Health care and social assistance (62)	78	26	126	317	437	984
All other industries	996	1,087	1,341	1,752	2,043	7,219
<b>Total inspections</b>	<b>1,456</b>	<b>1,489</b>	<b>2,011</b>	<b>2,915</b>	<b>3,372</b>	<b>11,243</b>

Source: Ed Vawter, Information Technology and Research, Central Services Division, October 2025

Source: Ed Vawter, Information Technology and Research, Central Services Division, October 2025

## 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

- FY2025 is 543, is 2.1% above base indicator of 530
- FY2024 is 532, is -12% below base indicator of 599 (*updated*)
- FY2023 is 599, is -3% below base indicator of 613
- 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 (excluding bloodborne pathogens)				
2017-2021	2018-2022	2019-2023	2020-2024	2021-2025
660	613	599	532	543
<i>Source Ed Vawter, Information Technology and Research, Central Services Division, November 2025</i>				

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.

In FY2025 the Oregon OSHA Lab analyzed 1,875 samples and 76 analytes

The average turnaround time for the samples was 3.5 workdays, with 75% of the samples reported within 5 workdays and 98% within 10 workdays. Additionally, calibration checks were performed on 434 pieces of the approximately 1000 pieces of field equipment we maintain and 180 units were repaired.

Percentages of employees sampled that were over the exposure limits:

OSHA – 7%, NIOSH – 9%, ACGIH – 11%

FY2025 Compounds Cited		FY2025 Overexposers	
Number of Employees	Analyte	OSHA	
		>PEL 8-hour	>PEL TWA
157	Total Particulates	13	19
93	Manganese	1	4
81	Iron	3	4
71	Aluminum	3	3
64	Respirable Particulates	3	6
47	Copper	2	2
46	Chromium	1	1
45	Acetone	1	1
45	Respirable Crystalline Silica	*based on ceiling (TWA) overexposures	
43	Lead	Source Oregon OSHA LIMS database, November 2025	
43	Nickel		
37	Xylenes		

### **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 FY2025 there were 3,546 enforcement inspections and 2,593 consultations.

The compensable fatality count for CY2024 is 27. The lowest accepted compensable fatalities was 17 in CY2010.

The CY2024 compensable fatality rate of 1.31 compared to the baseline rate of 1.91 (CY2017-2019, 3 year average rate).

The fatality rates for the past years are:

CY2023 (2.12), CY2022 (1.50) 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 decrease from CY2022 - CY2024 of 1.64 compared to the baseline rate of 1.91 is 14.1%.

## **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 100% (29 of 29).

The yearly family member notification was 97 percent timely, 74 family letters out of 75 were sent out timely.

Oregon OSHA, through an interagency agreement with the Oregon Bureau of Labor and Industry (BOLI) processed 162 discrimination cases during FY2025. Of the 162 cases, 47 (29%) were processed within 90 days.

## **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 94.5% satisfaction survey rating in FY2025. A total of 208 responses were received out 223 surveys sent, resulting in a 93.2% response rate. Employers rated compliance officers knowledge and expertise excellent in 72.9% of the survey responses and 72.9% rated Oregon OSHA employees helpfulness as excellent.

Consultation Program survey results exceeded the 90% survey rating, reaching 99% customer satisfaction in FY2025. A total of 935 responses were received out of 2,340 survey's sent, resulting in a 37% response rate. Employers rated consultants helpfulness excellent in 93% of the survey responses and 92% excellent with regards to knowledge and expertise.

The Appeal customer service satisfaction survey was fell below 90% goal to 88% customer satisfaction in FY2025. 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.

In FY2025 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 96% 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 FY2025, 127 out of 129 (98.4%) Oregon OSHA Safety and Health staff completed 48 hours of professional development training over two year cycle FY2023 through FY2025.

Oregon OSHA presented 68 required initial training (RIT offerings). Additionally, staff were able to choose trainings from a list of 240 webinars and outside classes, that was offered, totaling 308 training options throughout FY2025.

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.

## **V. Special Accomplishments**

### **Oregon OSHA Rulemaking Activity:**

In FY2025 Oregon OSHA completed an eight-year process to amend its [Agricultural Labor Housing rules](#), which were adopted January 8, 2025 and effective March 31, 2025. These comprehensive updates were the result of a multi-year stakeholder engagement process involving growers, employer representatives, agricultural associations, housing operators and worker representatives, as well as agency personnel. This rulemaking was part of a comprehensive package of reforms that contained investments and support to improve conditions and better regulate agricultural labor housing. The adopted rule amendments clarify, modernize, and refine language in the rule, including a number of updates to rule references, such as Oregon Health Authority drinking water rules.

Senate Bills 592 and 907, from the 2023 Legislative Session, required that Oregon OSHA make annual adjustments to its penalty structure. As such, effective January 1, 2025, Oregon OSHA published its second, "[Annual Adjustments to Penalties Bulletin 1-2025](#)," 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 U.S. Bureau of Labor Statistics.

Oregon OSHA is preparing a rulemaking process in response to two bills passed by the 2025 Oregon Legislature and signed by Gov. Tina Kotek. [Senate Bill \(SB\) 537](#) creates workplace violence prevention requirements to improve worker safety at certain health care sites and is set to take effect on Jan. 1, 2026. [House Bill \(HB\) 2024](#) establishes provisions to improve worker safety in certain mental health care and substance use disorder treatment settings. Oregon OSHA has scheduled two Rules Advisory Group meetings to begin in early 2026 to discuss and develop rules that support the legislation.

Oregon OSHA is working to develop its own Oregon Administrative Rules for Lead and intends to repeal the adoption by reference of the federal standard (CFR 1926.62) in doing so. The Lead rulemaking continues to be at the pre-proposal stage. A [Rules Advisory Group](#) has met 13 times since 2023 to discuss potential changes and will meet again in the future to review draft rules before they are proposed. Possible revisions include adjustments to Blood Lead Levels and modernized language, among other refinements. Oregon OSHA does not have an anticipated date of proposal at this time.

The [Hazard Communication rulemaking](#), proposed by Oregon OSHA on September 24, 2024, aimed to adopt federal OSHA's changes to the Hazard Communication Standard (HCS) and 29 CFR 1910.6 Incorporation by Reference. As a result of subsequent corrections and technical amendments published on October 9, 2024, in the Federal Register, this rulemaking continues to be on-hold. Oregon OSHA awaits federal OSHA to publish final corrections to the standard or to otherwise provide information regarding corrections; after which, Oregon OSHA will re-evaluate this rulemaking process.

### **Alliance Activity:**

Oregon OSHA renewed its alliance with the **Oregon Coalition for Healthcare Ergonomics (OCHE)** In FY2025 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 FY2025. 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 required 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 70 new or revised publications 20 of which were translated into Spanish and 2 publications were bilingual. Overall, 48 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 recently changed the mechanism of how it publishes the Health and Safety Resource newsletter (a general interest publication). Previously, this newsletter was published in a PDF format and during FY2025 there were 2 published in this format. In August, Oregon OSHA switched the format to a email based delivery system and is now publishing on a monthly basis. 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 of the PDF version 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:**

Students at Sherwood, Parkrose, Lincoln, Cleveland, and Bend Senior 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 \(O\[yes\]\) Coalition.](#) The 2024-25 contest challenged participants to create an ad – through either a compelling graphic design or video – that garnered their peers' attention and convinced them to take the O[yes] Young Employee Safety Awareness online training.

Participants got to choose the key message, theme, or tagline they believed would capture their audience and prompt it to act. Participants were asked to submit either a graphic design or a video that was no more than 90 seconds long.

Submissions from the winners and finalists are available on [the \(O\[yes\]\) website.](#)

**Safety Break for Oregon:**

Forty-seven employers participated in the 23rd annual Safety Break for Oregon event on May 15, 2025. Representatives of a variety of industries – construction, health care, food service, state and local governments, and more – held activities across Oregon to promote on-the-job safety and health. Employers and workers get to decide how they will participate in the event. Sponsored by the SHARP Alliance, prizes were awarded to participating companies as part of a random drawing. The winners of a \$100 check to be used for a luncheon of their choice were: Hummingbird Wholesale, The Campbell's Company (Kettle), and Oregon Military Department.

**Workers Memorial Day:**

Safety and health advocates, elected officials, union leaders, family members and friends, gathered on April 28, 2025, near the Fallen Workers Memorial in Salem to honor the 46 Oregon workers who died on the job in 2024. During the observance, held every year to commemorate Workers Memorial Day, the names of the fallen workers were read aloud. This year's event was attended by Governor Kotek.

**Consultation:**

In FY2025, Oregon OSHA's Consultation program conducted a total of 2,593 consultative activities identifying a total of 16,586 hazards. Of the 2,593 consultations that were conducted, 2044 (79%) were conducted with small employers, and 37% were provided to employers who had not used our services during the previous five years. Overall 29.7% of consultations were comprehensive which is a 2.4% increase over FY2024.

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 FY2025 for the categories where data was available, Oregon OSHA Consultation achieved the following:

- Approved intake to assignment and attempt to schedule: 4.7 days
- Assignment of consult to opening conference: 12.4 days
- Close of consult to report being sent to employer: 3.4 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 **10/1/2024 and 9/30/2025**, our results are outlined below.

<b>YouTube (English) Established 3/4/2014</b>	<b>YouTube (Spanish) Established 3/4/2014</b>
<ul style="list-style-type: none"><li>• Videos Released: 9</li><li>• Total Videos Available: 252</li><li>• Video Views: 1,509,165</li><li>• Video Hours Watched: 76,083</li></ul>	<ul style="list-style-type: none"><li>• Videos Released: 8</li><li>• Total Videos Available: 167</li><li>• Video Views: 112,689</li><li>• Video Hours Watched: 9,139</li></ul>
<b>Facebook (English and Spanish) Established 4/6/2010</b>	<b>Vimeo (English and Spanish) Established 7/27/2021</b>
<ul style="list-style-type: none"><li>• Posts: English (64), Spanish (45)</li><li>• Video Views E+S: 53,205</li><li>• Video Hours Watched E+S: 169</li><li>• Video Engagements E+S: 1,651</li></ul>	<ul style="list-style-type: none"><li>• Video Views E+S: 583,517</li><li>• Total Videos Available: 455</li><li>• Videos Published E+S: 150</li><li>• Video Hours Watched E+S: 19,362</li></ul>

## **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:**

The Oregon State Plan made progress to address two previous findings and seven observations from the FY 2023 Comprehensive FAME. However, these findings and observations are continued and will be re-evaluated during the FY 2025 Comprehensive FAME.

**Finding FY2024-01 continued from 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:** According to Oregon OSHA, language on dual filing was added to their initial complaint intake questionnaire and complainant notification letters, including after a complaint was docketed and when the retaliation investigation closed. However, a case file review is necessary to gather the facts needed to evaluate progress on this finding. This will be a focus of next year's on-site case file review during the FY 2025 Comprehensive FAME. This finding remains open.

**Finding FY2024-02 continued from 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:** According to Oregon OSHA, specific provisions for complainant rebuttal information was added to closing template letters. However, a case file review is necessary to gather the facts needed to evaluate progress on this finding. This will be a focus of next year's on-site case file review during the FY 2025 Comprehensive FAME. This finding remains open.

**Observation FY2024-OB-01 continued from 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:** Oregon OSHA continued taking action to address the overall concern of employee confidentiality, not specific to appeals. In 2023, Oregon OSHA drafted and introduced a legislative concept that addressed employee confidentiality in all public records. The concept was unable to gain advocate support in the state. Since Oregon has a two-year legislative cycle, the concept was updated and scheduled to be introduced again in 2025. OSHA will continue to work with Oregon OSHA on the status of this. In addition, a case file review is necessary to gather the information needed to evaluate progress on this observation. This will be a focus of next year's on-site case file review during the FY 2025 Comprehensive FAME. This observation remains open.

**Observation FY2024-OB-02 continued from 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:** In FY 2024, Oregon OSHA provided intent to adopt five of the five (100%) federal program changes in a timely manner. However, adoption of the Severe Violator Enforcement Program (SVEP) directive was still pending from FY 2022 and not adopted within six months of the issuance date. Oregon OSHA's PD A-277 SVEP policy from February 2019 is still in effect. Oregon was delayed in updating this SVEP directive due to rulemaking associated with penalty legislation that contained overlapping criteria. OSHA continues to monitor the status of this with Oregon. This observation remains open.

**Observation FY2024-OB-03 continued from 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 did not conduct a limited case file review in FY 2024 to determine if official retaliation letters were delivered. The activity log documents' the date the determination letter was mailed, which through the State Internal Evaluation Program (SIEP) verified this date corresponded with the date on the determination letter. A case file review is necessary to gather the facts needed to evaluate progress on this observation. This will be a focus of next year's on-site case file review during the FY 2025 Comprehensive FAME. This observation remains open.

**Observation FY 2024-OB-04 continued from FY2023-OB-04:** The activity log was not presented for review in 92% (70/76) of retaliation files.

**Federal Monitoring Plan:** OSHA did not conduct a limited case file review in FY 2024 to determine if the activity log was maintained in retaliation files. However, the SIEP was used to evaluate that case files contained proper documentation. All cases have an electronic activity log when the case is entered into the data system (IMPACT). A case file review is necessary to gather the facts needed to evaluate progress on this observation. This will be a focus of next year's on-site case file review during the FY 2025 Comprehensive FAME. This observation remains open.

**Observation FY2024-OB-05 continued from 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 did not conduct a case file review of state and local government consultation files during this fiscal year. A case file review is necessary to gather the facts needed to evaluate progress on this observation. This will be a focus of next year's on-site case file review during the FY 2026 on-site consultation review. This observation remains open.

**Observation FY2024-OB-06 continued from 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 did not conduct a consultation case file review of state and local government files during this fiscal year. A case file review is necessary to gather the facts needed to evaluate progress on this observation. This will be a focus of next year's on-site case file review during the FY 2026 on-site consultation review. This observation remains open.

**Observation FY2024-OB-07 continued from 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 did not conduct a consultation case file review of state and local government files this fiscal year. Oregon OSHA is currently engaged in rulemaking to change the requirements for serious hazard correction as it relates to state and local government workplaces. A case file review is necessary to gather the facts needed to evaluate progress on this observation. This will be a focus of next year's on-site case file review during the FY 2026 on-site consultation review. This observation remains open.

***State-Specific Employer Variance:***

During FY2025 Oregon OSHA granted a total of 15 variances to employers:

Eleven companies were granted research variances from OAR 437-007-0935(1) or OAR 437-007-0935(1)(c) to support the use of mechanized harvesting technology (tethered logging systems) in the logging industry as a safer alternative to manual tree felling and/or cable yarding operations. These research variances allow employers to use tethered logging systems in conjunction with machines equipped with protective operator cabs for tree felling and/or skidding operations to reduce worker exposures to struck-by hazards normally associated with such activities. The approved research variances continue to provide a means of collecting relevant safety data to support future Division 7 (Forest Activities) rulemaking for the mechanized harvesting method.

One company was granted a permanent variance from OAR 437-004-1120(16)(p), related to window space associated with labor housing.

One company was granted a permanent variance from OAR 437-004-1120(16)(n), related to ceiling height associated with labor housing.

One company was granted a permanent variance from 1910.147(c)(4)(i) to allow an alternative method to protect employees from thermal hazards when performing service and maintenance activities.

One company was granted a permanent variance from OAR 437-007-1010(7)(a)&(b) to allow the use of log truck trailers equipped with purpose-built automated hydraulic log bunks as an alternative to traditional wrappers and binders normally used to secure log loads for transportation.

During FY2025 Oregon OSHA denied one research variance request that was intended to allow the use of synthetic connectors/shackles for rigging associated with cable logging operations. However, due to the lack of product engineering and testing data from the manufacturer for the proposed intended use (cable logging rigging), the research variance request was denied.

During FY2025 Oregon OSHA revoked five variances upon each employer's request due to changes in the workplace and the resulting lack of need.

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

In FY2025, Oregon OSHA sent 1 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 1-2025	01/08/2025	<a href="#"><u>Comprehensive Amendments to Agricultural Labor Housing and Related Rules</u></a>

## **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 FY2025 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 FY2025, 21(d) consultants opened a total of 238 consultations. Of this total, 169 were either comprehensive or specific consultation visits and 69 were consultative activities categorized as training, which includes compliance assistance activities as well as individual employer assistance.

Health consultants conducted:

64 initial visits

5 follow-up visits

28 training and assistance consultations

Safety consultants conducted:

88 initial visits

12 follow-up visit

41 training and assistance consultations.

Overall, the 21(d) consultative staff conducted 15% more than the projected 200 visits in FY2025.

### **Training:**

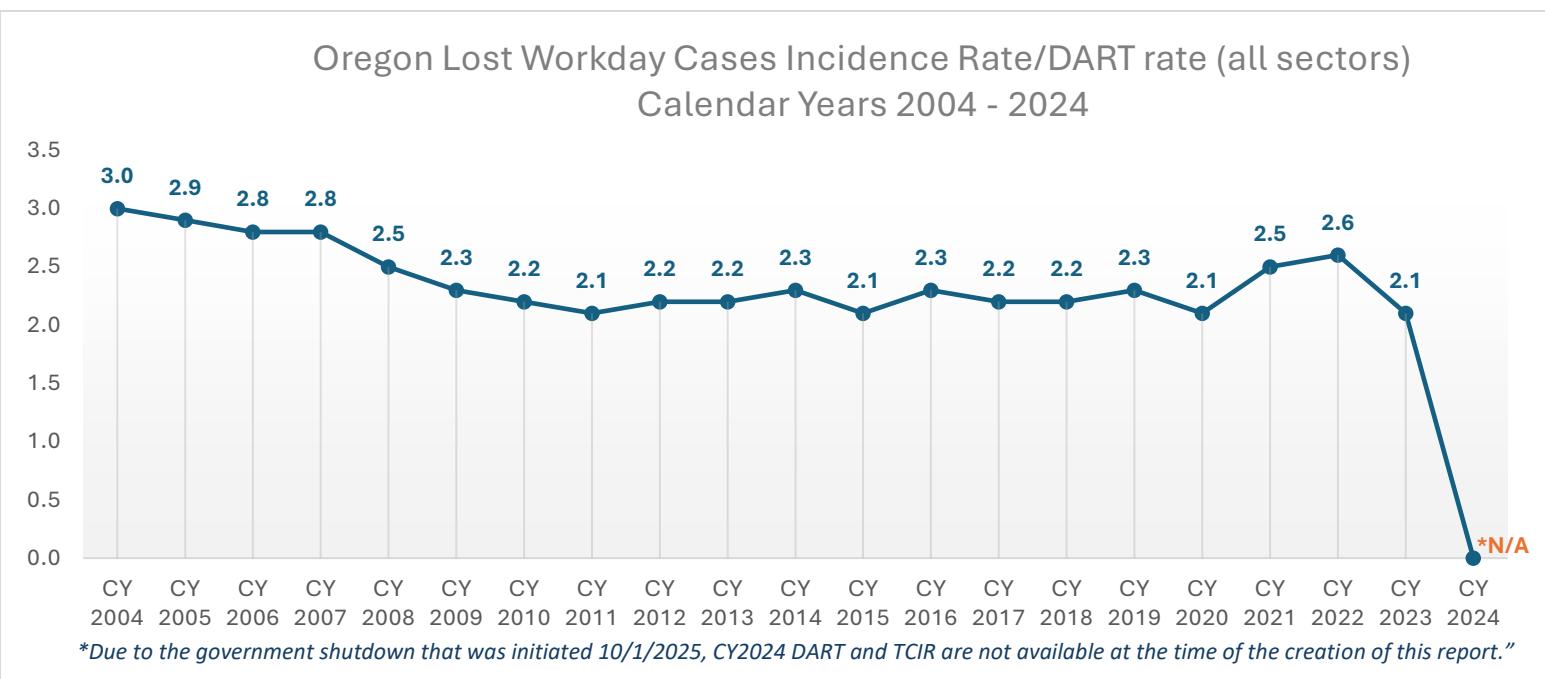
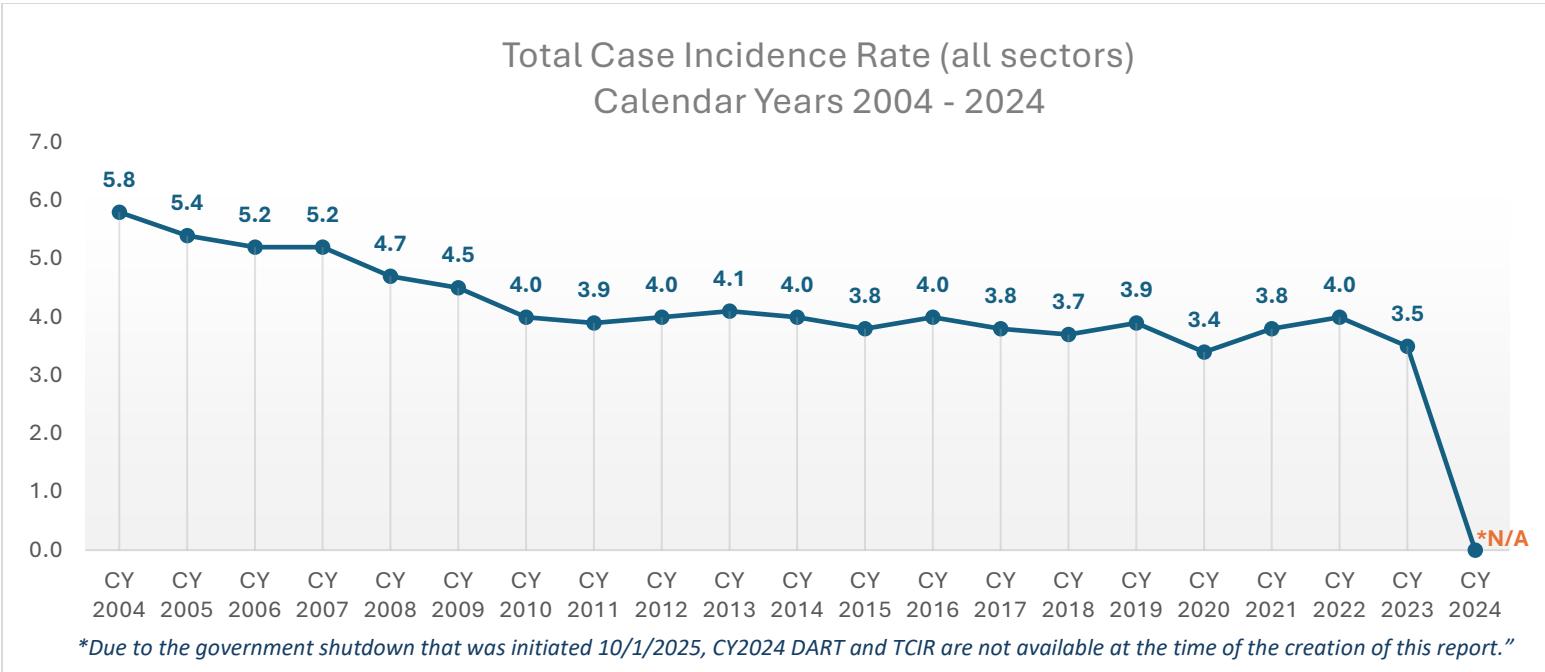
Oregon OSHA is committed to providing field staff with the most up-to-date training on occupational safety and health. Training hours for the 21(d) staff during FY2025 are as follows: Dianna Gray – 83 (retired 6/30/2025), Philip Grunke – 71.25, Marcus Silkbaron – 107.5, Jacob Weakley – 142.7, Scott Gunderson (start date 07/01/2025).

# Appendix

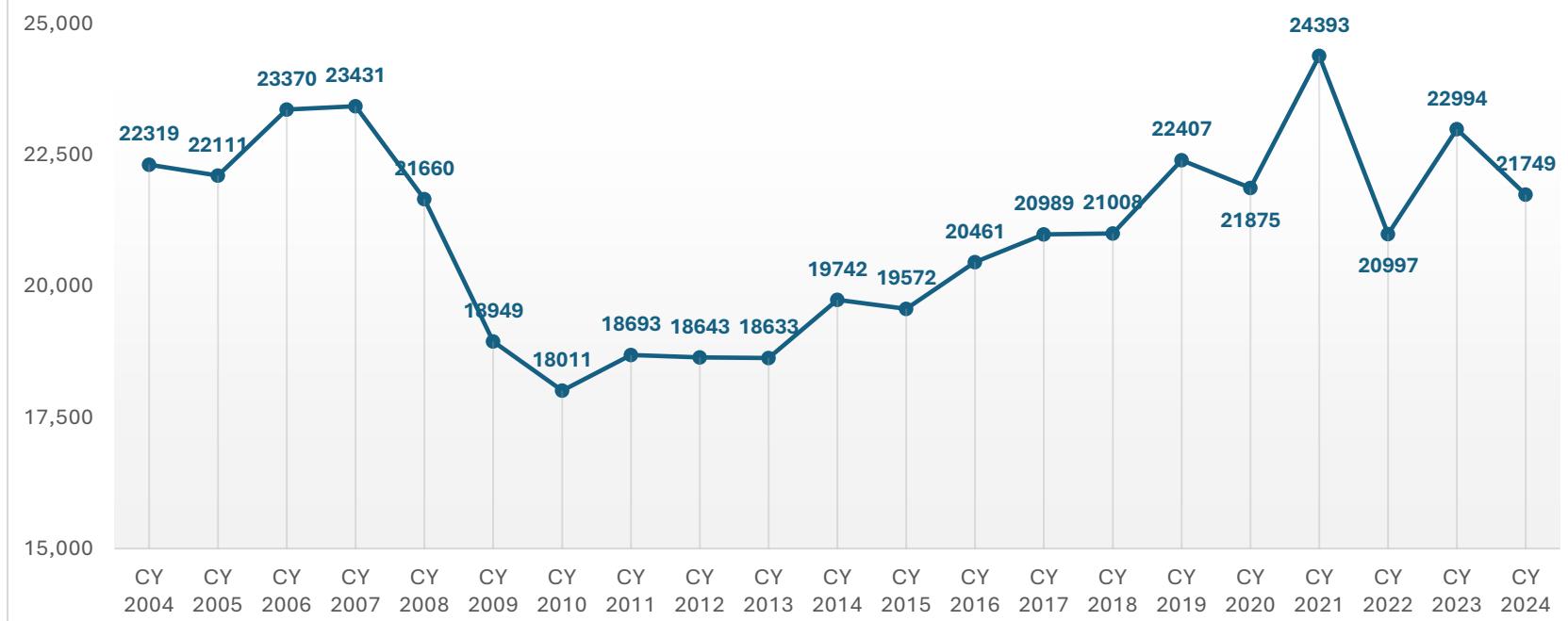
## Charts

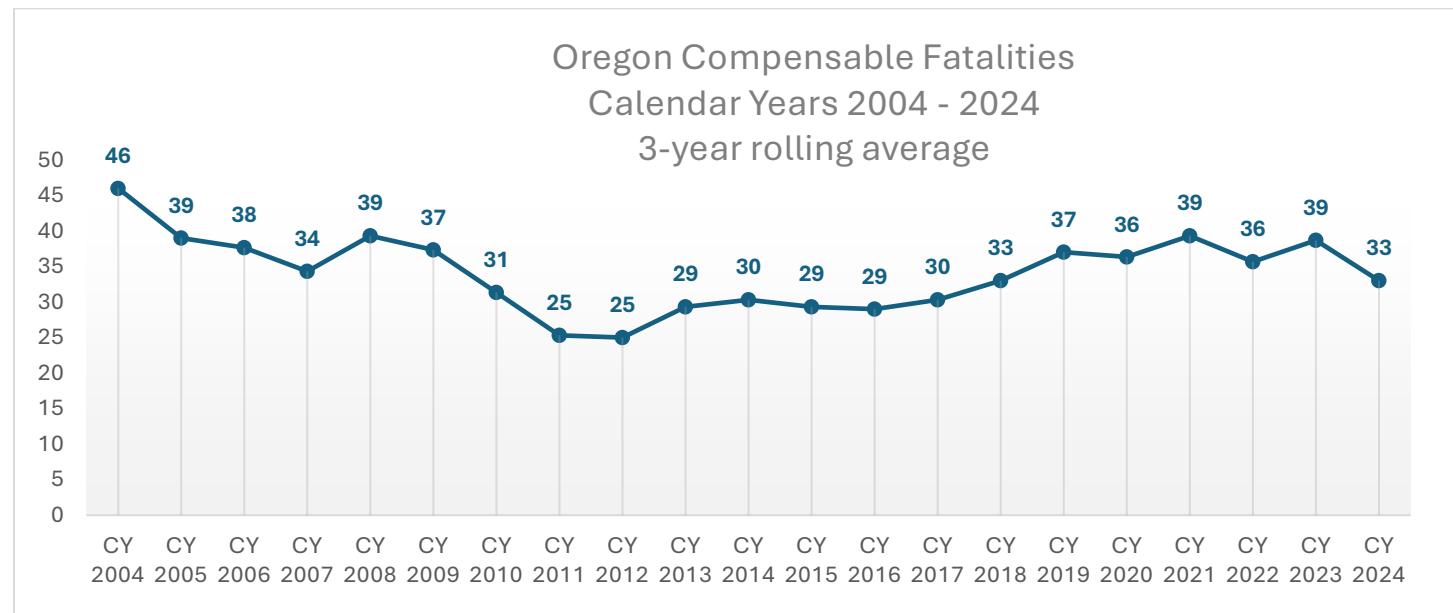
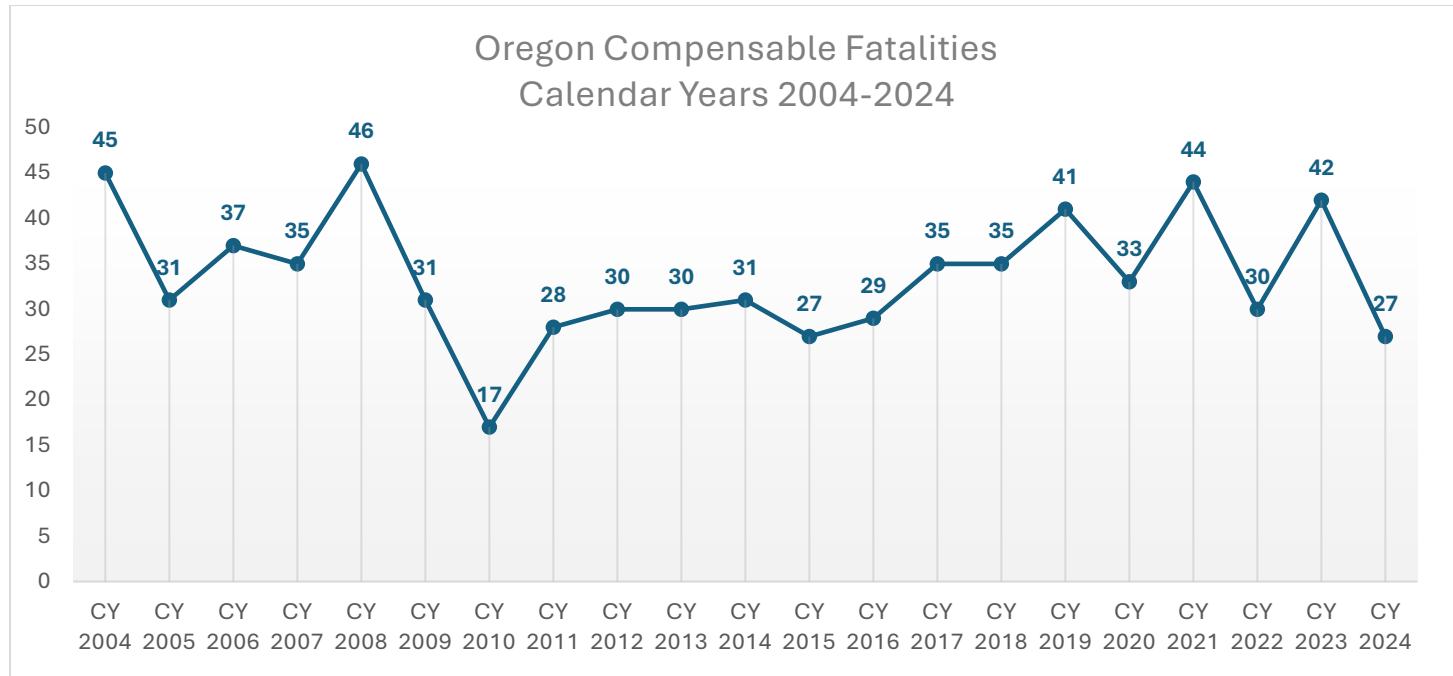
*\*Note to chart readers: data now reflects corrections (if any) to prior year's data.*

**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.



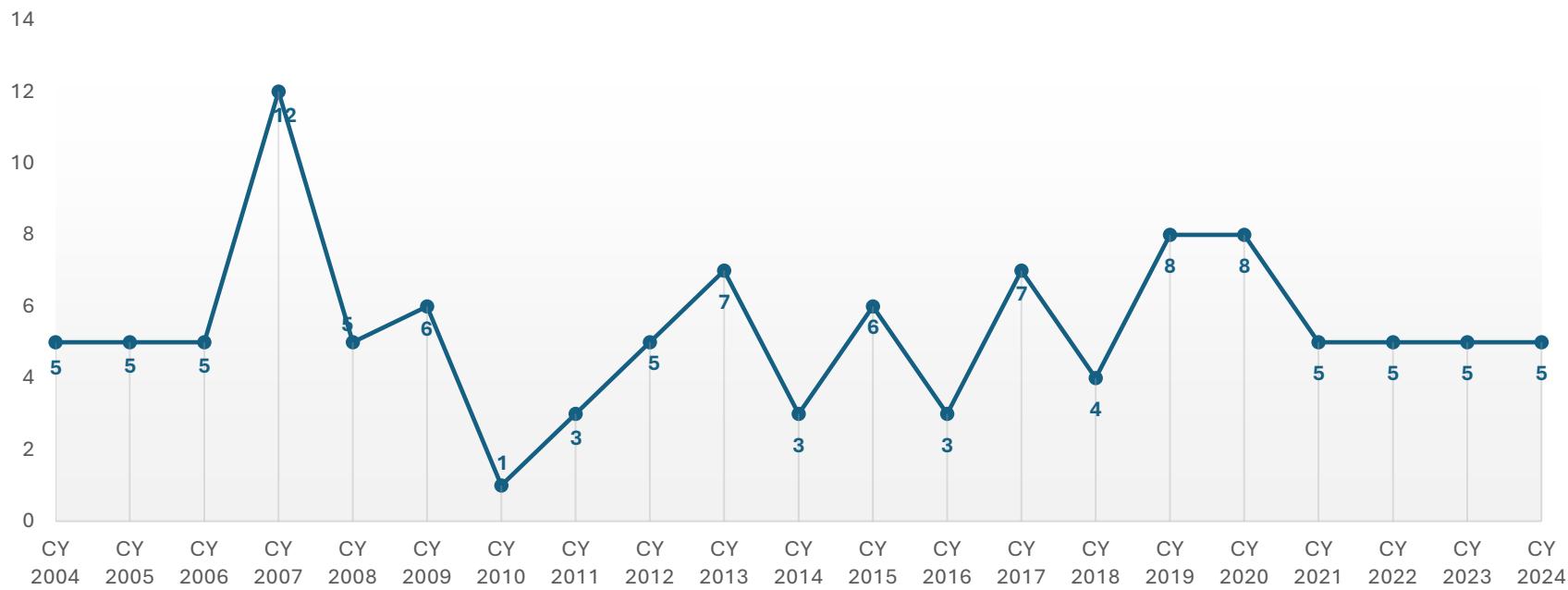
## Oregon Accepted Disabling Claims Calendar Years 2004-2024



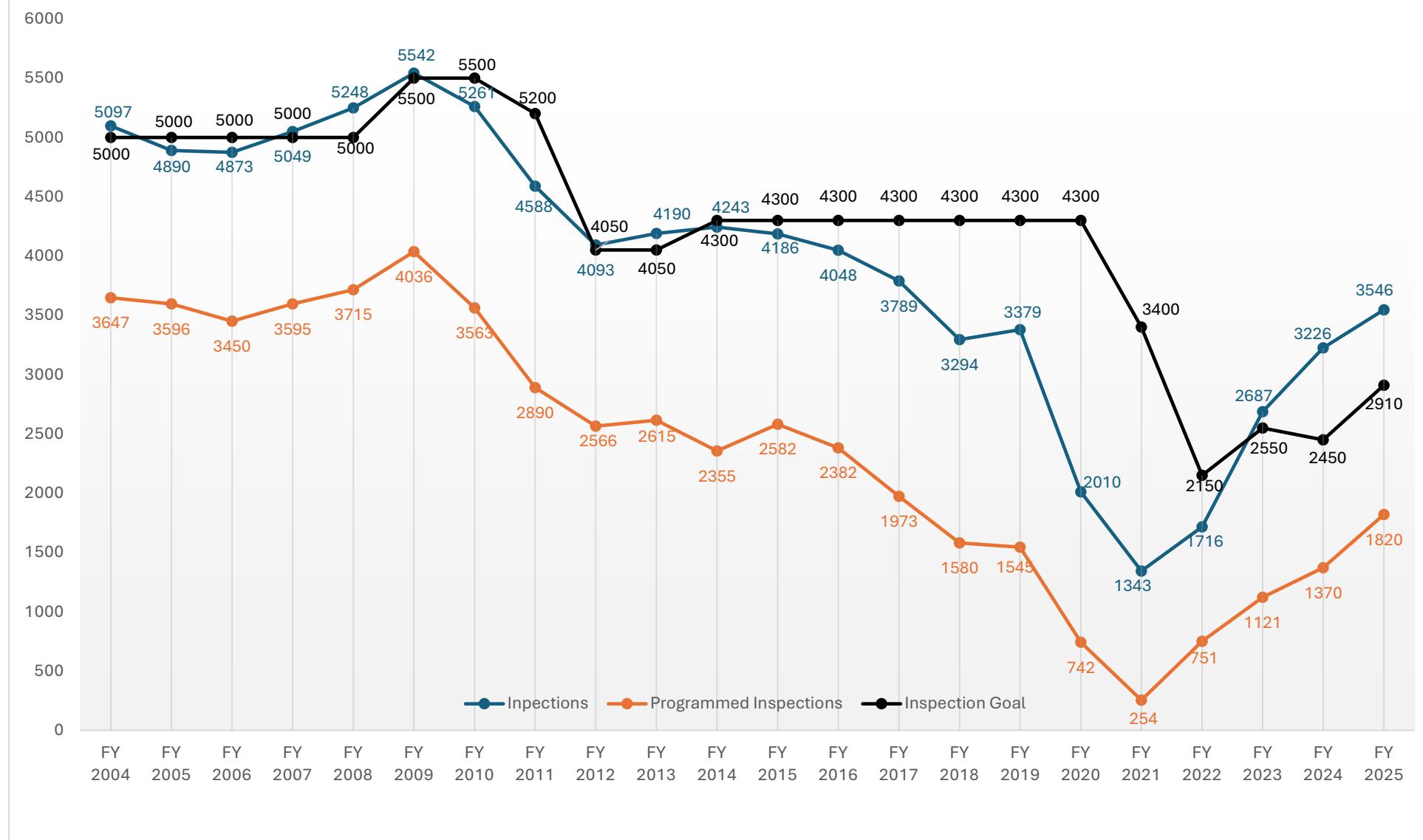




## Oregon Compensable Construction Fatalities Calendar Years 2004-2024

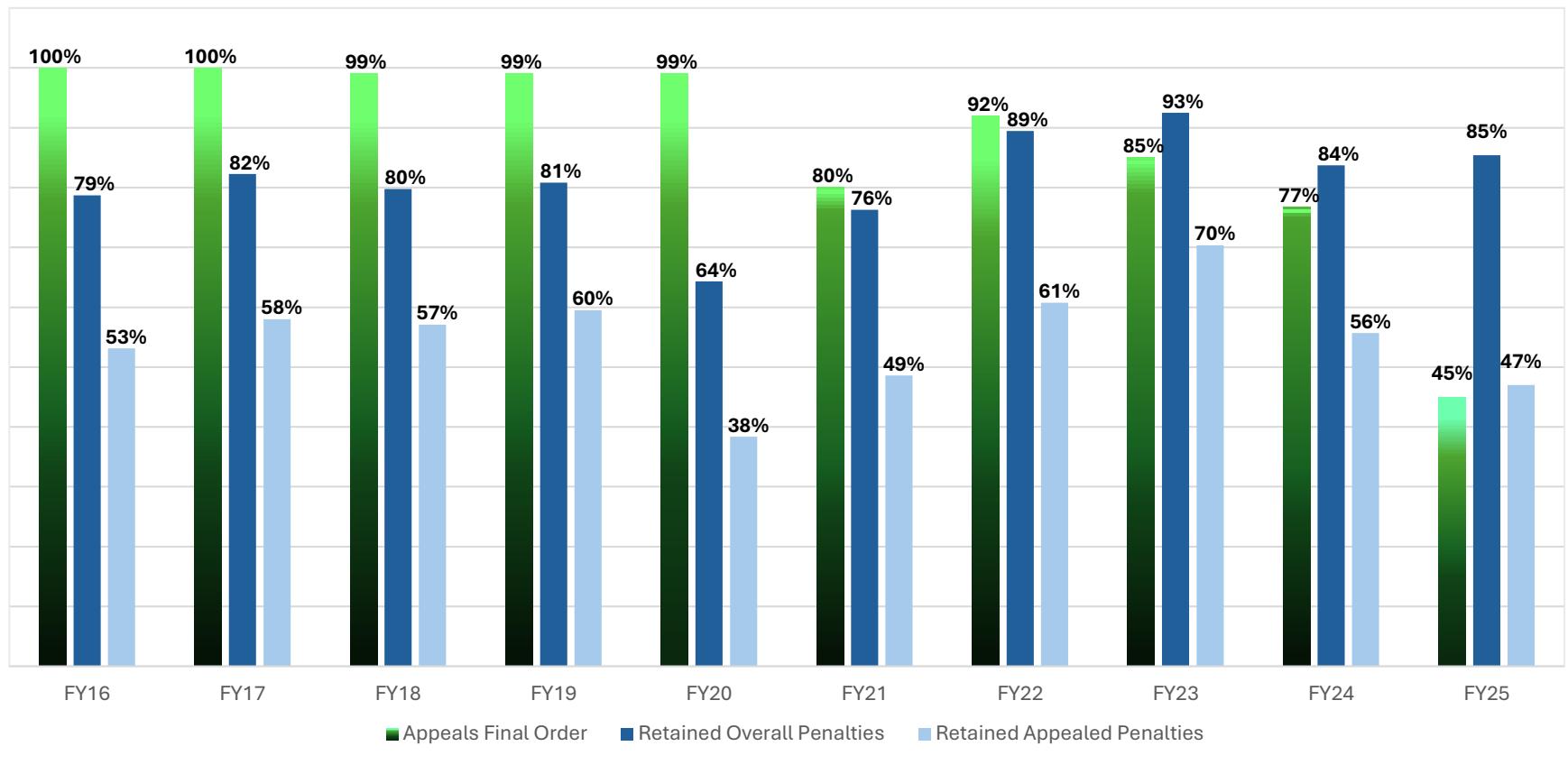


## Total Oregon OSHA Inspections Federal Fiscal Years 2004 - 2025

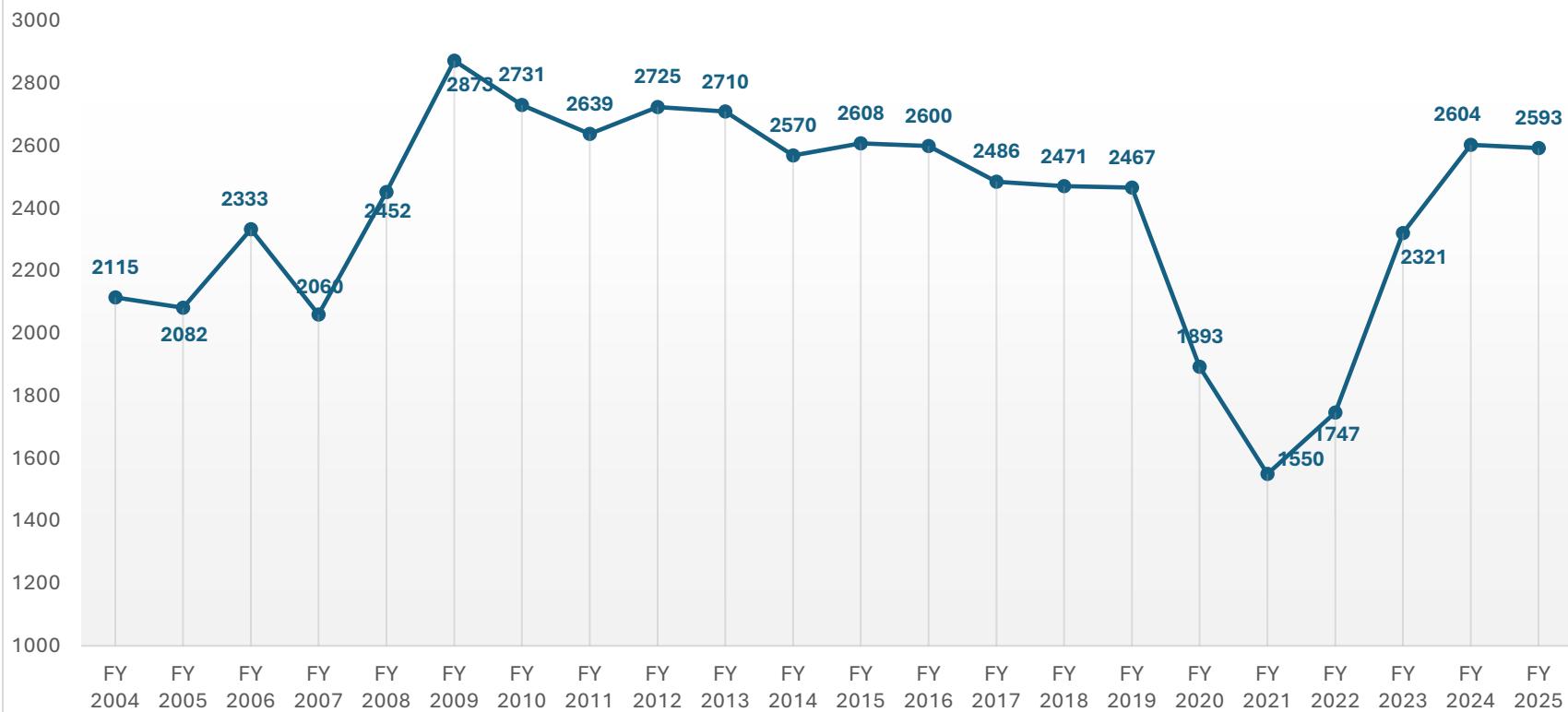


## Percent Penalty Retention

*Based on citation issuance within the fiscal year*



## Total Oregon OSHA Consultations Federal Fiscal Years 2004-2025



**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 &amp; 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 &amp; Rigging in Construction (10/3)</p> <ul style="list-style-type: none"> <li>Mobile Cranes – Hydraulic Mobile Cranes &amp; Hammerhead Tower</li> </ul> <p>Cranes field trip (10/2)</p> <ul style="list-style-type: none"> <li>Mobile Cranes – Luffing Tower field trip (10/4)</li> </ul> <p>Supported &amp; Suspended Scaffolds – with WA DOSH &amp; Northwest Scaffolding (10/11-13)</p> <p>Southern Oregon Safety &amp; Health Conference (10/17-19)</p> <p>Deposition Preparation Training (11/9)</p> <p>Western Pulp, Pulp, Paper, &amp; Forest Products Safety &amp; Health Conference (11/28-12/1)</p> <p>Division 1 Penalties &amp; Penalty Tables</p> <ul style="list-style-type: none"> <li>Salem (11/29)</li> <li>Portland (11/30)</li> <li>Medford (12/4)</li> <li>Bend (12/8)</li> <li>Portland (12/11)</li> <li>Eugene (12/12)</li> <li>Portland (12/19)</li> </ul> <p>Consultation Overview (1/10)</p> <p>OTIS for New Hires (1/10)</p> <p>Purchasing &amp; 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 &amp; Greet (1/18)</p> <p>OSHA History/Administrator's Message (1/18)</p>	<p>Recordkeeping &amp; 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 &amp; Safety (1/24)</p> <p>Excavation &amp; 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 &amp; 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 &amp; 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 &amp; Hearing Conservation (2/23)</p> <p>Health Overview for Safety (3/18)</p> <p>Lead &amp; 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 &amp; Health Conference (3/4-5)</p> <p>Ag Labor Housing (ALH) Refresher (3/13)</p> <p>Pesticide Symposium (3/20-21)</p> <p>Lab Tour for Health (3/21)</p> <p>Division 1 Penalties &amp; Penalty Tables (1/10 &amp; 1/11)</p> <p>Mid-Oregon Construction Safety Summit (1/29-30)</p> <p>Emotional 1st Aid Skills (2/1)</p> <p>Electrical Hazardous Locations (2/28)</p> <p>Safety &amp; Health Management (4/8)</p> <p>Overhead Cranes &amp; Hoists (4/9)</p> <p>Cranes &amp; Rigging in Construction (4/9)</p> <p>Steel Erection (4/10)</p> <p>Concrete Processes (4/10)</p> <p>Demolition (4/11)</p> <p>Tree Trimming (4/11)</p> <p>Process Safety Management (PSM)/HAZWOPER Overview (4/12)</p> <p>Industrial Hygiene Overview (6/25)</p> <p>Lead &amp; Asbestos (6/26)</p> <p>Respiratory Protection (6/26)</p> <p>Lab Tour for Safety (6/27)</p> <p>All Staff Symposium (4/30-5/2)</p> <p>Fire Service Training (5/14)</p> <p>Northwest Safety &amp; Health Summit by Region X VPPPA (5/14-16)</p> <p>OTI #2340 – Biohazards (5/21-23)</p> <p>Blue Mountain Occupational Safety &amp; Health Conference (6/3-4)</p> <p>OSHA Alliance – Tree Care Aerial Truck (and Chipper) Training (6/25 &amp; 6/26)</p> <p>Standards Overview (7/8)</p> <p>Advanced Fall Protection (Work-At-Height) (7/24-25)</p> <p>Central Oregon Safety &amp; 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)  
RMPCorp – 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>