Publication Date: October 23, 2026

Addendum to the Summary of Comments and Agency Decisions – Explanation of Rulemaking

Title: Adopted Workplace Violence Prevention Rules for Health Care Employers

Oregon OSHA submitted OAR 437-002-0150 as a permanent rule adoption within the filing for OSHA Administrative Order 3-2026 to the Oregon Secretary of State (SOS) on October 21, 2026. Upon rule review, the SOS interpreted that the note under (3)(b)(D) was operative text and not in alignment with OAR 166-500-0055(9). As a result, Oregon OSHA moved the rule text that was in a "Note" beneath OAR 437-002-0150(3)(b)(D) and integrated it into OAR 437-002-0150(3)(b) with minimal changes. As shown below:

Before (10/21/2026):

(b) Health care employers must consult with their safety committee, or with employees during safety meetings when allowed under OAR 437-001-0765, on the following topics.

(A) Prescribing procedures for health care employers for investigating, collecting, and reporting on incidents of workplace violence.

(B) Conducting periodic security and safety assessments to effectively identify existing or potential threats of workplace violence.

(C) Annually establishing a process to review, and then reviewing on an annual basis the health care employer's workplace violence prevention and protection program, and make recommendations regarding the efficacy of the program and any changes to the program that are necessary to promote the prevention of workplace violence.

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(D) Providing workplace violence prevention and protection training on an annual basis for employees and any contracted security personnel who work at the premises of the health care employer.

Note: Employers who choose to hold safety meetings in compliance with OAR 437-001-0765, may use an alternative method that is equally effective to consult with employees on paragraphs (A), (B), (C), and (D) above.

After (10/22/2026):

(b) Health care employers must consult with their safety committee, or with employees during safety meetings when allowed under OAR 437-001-0765, on the following paragraphs (A), (B), (C), and (D). Employers who choose to hold safety meetings in compliance with OAR 437-001-0765, may use an alternative method that is equally effective to consult with employees on the following paragraphs (A), (B), (C), and (D).

(A) Prescribing procedures for health care employers for investigating, collecting, and reporting on incidents of workplace violence.

(B) Conducting periodic security and safety assessments to effectively identify existing or potential threats of workplace violence.

(C) Annually establishing a process to review, and then reviewing on an annual basis the health care employer's workplace violence prevention and protection program, and make recommendations regarding the efficacy of the program and any changes to the program that are necessary to promote the prevention of workplace violence.

(D) Providing workplace violence prevention and protection training on an annual basis for employees and any contracted security personnel who work at the premises of the health care employer.