

Compliance Chart

Columbia Gorge Fruit Growers

Health & Safety (OR-OSHA)

**** Not a comprehensive resource for ALL required compliance programs through OR-OSHA Division 4 standards; includes those most common to agriculture. ****

	Employee Trainings	Provided for Employees	Program Documentation	Postings
Ag Labor Housing (OR-OSHA, Subdivision J)	<p>Emergency Medical Plan: Train occupants about your written emergency medical plan and their responsibilities during an emergency.</p> <p>Not required by OR-OSHA, but housing operators should provide training to occupants regarding proper use of appliances, rules and policies, how to report problems, etc.</p>	<ul style="list-style-type: none"> • First aid supplies for occupants. • A working telephone to contact emergency services. • Thermometer in each unit to show temperature (both °F & °C). <p><u>Additional Update Requirements</u></p> <ul style="list-style-type: none"> • 4-inch mattresses (1/1/26); fully enclosed cleanable covers (3/31/25) • Mattresses at least 4 inches thick. (1/1/26) • 1 electrical outlet per occupant in sleeping rooms. (1/1/27) • Carbon monoxide detector in sleeping areas. (1/1/26) • 15 ft³ storage per occupant or family unit (1/1/26) • Stairs/ladder to upper bunk (1/1/26) • 50 ft² per occupant (1/1/28) • Locking shower stalls (1/1/28) • Private dressing area in/near bathing facilities. (1/1/28) • Toilets (1:10 ratio) with solid doors (1/1/27) • 2 cooking burners per 8 persons (1/1/28) • Cooking facilities enclosed or screened (1/1/28) • Plumbed sinks in cooking areas with hot/cold water (1/1/28) • Maintain required temps. in sleeping areas (1/1/27) 	<p>Application for housing registration due annually; annual registration certificate received from OR-OSHA.</p> <p>Annual water analysis results for coliform bacteria and nitrates; initial registration also requires arsenic analysis.</p> <p>Emergency Medical Plan documented for employees and ALH occupants.</p> <p>Not required, but employers are encouraged to have housing rules/policies documented and shared with occupants in a language and manner they understand.</p>	<p>OR-OSHA housing registration certificate posted at housing site.</p> <p>Water analysis results for non-public water system posted (in language of workers or pictogram form) (1/1/26)</p> <p>“Unsafe for Drinking” signs at non-potable water sources accessible for occupants, posted in occupants’ native language or universal symbol.</p> <p>Separate-sex bathing facilities marked with “Men” an “Women” in English and occupants’ native language or pictures/symbols.</p> <p>For emergency service vehicles: street numbers displayed, each housing unit marked, road forks and driveways marked (1/1/26)</p> <p>Emergency Medical Plan posted that includes emergency phone number and action instructions.</p> <p>Heat Risks in Housing poster posted in/near labor housing with emergency contact info on poster.</p> <p>WPS Info Station at ALH Sites:</p> <ul style="list-style-type: none"> • Info on pending applications • Location of pesticide safety info • Reducing exposure for housing

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	Employee Trainings	Provided for Employees	Program Documentation	Postings
Emergency Action Plan (OR-OSHA, Subdivision E)	Review Emergency Action Plan with each employee when the plan changes, the employee is new to the job, or when the employee's responsibilities under the plan change.	Communication system or alarm system to alert employees in case of an emergency.	Written Emergency Action Plan (if 11+ year-round workers) or verbal plan (if 10 or fewer year-round workers) required.	None required.
Field Sanitation (OR-OSHA, Subdivision J)	Field Sanitation training for all employees is required. Training Frequency: Required at time of initial assignment to fieldwork and if field sanitation procedures change.	Provide each employee with a copy of "Safe Practices When Working Around Hazardous Ag Chemicals" booklet (either electronically or physical copy).	None required.	Field Sanitation Notice (orange poster) in all toilet and handwashing facilities for field use.
Fire Protection (OR-OSHA, Subdivision L)	Fire Protection training is required for all employees that are required or allowed to use fire extinguishers. Training should include correct use of fire protection equipment (including extinguishers) and identifying/avoiding fire hazards. Training Frequency: For all new employees and at least annually for employees required or allowed to use fire extinguishers.	All fire protection equipment and any PPE the employer requires for fire protection must be provided to employees.	Monthly log of visual fire extinguisher inspections on extinguisher tag; include date of inspection and initials of inspector. Annual service records for keeping extinguishers charged by someone qualified to conduct hydrostatic testing. Written Fire Prevention Plan required if you have 11+ year-round employees. If 10 or less employees, verbal plan is allowed. Plan is reviewed with each new employee.	Post signs reading "No Smoking or Open Flame" or "Flammable – Keep Fire Away" in all areas for fueling, for servicing fuel systems, for receiving or dispensing flammable liquids, for use/storage of flammable liquids, where there may be flammable or explosive gases, vapors, mists, dusts, or fibers.
Hazard Communication (OR-OSHA, Subdivision Z)	Hazard Communication training required for all employees. Frequency: At the time of initial assignment and whenever a new physical or health hazard is introduced into the work area.	Give each employee "Safe Practices When Working Around Hazardous Ag Chemicals" booklet (electronic or hard copy). Safety Data Sheets available for employees to review (SDSs are required only in English).	Written Hazard Communication Plan required. Training records required that include employee signatures to verify they have received training.	None required.

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	Employee Trainings	Provided for Employees	Program Documentation	Postings
Heat Illness Prevention <i>(OR-OSHA, Subdivision J)</i>	<p>Heat Illness Prevention training for all employees working when heat index could be 80°F +.</p> <p>Frequency: Annually</p>	<p>Adequate cool/cold water, access to shade, additional rest breaks when required, monitoring and 2-way communication should be provided to employees for Heat Illness Prevention programs.</p>	<p>Written Heat Illness Prevention Plan required.</p> <p>Maintain annual training records for heat illness prevention. The most recent annual training record must be kept for 1 year.</p> <p>The Emergency Medical Plan must also address heat illness prevention – see Medical/First Aid standard.</p>	<p>Heat Risks in Housing poster posted in/near labor housing (see ALH rules).</p>
Medical Services & First Aid <i>(OR-OSHA, Subdivision K)</i>	<p>If you <u>do not</u> rely on local 911 services for your Emergency Medical Plan, then at least one qualified first-aid person per worksite should be trained in first aid/CPR within the last 2 years.</p> <p>Frequency: Every 2 years</p> <p>Train employees about your written emergency medical plan and their responsibilities during an emergency.</p> <p>Frequency: At time of initial hiring.</p>	<p>Provide first aid supplies (based on types of injuries that could occur based on site and work tasks) at both worksite(s) and ALH site(s).</p> <p>Emergency eyewash/shower that provides rinsing for 15-20 minutes for decontamination when using products labeled “Danger” or “Danger-Poison” AND with a label that requires rinsing for 15-20 minutes for eye or skin exposure; OR, when using a chemical substance that can cause corrosion or tissue damage to the eyes. Note: Separate from the WPS eyewash requirements.</p>	<p>Written Emergency Medical Plan (plan will differ if local emergency response system can handle likely emergencies or not). Include heat illness procedures in Emergency Medical Plan (written or verbal).</p>	<p>Emergency Medical Plan posted at central posting location and ALH posting (if different from central posting location). If the local response system is adequate, the minimum medical plan must contain the emergency phone number and action instructions for employees in case of injury or illness.</p> <p>First-aid signs posted at locations with first-aid supplies.</p>
Orchard Ladder Safety <i>(OR-OSHA, Subdivision D)</i>	<p>Orchard Ladder Safety training for all employees using ladders.</p> <p>Frequency: Train employees prior to initial use.</p>	<p>None required.</p>	<p>None required.</p>	<p>Clearly mark any ladders with defects, loose, warped, bent or broken parts with “Dangerous, Do Not Use” until they are fixed.</p>

Health & Safety (OR-OSHA)

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	Employee Trainings	Provided for Employees	Program Documentation	Postings
OSHA Forms 300 & 300A (OR-OSHA)	None required, but communicate to employees the procedure for reporting a workplace injury or illness upon hiring.	None required.	Complete OSHA 300 and 300A forms for each calendar year, even if you did not have any workplace injuries or illnesses. Maintain Forms for 5 years. Employers must keep a separate 300 and 300A log for each site or location. Form 801 for each qualifying workplace injury/illness.	Form 300A Summary must be posted in your central posting location from February 1 – April 30 of the year following the year covered by the form.
Pesticide Safety (OR-OSHA)	Worker Protection Standard training required for workers and pesticide handlers. Frequency: Annually PPE Training: Train employees in correct use, maintenance, cleaning, storage and disposal of PPE as needed.	Access to pesticide application records (in postings and upon request). Appropriate PPE according to product labels.	Safety Data Sheets: Retain for at least 30 years from date of use. Pesticide Product Labels: Retain for at least 2 years from date of use. WPS Training Records: Retain for 2 years from date of training Application Records: Retain for 2 years from REI expiration date.	Storage Areas: Anywhere flammable liquids are received, stored or dispensed must have a sign reading “No Smoking or Open Flame” or “FLAMMABLE – KEEP FIRE AWAY” posted.
Respiratory Protection (OR-OSHA, Subdivision I)	Training is required: why the respirator is necessary; capabilities and limitations of the respirator; how to use, clean, inspect, maintain, and store respirator; how to report problems with respirator; general requirements of OR-OSHA’s respiratory protection program. Frequency: At least annually, and when workplace hazards change or employees switch to another type of respirator.	Provided at no cost to employee: <ul style="list-style-type: none"> Initial medical evaluation Annual fit testing All respiratory protection PPE Provide voluntary respirator users with a copy of Appendix D: “Information for Employees Using Respirators When Not Required Under the Standard.” Medical evaluation may be required for voluntary respirator users as well.	Written program for Required Respirator Use (if employees are required to use respirators for work). Written program for Voluntary Respirator Use (if any employees are allowed to voluntarily use respirators). Medical evaluation and fit testing documentation for each employee using a respirator (fit test records must be kept until records of a new test replace them).	None required.

Health & Safety (OR-OSHA)

	Employee Trainings	Provided for Employees	Program Documentation	Postings
Safety Meetings & Committees <i>(OR-OSHA, Subdivision C)</i>	Safety Committees: Members need to be trained on the committee's purpose and operation, how to identify hazards, and how to investigate accidents.	Safety meetings held during paid company time; all employees should have the opportunity to report safety concerns via your safety meeting process.	Safety Meeting Records/Safety Committee Meeting Records (keep these records for at least three years and make them available to workers who request them).	None required.
Vehicles & Farm Field Equipment: Tractors, Forklifts, PTO, Etc. <i>(OR-OSHA, Subdivisions N, O and U)</i>	<p>Forklift Training: Training must include study and test portion AND behind-the-wheel driving portion that is supervised by someone competent in operation.</p> <p>Frequency: Training should occur at time of initial assignment to driving duties and at least annually after that.</p> <p>Training for Tractor Operators: Includes training in the safe use of tractors on agricultural sites.</p> <p>Frequency: Training should occur at time of initial assignment to driving duties and at least annually after that.</p> <p>Equipment Guarding Training: Every employee should be instructed about the safe operation and servicing of all equipment they will use.</p> <p>Frequency: Training should occur at time of initial assignment to use equipment and at least annually after that.</p>	<p>Vehicles and machinery provided for employee use should be in good working condition. Any equipment with defects should be removed from service until repairs are complete.</p> <p>First aid kits and B/C fire extinguishers provided on Class A and B vehicles that transport workers (bus that carries 12+ workers or vehicle/van especially built for transporting work crews).</p>	<p>No documentation required for training or other parts of these standards.</p>	<p>Slow Moving Vehicle emblem displayed on rear of power unit for vehicles designed for use at speeds of less than 25 mph and Class I all-terrain vehicles operated on a highway.</p> <p>Signs on tractors and PTO-driven equipment to remind operators to keep safety shields in place.</p>

Health & Safety (OR-OSHA)

	Employee Trainings	Provided for Employees	Program Documentation	Postings
Wildfire Smoke Protection (OR-OSHA, Subdivision Z)	Wildfire Smoke Protection training for all employees. Frequency: Annually	NIOSH-approved filtering facepiece respirators for voluntary or mandatory use (for air quality index 101-848). NIOSH-approved respirators (for air quality index values 849+).	Maintain annual training records for wildfire smoke protection. The most recent annual training record must be kept for 1 year.	None required.
Worker Protection Standard (OR-OSHA, Subdivision W)	Worker Protection Standard training for Workers and Handlers Frequency: Annually AEZ Info for Employees and ALH Occupants: <ul style="list-style-type: none"> When ALH occupants must evacuate and when they are allowed to stay inside. How to close windows, doors, and air intakes before and during applications. How to prevent contamination of personal or household items within the exclusion zone (outdoor furniture, grills, etc.) How to recognize and report pesticide residues on/in enclosed structures or personal items in the AEZ. 	Decontamination supplies for workers (water, soap and single-use towels). Decontamination supplies for handlers (water, soap, single-use towels, change of clothing). When protective eyewear is required, provide 1 pint of eyewash per handler. When label has signal word "Danger" or "Danger/Poison" AND requires rinsing for 15-20 minutes in first-aid section, provide eyewash or shower capable of providing rinsing for at least 15 minutes. Emergency assistance in the event of pesticide exposure that requires medical attention. For Handlers: <ul style="list-style-type: none"> Access to pesticide labels and instruction for safe use. PPE (following label) Regular sight or voice contact (every 2 hours) during application of highly-toxic pesticides 	WPS Employee Training Records (maintain for at least 2 years from training date for each employee). When respirator use is required for spray applications, maintain records for at least 2 years of medical evaluation, respirator use training, and fit testing.	Warning signs for treated areas when REI is greater than 48 hours; otherwise only verbal warnings are required. Signs should be posted 24 hours before application and during REI. Pesticide Safety Information: <ul style="list-style-type: none"> Protect Yourself from Pesticides poster (located at central posting location; located at permanent decontamination sites only when providing supplies for 11+ employees). Pesticide Application Information: <ul style="list-style-type: none"> SDS for each product Application info (product name, registration number, active ingredient, treated site, date and start/end times of application, REI) (located at central posting location) Info Station for ALH Occupants: <ul style="list-style-type: none"> Info on pending applications Location of pesticide safety information Info specific to housing for reducing exposure

Food Safety

	Employee Trainings	Provided for Employees	Program Documentation	Postings
Produce Safety Rule (FSMA)	<p>At least one person representing the farm must attend the Produce Safety Alliance Grower Training course.</p> <p>Frequency: One time. There is currently no requirement to attend this class multiple times.</p> <p>Employee training: Employees should be trained for how to prevent contamination of food products. Training topics are typically included in the requirements through the food safety program your packing house requires.</p> <p>Frequency: Annually</p>	None required.	<p>No written food safety plan is required, but records of farm-specific practices are required:</p> <ul style="list-style-type: none"> • Pre-Harvest Agricultural Water Records: Record of agricultural water system inspection and assessment; test results from water quality analysis; corrective actions taken if needed; water treatment records; if applicable, certificates of compliance from municipal water systems used for agricultural purposes. • Worker Hygiene Records: Documentation of employee training on hygiene practices. • Harvesting and Packing Records: Info about harvesting practices and sanitation measures used for equipment that comes into contact with produce. • Soil Amendment Treatment Records: Description of treatment process. <p>Records should be kept for at least 2 years past the recording date. Records can be kept electronically, but must be easily accessible and in a legible format.</p>	<p>Post information regarding food safety practices, including:</p> <ul style="list-style-type: none"> • Contact information for the farm manager or responsible party. • Summary of key sanitation procedures. • Proper handwashing instructions. • Signs that prohibit activities such as eating, drinking or smoking in harvest areas.

**** NOTE:** Program documentation, postings and employee training requirements are typically included in the requirements for the food safety program your packing house requires; verify with food safety staff at your packing house that all Produce Safety Rule requirements are covered. There may be additional food safety requirements related to employee training, documentation and postings but this will be included in the program specific to your packing house (Global GAP, SQF, etc.) **

Employment (BOLI, Oregon Employment Department)

	Employee Trainings	Provided for Employees	Program Documentation	Postings
Agriculture Poster: Commonly Required Postings in Oregon (BOLI)	None required.	None required.	None required.	The All-In-One BOLI poster is required to be posted in your central posting location(s) in the language(s) used by employees.
Notice of Compliance Poster (BOLI)	None required.	None required.	None required.	Notice of Compliance is required to be posted at your central posting location. It is required to be posted in English, but is also available in Spanish.
Employment Insurance Notice (Form 11) (Oregon Employment Department)	None required.	None required.	None required.	Employment Insurance Notice (Form 11) must be posted at your central posting location. It is required to be posted in English, but is also available in Spanish.
Workplace Accommodations Notice (BOLI)	None required.	None required.	None required.	Employers with six or more employees must post the Workplace Accommodations Notice in your central posting location.
Workplace Fairness Act Policy (BOLI)	None required.	Employees should be provided with a copy of your Workplace Fairness Act Policy upon hire.	All Oregon employers are required to have a written Workplace Fairness Act Policy that addresses harassment, discrimination, and sexual assault.	None required.