



*Oregon Institute of*  
Occupational  
Health Sciences

Institute Annual Presentation  
Management-Labor Advisory Committee  
October 1, 2026

# Agenda

- **Presentation Overview**  
Erin Flynn, PhD., Director of Outreach OccHealthSci
- **Oregon Fatality: Assessment and Control Evaluation Program**  
David Hurtado, ScD., Associate Professor and MPI Oregon Occupational Health Program  
Rachel Madjlesi, MPH, CIH, Fatality Investigator
- **Respect Works**  
Erin Flynn
- **Institute Update**  
Steven A. Shea, PhD., Director and Professor, OccHealthSci

# The OR-FACE Program

- Public health practice project at the Oregon Institute of Occupational Health Sciences, established in 2002.
- Supported by a cooperative agreement with the National Institute for Occupational Safety and Health (NIOSH) in partnership with Oregon Health Authority (OHA).



# What Does OR-FACE Do?

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Conducts surveillance, investigation, and assessment of traumatic occupational fatalities in Oregon.

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Produces safety materials to promote and protect worker safety.

# OR-FACE Staff



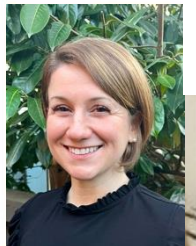
David Hurtado, Sc.D - MPI of the Oregon Occupational Public Health Program

Email: [hurtadod@ohsu.edu](mailto:hurtadod@ohsu.edu) ✉



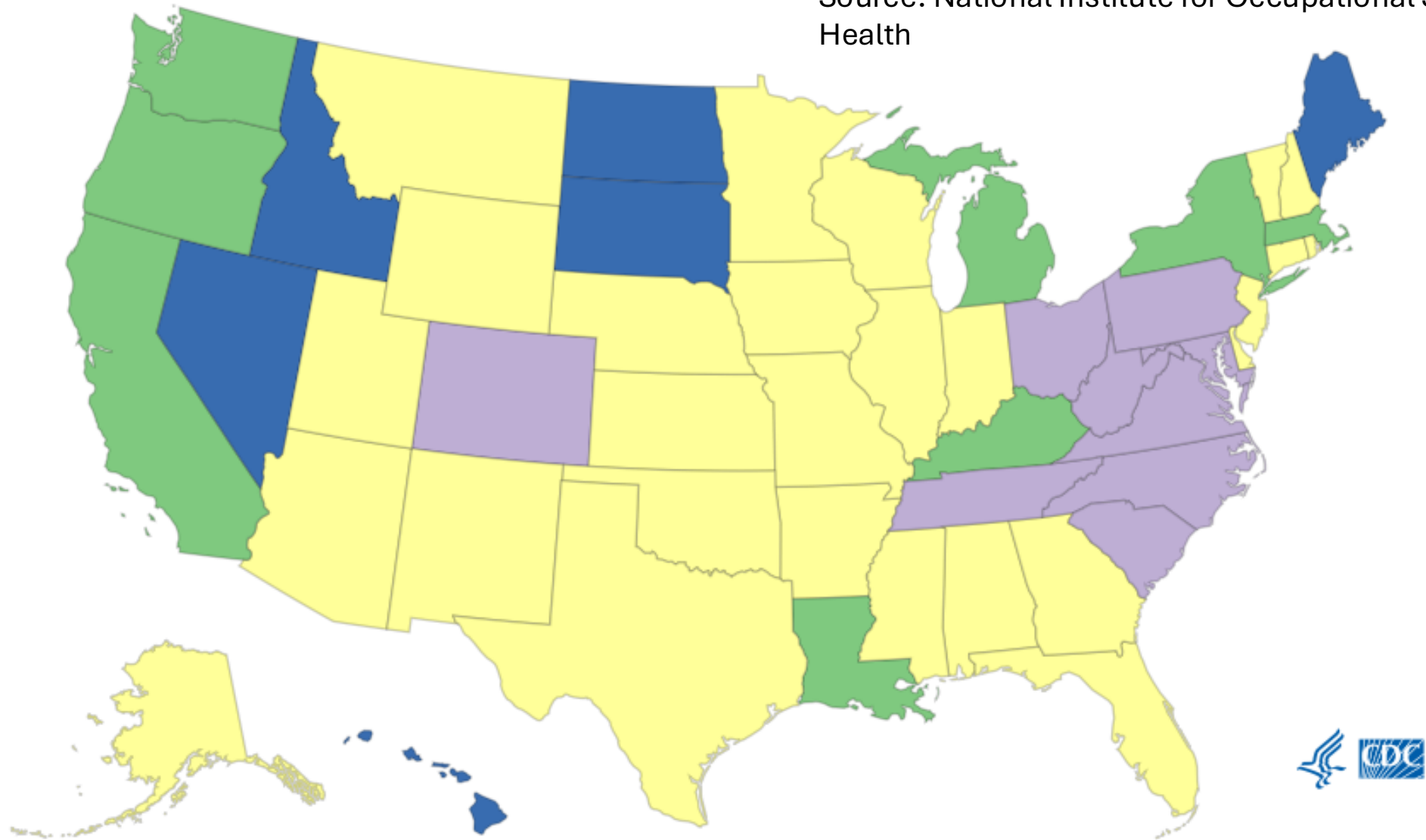
Jackie Boyd, MPH - Research Project Coordinator

Email: [boydja@ohsu.edu](mailto:boydja@ohsu.edu) ✉



Rachel Madjlesi, MPH, CIH - Fatality Investigator

Email: [madjlesi@ohsu.edu](mailto:madjlesi@ohsu.edu) ✉



● State FACE

● Non-FACE states where investigations have been conducted

● NIOSH FACE

● States where no FACE investigations have been performed

# Oregon-Specific Priority Areas

- High-risk industries:



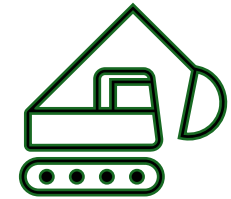
Transportation



Forestry/Logging



Agriculture



Construction

- Young and new workers
- Racial/ethnic minorities

# Inclusion Criteria

Self-employed, family, or volunteer workers, exposed to the same work hazards and performed the same duties or functions as paid employees, and that meet the work-relationship criteria.

Suicides and homicides that occurred at a worksite.

Fatal events or exposures that occurred when a person was in travel status, if the travel was for work purposes, or was a condition of employment (excluding commute).



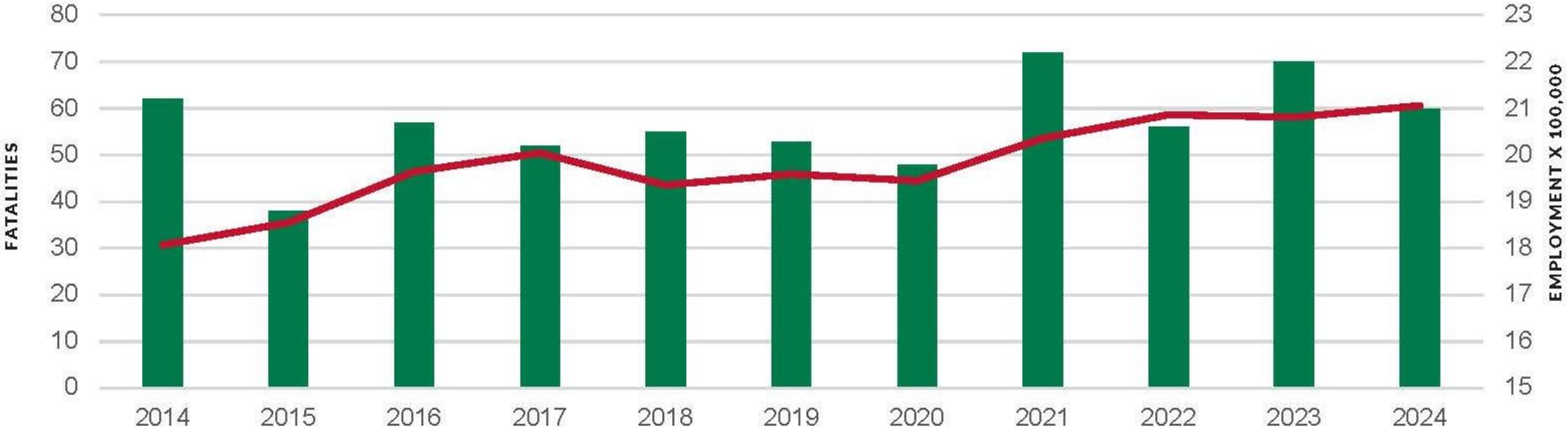
# Partners and Data

- Fatality Intake Forms supplied by **OR-OSHA**
- **OHA Vital Statistics** of death certificates
- **Census of Fatal Occupational Injuries**
- **Oregon State Police**
- **Oregon Emergency Response System**
- Monitoring of programmed Google keyword alerts

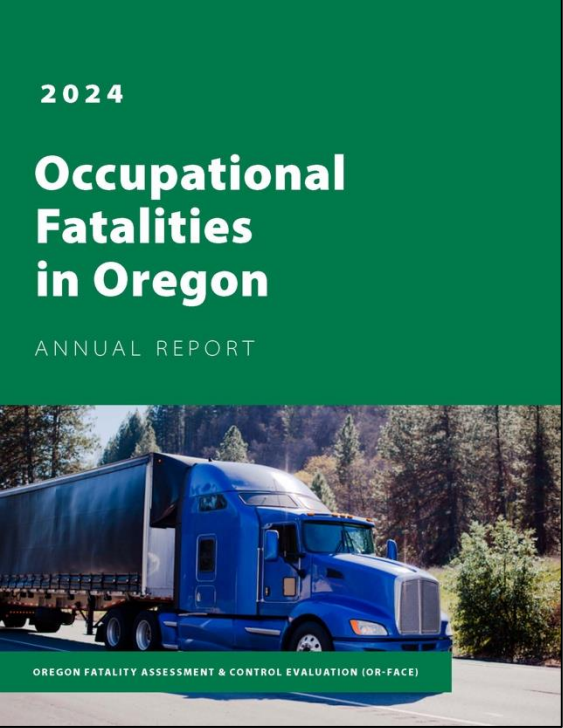
2024 OR Fatality Rate: 2.85 per 100,000 FTE  
2024 U.S. Fatality Rate: 3.3 per 100,000 FTE

**Oregon Employment Rate vs. Occupational Fatalities**

The bars below reflect fatalities; the line reflects employment rate.



2025 to date: 40 fatalities  
2026 to date: 23 fatalities



2024

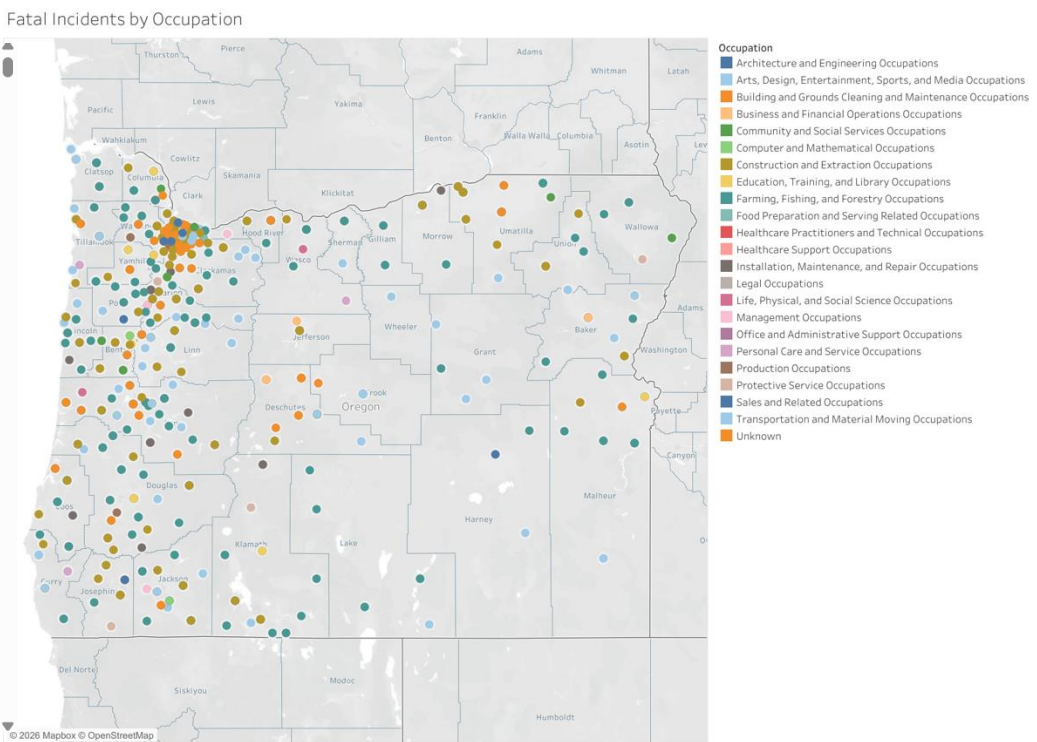
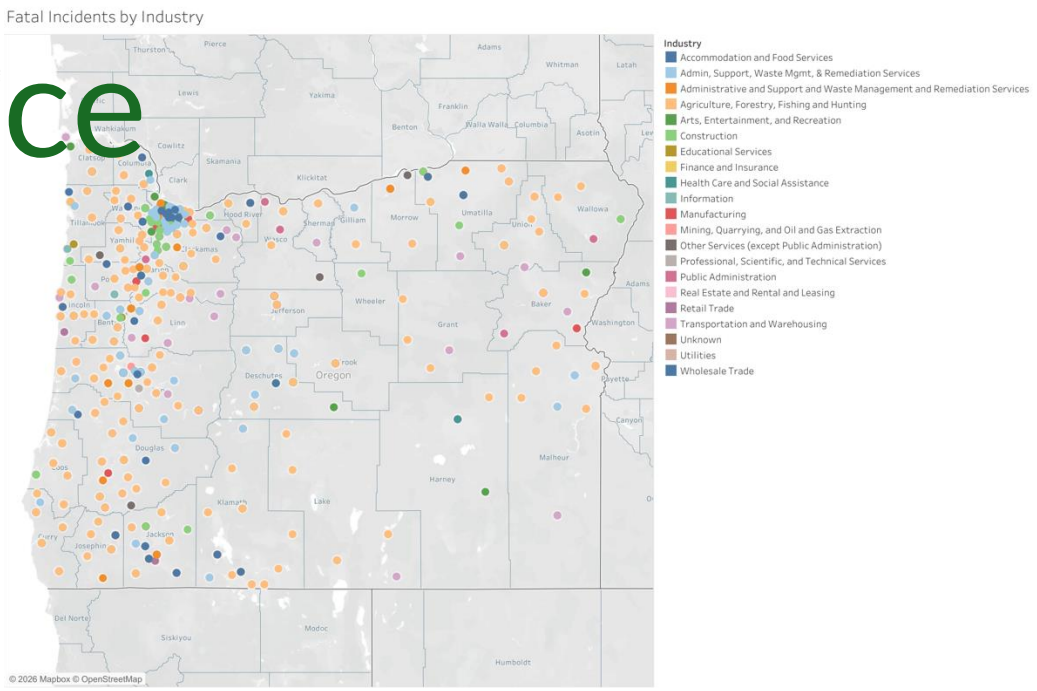
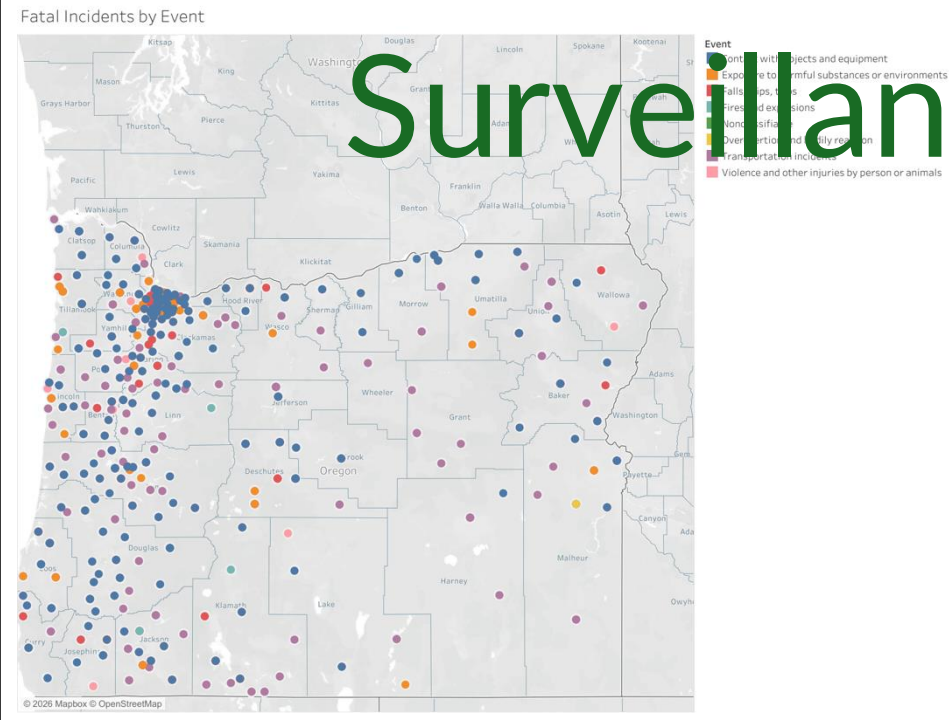
# Occupational Fatalities in Oregon

ANNUAL REPORT

## Incident Abstracts

- 1. Filter by Year
- 2. Filter By Industry

| Abstract               | Incident ID  | Industry                            | Description                                        | Report Year | Abstract                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|------------------------|--------------|-------------------------------------|----------------------------------------------------|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <a href="#">+ view</a> | OR 2024-59-1 | Transportation and Warehousing      | Roadway incidents involving motorized land vehicle | 2024        | A 51-year-old truck driver was driving southbound when his vehicle left the roadway and struck the rear-end of a parked semi-truck. He was pronounced dead at the scene.                                                                                                                                                                                                                                                                                 |
| <a href="#">+ view</a> | OR 2024-58-1 | Retail Trade                        | Exposure to other harmful substances               | 2024        | A 39-year-old retail clerk died from an overdose while he was at work.                                                                                                                                                                                                                                                                                                                                                                                   |
| <a href="#">+ view</a> | OR 2024-57-1 | Construction                        | Roadway incidents involving motorized land vehicle | 2024        | A 49-year-old heavy equipment operator was traveling southbound on a highway when another vehicle traveling northbound crossed the center line and collided head-on with the southbound vehicle. The heavy equipment operator was ejected from his vehicle and was pronounced deceased at the scene.                                                                                                                                                     |
| <a href="#">+ view</a> | OR 2024-56-1 | Transportation and Warehousing      | Injury by person-unintentional or intent unknown   | 2024        | A 63-year-old truck driver died from a self-inflicted gunshot wound while he was at work.                                                                                                                                                                                                                                                                                                                                                                |
| <a href="#">+ view</a> | OR 2024-55-1 | Construction                        | Pedestrian vehicular incident                      | 2024        | While assisting with traffic control, a 61-year-old construction flagger stepped onto the train tracks and was struck by a light rail train. He was pronounced deceased at the scene.                                                                                                                                                                                                                                                                    |
| <a href="#">+ view</a> | OR 2024-54-1 | Arts, Entertainment, and Recreation | Injury by person-unintentional or intent unknown   | 2024        | During an elk hunting trip, a 62-year-old hunting guide was fatally shot when a client's firearm accidentally discharged as the client exited a side-by-side all-terrain vehicle. The guide was struck in the back and was killed instantly.                                                                                                                                                                                                             |
| <a href="#">+ view</a> | OR 2024-53-1 | Transportation and Warehousing      | Caught in or compressed by equipment or objects    | 2024        | A track mobile (a machine used to move railroad cars) was being used to move loaded railroad cars along a track spur. The track mobile and the first load of logs derailed, causing the track mobile and the railcar to land on its side. The logs rolled out of the car and pinned a 29-year-old equipment mechanic who had jumped off the track mobile. Emergency medical services were called, but the employee was pronounced deceased at the scene. |



# Investigations

- Investigations may be completed independently, in collaboration with OR-OSHA investigators, or with contractors with relevant industry-specific expertise, as needed.
- Cases are selected based on industries and occupations highly representative of Oregon, NIOSH areas of focus, and/or areas where there is a perceived gap in knowledge.
- ~2 –4 investigations per year
- Shorter narratives



REPORT#: 2025-01    REPORT DATE: 10/28/2025

DATE:  
03/15/2024

TIME:  
07:30 a.m.

VICTIM:  
43-year-old male

INDUSTRY/NAICS CODE:  
Logging/113310

EMPLOYER:  
Logging Company

SAFETY & TRAINING:  
Comprehensive Safety Program and Training

SCENE:  
Cable logging on steep terrain

LOCATION:  
Remote forest in Oregon

EMPLOYER SIZE:  
23 Full-time employees

EVENT TYPE:  
Struck by



**Choker Setter Fatally Struck by Skyline—Oregon**

**SUMMARY**  
On March 15<sup>th</sup>, 2024, a 43-year-old choker setter was fatally injured when he was struck in the head, neck, and shoulder by a falling skyline. The skyline brake had been accidentally released, and the choker setter was standing underneath it while waiting for the carriage to return. [Read Full Report>](#)

**CONTRIBUTING FACTORS**  
Key contributing factors identified in the investigation include:

- The employee was positioned below the skyline, not "in the clear."
- Accidental release of the skyline brake.
- Remote location and access to advanced medical care.

[Learn More>](#)

**RECOMMENDATIONS**  
Oregon FACE investigators concluded that, to help prevent similar occurrences, employers should:

- Train and reinforce the importance of being "in the clear" and situational awareness.
- Pre-plan the workday and minimize multitasking and distractions for critical positions like the yarder operator.
- Assess older equipment controls to see if upgrades can be installed to reduce control mistakes.
- Consider investing in additional emergency response training for employees working in remote locations. [Learn More>](#)

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Level 3 - Restricted

# Elements of an OR-FACE Investigation

Type of industry  
involved

The victim's age, sex,  
occupation

The task(s) the victim  
was performing

The tools or  
equipment the  
victim was using

The energy exchange  
resulting in fatal  
injury

The working  
environment

Number of  
employees in the  
company

Company safety  
program

The role of  
management in  
controlling how  
these factors interact

**\*\*Oregon FACE is a research program; investigators do not enforce compliance with State or Federal occupational safety and health standards and do not determine fault or blame.\*\***

# Hazard Alerts

## Overdose Hazard Alert

From 2018–2023, 2,507 U.S. workers died from unintentional overdoses involving drugs or alcohol in the workplace<sup>1</sup>. In Oregon, 12 workers died from workplace incidents involving drugs or alcohol in 2024. A variety of factors can lead to overdoses in the workplace, including work- and home-related stressors and a lack of support and resources.

<sup>1</sup>National Safety Council. (n.d.). Overdose Deaths. National Safety Council. <https://nsc.org/workplace-safety-topics/overdose-deaths/#?text=Workplace%20unintentional%20overdose%20deaths%20in%20industries%20and%20occupations>

### Please observe the following safety tips:

- Incorporate naloxone as part of the workplace emergency program to help reverse the effects of an opioid overdose. Properly train employees on how to recognize the signs and symptoms of an overdose, where the naloxone is located within the workplace, the administration of naloxone, and the steps to take during an overdose emergency.
- Educate employees about treatment and recovery resources within the workplace, such as Employee Assistance Program (EAP), health insurance benefits, and within the broader community (resources listed below).
- Educate supervisors and managers on how to support employees with a substance use disorder, including empathy, confidentiality, and encouraging professional help.

Safety tips sources: Centers for Disease Control and Prevention. (2024, September 10). <https://www.cdc.gov/workplace-safety-topics/overdose-deaths-at-work.html>

## Suicide Awareness Hazard Alert

From 2018–2022, workplace suicides accounted for 1.3% of fatalities in the United States<sup>1</sup>. In Oregon alone, 12 workers died from 2018 to 2023. These numbers highlight the urgent need for prevention and support efforts in every workplace.

<sup>1</sup>Bureau of Labor Statistics. (2024, September 10). [There were 267 workplace suicides in 2023. https://www.bls.gov/opub/ted/2024/there-were-267-workplace-suicides-in-2023.htm](https://www.bls.gov/opub/ted/2024/there-were-267-workplace-suicides-in-2023.htm)

### Please observe the following safety tips:

- Organizational leaders should prioritize workplace safety, foster respect, encourage open communication, and provide employee support to help reduce the stigma surrounding mental health and well-being.
- Provide mental health awareness training to managers and supervisors to help them recognize and support employees experiencing mental health challenges, including strategies for empathy, confidentiality, and encouraging professional help.
- Educate employees about mental health resources – both within the workplace, such as Employee Assistance Program (EAP), health insurance benefits, and within the broader community (resources listed below).
- Establish a peer-support program where employees can confidentially support each other and connect with professional help when needed.

Safety tips sources: Workplace Suicide Prevention. (n.d.). [Make suicide prevention a part of work. Workplace Suicide Prevention. https://workplacesuicideprevention.com/](https://workplacesuicideprevention.com/)

## Heat Illness Hazard Alert

Between 2013 and 2023, 442 U.S. workers died from heat-related illnesses, including 7 workers in Oregon<sup>1</sup>. With hotter summer events becoming more common, protecting all workers from heat conditions is increasingly important. In response to more frequent heat events, Oregon implemented new regulations for workers, making it only one of five states to do so.

<sup>1</sup>National Safety Council. (n.d.). [Exposure to Environmental Heat. National Safety Council. https://nsc.org/workplace-safety-topics/exposure-to-environmental-heat/](https://nsc.org/workplace-safety-topics/exposure-to-environmental-heat/)

### Please observe the following safety tips:

- Employers should be familiar with Oregon OSHA requirements for preventing heat-related illness. Key Requirements, FAQ, and assistance is needed, consider scheduling a free consultation (see Oregon OSHA Consultation page).
- Employers should provide training on heat-related illnesses, how to recognize the signs and symptoms of heat illness, and how to respond in case of an emergency.
- Employers must provide access to adequate water; rest breaks in shaded, cooled, or air-conditioned areas; and appropriate acclimatization schedules.
- Workers should stay hydrated, as it is essential to prevent heat-related illness. Workers should drink water frequently throughout the day rather than waiting until feeling thirsty. Avoid alcohol and caffeinated drinks in hot conditions. For more information, see the Keeping Workers Well-Hydrated fact sheet below.
- Workers who are new to the job, climate, or conditions should build up a tolerance to heat by working shorter periods before transitioning to longer shifts. This allows workers to acclimate to hot working conditions and should also be followed suddenly, such as during heat waves.

## Winter Weather Hazard Alert



In 2023, winter weather conditions accounted for 100 workplace fatalities in the United States<sup>1</sup>. Between 2003 and 2023, 70 Oregon workers died from adverse winter weather conditions. These events underscore the importance of recognizing and preparing for winter weather hazards that are becoming increasingly common and severe due to climate instability.

<sup>1</sup>Bureau of Labor Statistics. (2025, August 14). [Weather contributed to 100 workplace fatalities in 2023. Bureau of Labor Statistics. https://www.bls.gov/opub/ted/2025/weather-contributed-to-100-workplace-fatalities-in-2023.htm](https://www.bls.gov/opub/ted/2025/weather-contributed-to-100-workplace-fatalities-in-2023.htm)

### Please observe the following safety tips:

#### Cold Stress Safety Tips:

- Employers should provide training on winter-related hazards, steps to prevent cold stress illnesses and injuries, how to recognize the signs and symptoms of cold stress illnesses and injuries, and how to respond in case of a cold stress-related emergency.
- Employers should provide rest breaks in heated areas, appropriate acclimatization schedules, and schedule work during the warmer parts of the day.
- Workers who are new to the job, climate, or conditions should gradually build up a tolerance to cold conditions by working shorter periods and taking more frequent breaks in warm areas.
- Employees should dress appropriately for working in cold conditions. Dressing in layers provides better insulation. Avoid tight-fitting clothing and wearing wet clothing. Be sure to protect vulnerable areas, such as the head, face, hands, and feet. Carry extra socks, gloves, hats, jackets, and a spare change of clothes in case items become wet or need to be replaced.



#### Winter Driving Safety Tips:

- Employers should ensure all vehicles and equipment operated by employees are well maintained and implement an effective maintenance program. Additionally, employers should set and enforce driver safety policies.

# Outreach

Regional conferences

OR-OSHA's Construction  
Advisory Committee

OR-OSHA's Forest  
Activities Advisory  
Committee

Oregon American  
Federation of Labor –  
Congress of Industrial  
Organizations' Workers'  
Memorial Day Ceremony

American Society of  
Safety Professionals

Oregon Young Employee  
Safety Coalition

Monthly newsletters

Social media

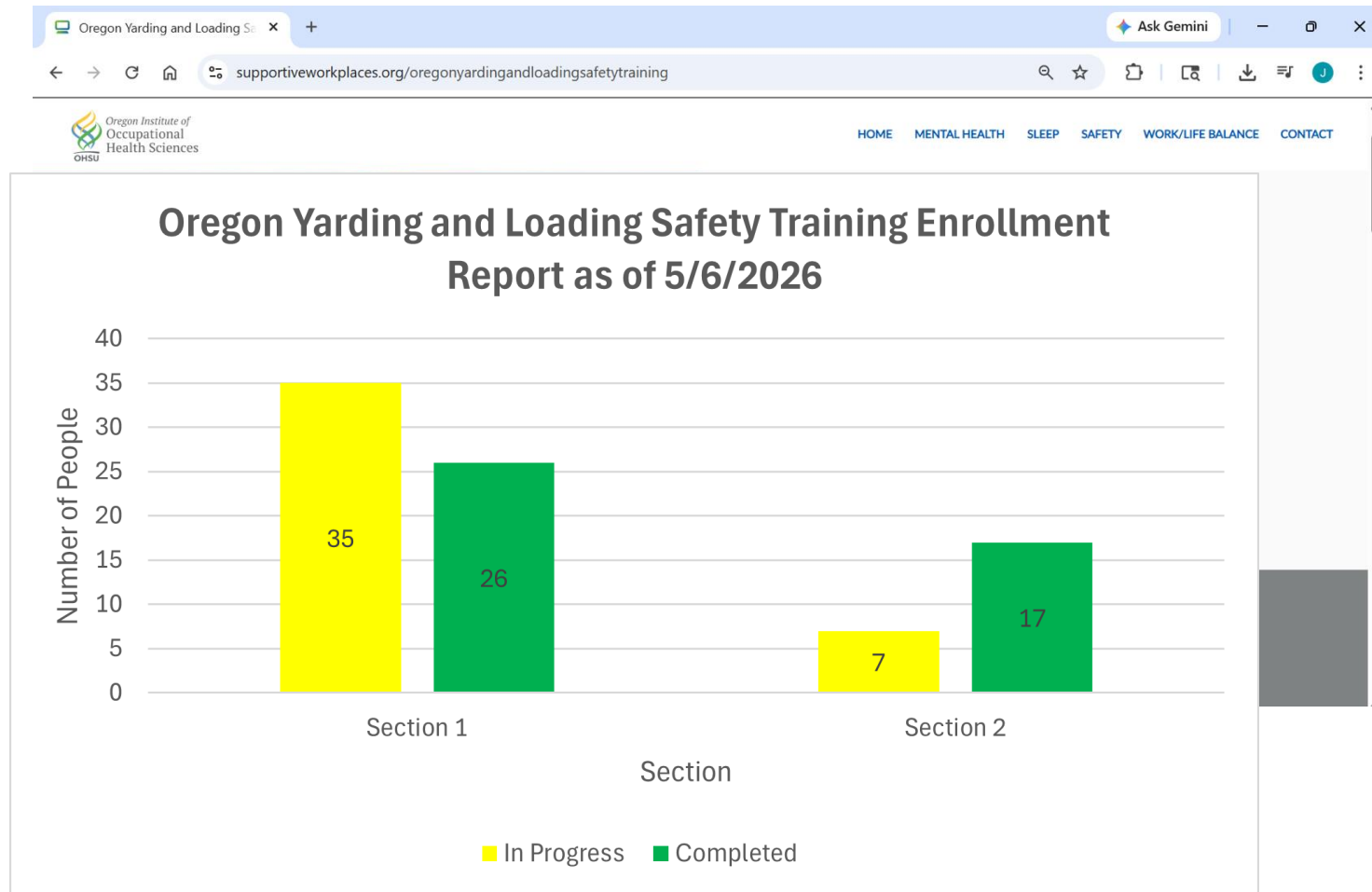
"Oregon and the  
Workplace" blog

Publications on OR-FACE  
website

# Oregon Yarding & Loading Safety Training

- Where our Trainees Work:
  - Educational Institutions
  - Industry Associations
  - Unions
  - Private Companies
  - State Government Agencies
  - Federal Government Agencies
  - Workers' Compensation Insurers

16



# Logging Manual Project Sample

Yarding and Loading Handbook

RESOURCES



# Supervisors of Young Workers Training

- Use Articulate to create training for supervisors overseeing the work environment of young workers
  - Module 1 – Young Worker Risks
  - Module 2 – Strategies to Protect Young Workers
  - Module 3 – Communication with Young Workers
- Primary goal: Equip supervisors of young workers with the knowledge and tools needed to create a safer working environment.

# Real Stories

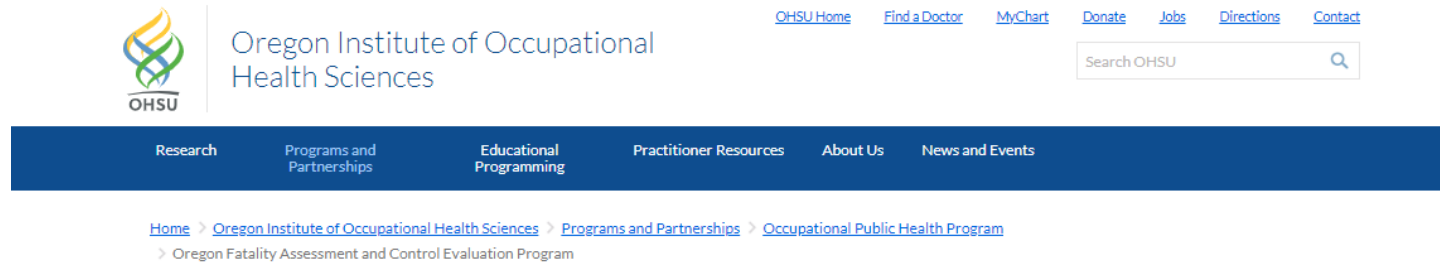
Each story show how gaps in training, supervision, policy enforcement or workplace hazard recognition can put young workers at risk.

21-year-old injured  
in ice cream shop

16-year-old  
seriously injured in  
construction

19-year-old killed in  
ATV rollover at  
camp

# Our Website



## Oregon Fatality Assessment and Control Evaluation Program



Promoting safety and conducting surveillance, investigation, and assessment of traumatic occupational fatalities in Oregon.

The Oregon Fatality Assessment and Control Evaluation (OR-FACE) program is a project of the Oregon Institute of Occupational Health Sciences and the Oregon Health Authority. We conduct investigations of fatal occupational incidents to assess risk factors that include the working environment, the worker, activity, tools, energy exchange, and role of management.

OR-FACE is supported by a cooperative agreement with the National Institute for Occupational Safety and Health (NIOSH) through the Occupational Public Health Program of the Public Health Division of the Oregon Health Authority.

OR-FACE resources

<https://www.ohsu.edu/or-face>



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# Questions & Discussion

# Respect Works:

## Strategies for Positive Jobsite Culture and Worker Well-being

[www.respectfulworkplaces.org](http://www.respectfulworkplaces.org)





# Statewide Partnership



All partners support the shared goal of positive jobsite culture that improves health and safety, facilitates recruitment and retention of a diverse workforce, and creates sustainable construction career pathways.

# Three major challenges facing the construction industry

1

Labor shortages  
High turnover and poor retention

2

Behavioral issues, harassment,  
discrimination and bullying

3

Mental health, addiction  
and suicide



# Poor jobsite culture exacts a human and financial toll on the construction industry



Health & Safety

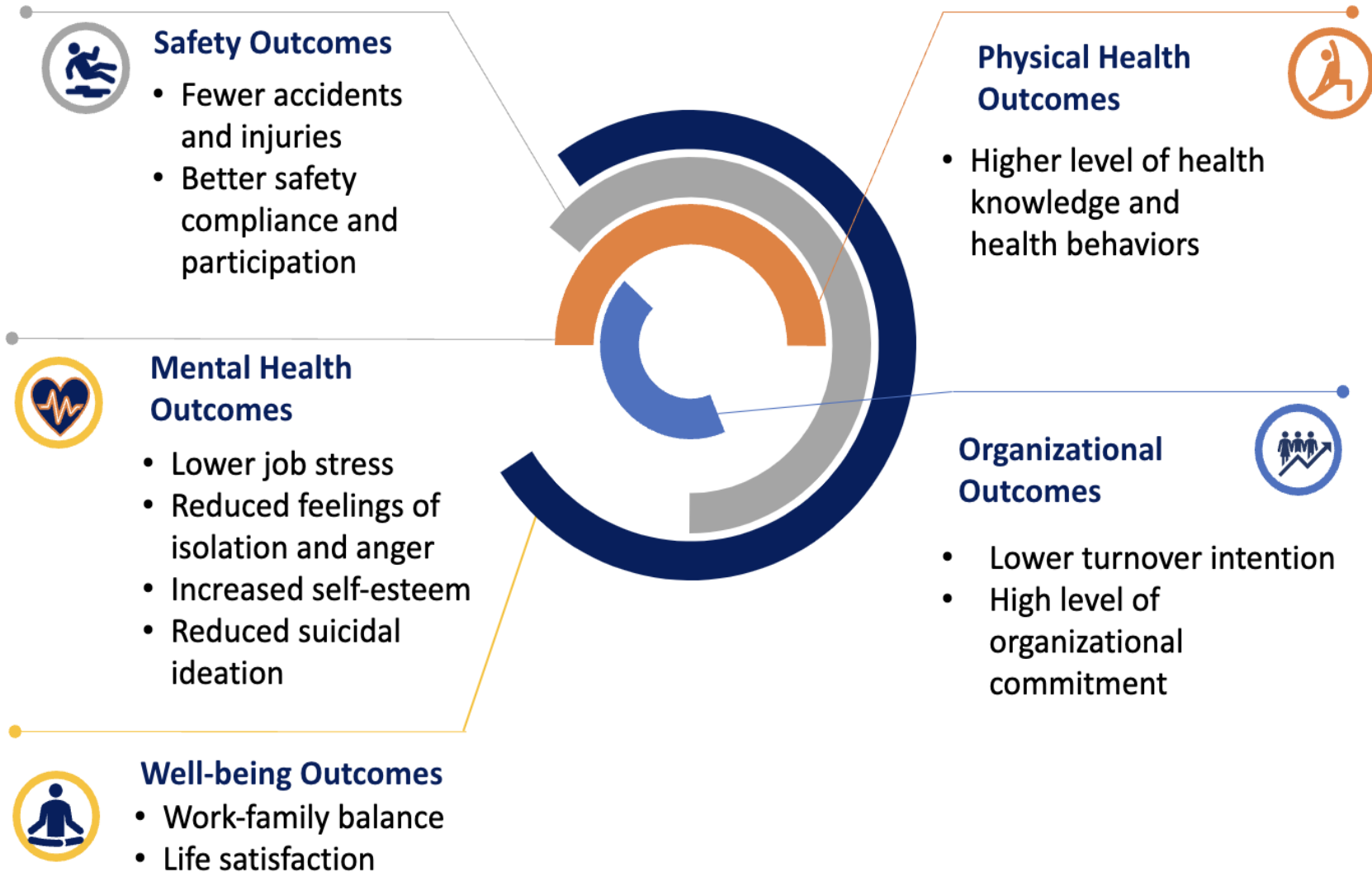
Turnover & Retention

Morale

Reputation

Legal & Financial Risk

# Potential Impact of a Respectful Workplace Climate and Culture



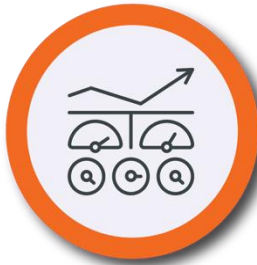
# Respectful Workplace Core Elements





Respect Works is an evidence-based education and training program that supports the creation of a jobsite culture where people stay, perform, and thrive.

Respect Works offers:



Playbook



On-line training



Assessment Tools &  
Resources



# Respect Works Playbook





**RESPECT WORKS PLAYBOOK**  
SECTION ONE: WHAT IS A RESPECTFUL WORKPLACE?

What is a Respectful Workplace?





**RESPECT WORKS PLAYBOOK**  
SECTION 2: ESSENTIAL ORGANIZATIONAL STEPS

Essential Organizational Steps





**RESPECT WORKS PLAYBOOK**  
SECTION 3: JOBSITE PLANNING GUIDE

Jobsite Planning Guide

# Organizational Resources & Policy Templates

## GLOSSARY OF TERMS

### BELONGING

The experience of feeling accepted, valued, and included. It reflects whether employees feel that they belong to the organization.

### BULLYING

A pattern of repeated harmful behavior directed at an individual, including humiliation, exclusion, or interference with work, which creates an imbalance and causes psychological or physical harm.

### CIVILITY

Behavior that demonstrates respect, courtesy, and professionalism. Civility includes listening, communicating respectfully, and resolving conflicts peacefully.

### COACHING

A structured process aimed at improving performance through feedback, guidance, and support. Coaching focuses on helping employees develop their skills and achieve their goals.

### DISCRIMINATION

Treating an individual or group unfairly based on characteristics such as race, gender, age, or disability, resulting in unequal access to opportunities, resources, or benefits.

### DUTY OF CARE

An employer's responsibility to take reasonable steps to protect employees from physical or psychological harm in the workplace. This includes providing a safe working environment and addressing safety concerns.

### EQUITY

The practice of ensuring fair access to opportunities and resources, while addressing barriers that affect different groups of people. Equity focuses on creating a level playing field for all employees.



## INCIDENT REPORTING GUIDE

The following Incident Reporting Guide provides steps employers should take to ensure workers can easily report inappropriate workplace behavior and/or behavior that violates stated respectful workplace policies. The Guide includes:

- Best Practices for Incident Reporting
- Internal Plan for Hate Crimes or Serious Threat
- Incident Report Sample Form

Workers can utilize the information contained in this guide and incorporate it into their company's Respectful Workplace Policy, Workplace Fairness and/or Anti-Harassment and Anti-Discrimination Policies.

When incidents are reported early, they are easier to manage and less likely to grow into more harmful situations. Few workers experiencing harmful behaviors in the workplace file an official complaint, even when the behaviors clearly violate company policies. It is for workers to address even low-level harm, such as a simple misunderstanding, that makes it difficult for supervisors to address. For these reasons, it is critically important that leaders and supervisors encourage workers to report incidents and watch for and be capable of identifying and resolving workplace incidents. Incivility, employee conflict, disrespect, lack of teamwork, changes in employee behavior, and other workplace issues can be addressed through the following steps:

## BEST PRACTICES FOR INCIDENT REPORTING

Employers need an established, transparent process for incident reporting. The following steps are critical to creating confidence in the process:



**Important Note:** This document provides sample language you can use to develop your own Respectful Workplace policy or Code of Conduct based on your organizational vision, mission and values. It is an important document to inspire all organizations to create a respectful workplace. It is not intended to replace regulatory policy requirements such as anti-harassment policies, nor is it intended to replace employees' handbook or other organizational policies.

## RESPECTFUL WORKPLACE CODE OF CONDUCT

This Code of Conduct has been adopted as the [INSERT ORGANIZATION NAME] commitment to maintaining a respectful workplace, and all personnel are held to its standards. It has been reviewed and approved by the following organizational leaders: [INSERT NAMES OF TOP LEADERS].  
Approval Date: [INSERT DATE].

### Disclaimer

This document should not be construed as a legal document or a binding employment contract between an employee and the organization. [INSERT ORGANIZATION NAME]. However, it provides guidelines and expectations that all personnel must adhere to in accordance with both legal requirements and integrity principles that are essential to [INSERT ORGANIZATION NAME]'s vision and core values. As such, those who violate this Code may be subject to disciplinary action.

### Definitions

[INCLUDE TAB OR A HYPERLINK PDF OF THE RESPECT WORKS GLOSSARY OF TERMS]

### Purpose

This Code of Conduct establishes expectations and responsibilities for creating and maintaining a respectful, safe, and welcoming work environment on all construction sites. It applies to all employees, contractors, subcontractors, and vendors. It also provides guidance for reporting and addressing personnel misconduct.

Establishing and adhering to this Code of Conduct is essential for:

- Company's reputation,
- Workplace safety,
- The health of our workforce,
- Everyone's morale,
- Job retention,
- Workplace productivity and innovation,
- Institutional knowledge and legacy,
- Quality workmanship,
- Compliance with applicable workplace laws,
- Preventing inappropriate behaviors, and
- Best business decision-making.

### Our Commitment

INSERT  
YOUR LOGO  
HERE

# Respectful Workplace Climate Scale

The RWC Scale was developed by Dr. Emily Huang at the Safety Climate Lab at OHSU and draws on over 40 years of research in the safety climate arena.

The Scale is a predictive assessment tool that measures **employees' perceptions of company policies, procedures, and practices** as they relate to building a respectful workplace.

**The Scale is validated and ready for implementation.**

Insights from Literature Review



# Respect Works Training Program for Jobsite Leaders



Training Program Features:  
online micro-learning modules,  
phone friendly, action-driven,  
self-paced with competency  
tracking tool

Target Audience: Construction  
Jobsite Leaders



# Jobsite Leader Worksheets & Toolbox Talks

## WHAT YOU NEED TO KNOW ABOUT DE-ESCALATING CONFLICTS



### Why is this important:

Verbal de-escalation techniques for defusing or talking down an explosive situation can help everyone to keep calm and professional. In fact, de-escalating conflicts is part of keeping everyone safe. The first and only objective in de-escalation is to reduce the level of anger so that discussion becomes possible. You, as a jobsite leader, need quick, actionable steps to calm tense situations and maintain a safe work environment. This worksheet can prepare you for that, and it is a good tool to use in combination with the Respect Works Active Listening Worksheet.

### How to use this worksheet:

Keep in mind that to practice these techniques you need to be centered and calm. The more you practice them the more prepared you will feel to handle different verbal or physical conflicts. Only attempt to use these techniques if no weapon is present. Review the actionable steps below. Reflect on past situations where these actions could apply. At the end of this document, you have two real-life scenarios with some useful phrases. They will help you build your confidence and vocabulary towards managing conflicts.

### RECOGNIZING EARLY WARNING SIGNS

#### OBSERVE THESE SIGNS

- Raised voices, aggressive gestures
- Visible frustration or anger
- Physical signs: clenched fists, pacing, glaring



#### YOUR ACTIONS

- Pause and assess before reacting
- Ensure your own tone and body language remain calm

## WHAT YOU NEED TO KNOW ABOUT ACTIVE LISTENING



### Why this is important:

This practical active listening worksheet is tailored for construction jobsite leaders, to improve communication, trust, and team coordination. It can help you strengthen your ability to listen attentively, confirm your understanding with body language and clear expressions, and respond effectively during daily jobsite interactions.

### How to use this worksheet:

Review this list and try to bring one or two of these active listening exercises to the jobsite everyday. You might also want to discuss these examples with your team.

### SHOWING ATTENTIVENESS

|                                  |                                                                                                                                                                                                                             |
|----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Maintain eye contact             | Focusing on the speaker shows respect and engagement. This is especially important on noisy job sites where verbal instructions can be missed.                                                                              |
| Keep an open and relaxed posture | Avoid crossing arms, as this can signal disinterest.                                                                                                                                                                        |
| Minimize distractions            | Put away phones and step away from loud or busy areas if possible. This shows the speaker that the conversation is valued.                                                                                                  |
| Use verbal and non-verbal cues   | Instead of answering questions with a simple "yes" or "no," ask questions that encourage the speaker to elaborate. For instance, "What are some of the obstacles you're running into?" shows interest in their perspective. |



Thank you!

[www.respectfulworkplaces.org](http://www.respectfulworkplaces.org)

Contact us at:  
rwi.edu@ohsu.org

# Institute performance

State base support leverages research, grants, papers, and visibility

## Research Impact 2014-2024



- 246 new research proposals submitted
- 213 new research projects funded
- \$69.5M in grant and contract awards
- >600 scientific articles published;  
>16K citations of our articles by other researchers

\$69.5M

grant + contract awards  
2014-2024

213

funded research  
projects

>600

scientific  
articles

>16K

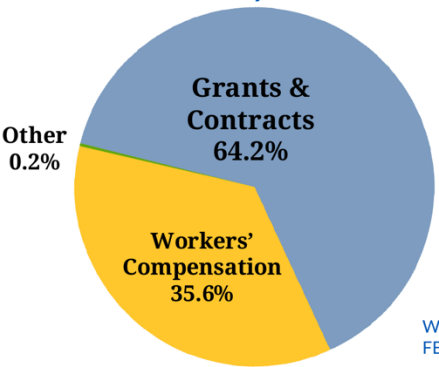
researcher  
citations

~2:1

external funding  
leverage

## Financial Impact

Income by Source



Fiscal Year 2025 Financials

|                                |                     |
|--------------------------------|---------------------|
| Workers' Compensation Income   | \$3,881,921         |
| Grants & Contracts             | \$7,012,166         |
| Other (Gifts, Sale of Service) | \$24,071            |
| <b>Total FY25 Income</b>       | <b>\$10,918,158</b> |

WE LEVERAGE STATE FUNDING TO OBTAIN HIGHLY COMEPETITIVE  
FEDERAL GRANTS (ROI= 200%)

# **Proposed legislative changes to ORS 656.630**

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**Modernize funding mechanism to:**

- 1. Sustain ongoing programs and respond to changing priorities in worker health research**
- 2. Partially account for cost-of-living increases over prior 38 years**
  - Increase base support: ~\$4M → ~\$6M/year
  - Add 3% annual COLA mechanism
  - Allow carryforward/reserves for multi-year planning

## Discussion

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- **Does MLAC have any questions or concerns or advice?**
- **Can MLAC endorse support for modernizing the Institute's statutory funding?**
- **Are there other recent laws or bills that interact with this process?**
- **What year is optimal?**



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