



Oregon

Tina Kotek, Governor



Workers'
Compensation
Division

Department of Consumer
and Business Services

BULLETIN NO. 387 (Revised)
May 6, 2025

TO: Workers' compensation insurers, self-insured employers, and employers

SUBJECT: Coverage requirements for casual labor under ORS 656.027(3)

EFFECTIVE: July 1, 2025

This bulletin provides guidance on determining whether employment is “casual” under Oregon Revised Statute (ORS) 656.027(3), and Oregon Administrative Rule 436-050-0045(1). This bulletin replaces Bulletin 387 dated May 16, 2024.

Under Oregon law, employers must provide workers' compensation coverage to all workers they employ, except for workers who fall under a specific exclusion. Workers who fall under a specific exclusion are called “nonsubject workers.”

ORS 656.027(3)(a) provides that a worker is nonsubject when the worker's employment is considered casual and one of two conditions are met:

(A) The employment is not in the course of the trade, business or profession of the employer; or

(B) The employment is in the course of the trade, business or profession of a nonsubject employer.

Employment is “casual” when the total labor cost for that employment is less than a certain amount in any 30-day period, regardless of the number of workers employed. If an employer's total labor cost equals or exceeds that amount in any 30-day period, the employer must provide coverage on a going-forward basis. **Effective July 1, 2025, employment is casual when the total labor cost is below \$1,162.01.**

Under ORS 656.027(3)(b), the total labor cost must be adjusted annually on July 1 by the same percentage increase, if any, as is made to the Oregon state average weekly wage (SAWW). See [Bulletin 111](#) for more information about the SAWW.

If you have questions about this bulletin, contact the Workers' Compensation Division, Employer Compliance Unit, at 888-877-5670 or wcd.employerinfo@dcbs.oregon.gov.

Matt West, Administrator
Workers' Compensation Division

Distribution: WCD-LY, GovDelivery electronic mailing lists

Total labor cost threshold			
	Applicable SAWW	Percentage increase	Casual labor threshold
1/1/2022 – 6/30/2022	\$1,247.13	N/A	\$1,000.00
7/1/2022 – 6/30/2023	\$1,325.24	6.263%	\$1,062.63
7/1/2023 – 6/30/2024	\$1,295.86	0.000%*	\$1,062.63
7/1/2024 – 6/30/2025	\$1,331.48	2.749%	\$1,091.84
7/1/2025 – 6/30/2026	\$1,417.06	6.427%	\$1,162.01
<p>* Under ORS 656.027(3)(b), the total labor cost must be adjusted annually on July 1 by the same percentage increase, if any, as is made to the Oregon average weekly wage. If the average weekly wage does not change or decreases, amounts will not be adjusted for that year.</p>			