

Month-by-Month Guide for 2025 Compliance



The upcoming months present a variety of safety concerns, health hazards, and deadlines you need to stay on top of. The below road map covers everything you should touch base on with yourself and your employees each month to make sure you are being compliant in every aspect of weather, workplace, and fatigue-related hazards.

January: Cold Weather Risks, Post-Holiday Routines, and Reduced Daylight

1. Cold-Related Stress (Frostbite, Hypothermia) and Slips on Ice

- Sub-freezing temperatures, ice, and snow create slippery walkways, loading docks, and stairwells.
- Emphasize winter-appropriate footwear, frequent clearing/salting of high-traffic areas, and training on recognizing early signs of cold stress (such as shivering, confusion, or numb extremities).
- Provide designated warming areas or indoor break spaces.

2. Indoor Air Quality and Heating Hazards

- Buildings sealed against the cold often have reduced ventilation, leading to stale or humid air, and potential for carbon monoxide build-up

from furnaces or space heaters.

- Inspect and maintain heating equipment; ensure carbon monoxide detectors are functional and appropriately placed.
- Encourage employees to report any headaches, dizziness, or fatigue that might signal a ventilation issue.

3. Reduced Daylight and Visibility

- Fewer daylight hours often mean increased risks for slips, trips, and falls due to poor visibility, especially at shift changes or in early morning/evening hours.
- Check and upgrade indoor and outdoor lighting (including parking lots, walkways, and loading bays).
- Provide or mandate the use of high-visibility clothing or reflective gear for any outdoor tasks performed at dusk or dawn.

4. Equipment Maintenance and Start-Up Risks

- Cold weather can cause machinery to function sluggishly or unpredictably. Hydraulic fluids may thicken, batteries may drain faster, and moving parts can seize.
- Conduct thorough checks before daily start-up—warm up vehicles and machinery as recommended by the manufacturer.
- Confirm that emergency stop features and lockout/tagout protocols are effective in the colder conditions.

5. Post-Holiday Reorientation

- After holiday breaks, employees may be out of routine or fatigued, increasing the risk of incidents caused by inattentiveness or rushing.
- Offer brief refresher sessions on critical safety procedures to “reset” everyone’s mindset.
- Encourage supervisors to conduct extra check-ins with their teams in early January to identify any

concerns and reinforce safety expectations.

February: Winter Conditions and Training-Related Hazards

1. Slips, Trips, and Falls (STFs):

- Continued icy or wet surfaces in outdoor walkways, loading docks, and parking areas.
- Snow removal and salting procedures to prevent slippery conditions.

2. Indoor Air Quality and Ventilation Issues:

- Closed-up buildings and heated indoor spaces can lead to poor air circulation and potential carbon monoxide build-up (e.g., from poorly maintained heaters or forklifts running indoors).

3. Equipment Use and Maintenance:

- More time indoors may mean heavier reliance on indoor equipment (forklifts, pallet jacks, machines), increasing risks of collisions, caught-in/between incidents, and minor contact injuries if PPE or lockout/tagout procedures are not followed.

4. Ergonomic Hazards during Training and Assignments:

- Employees beginning new roles or refresher training may perform unfamiliar tasks, potentially increasing muscle strain, back injuries, or repetitive stress if not monitored.

March: Transitional Weather and Evolving Operational Conditions

1. Changing Outdoor Conditions (Thaw and Rain):

- As ice and snow give way to rain and melting conditions, surfaces can remain slippery. Puddles, mud, and uneven ground become fall risks.
- Visibility may be reduced by seasonal

precipitation, increasing vehicular and pedestrian collision risks.

2. Material Handling and Storage:

- Seasonal inventory changes may mean more material movement, raising hazards related to manual handling, overexertion, and poor stacking.
- Reassess chemical storage after winter: changes in temperature and humidity can affect chemical stability and containment.

3. Confined Spaces and Ventilation Adjustments:

- With weather warming, some areas may open up for maintenance. Confined space work resumes, requiring careful atmospheric testing and appropriate protective measures.

4. Personal Protective Equipment (PPE) Compliance:

- Employee fatigue or complacency may set in after initial Q1 training. Ensure PPE use remains consistent as tasks or equipment shift with the season.

April: Springtime Project Launches and Increased Outdoor Work

1. Construction, Renovation, and Maintenance Projects:

- Warmer weather often signals the start of major maintenance or new construction projects, raising fall-from-height risks (scaffolding, ladders), struck-by hazards (heavy equipment), and potential electrical hazards when working on outside lines or seasonal equipment.

2. Outdoor Equipment and Vehicle Safety:

- More employees may be working or driving outdoors; ensure safe operation of forklifts, company vehicles, and power tools on potentially soft, uneven ground.
- Re-inspect guardrails, handrails, and outdoor

walking routes that may have been compromised by winter weather.

3. Insect and Allergens Exposure:

- With spring, comes increased presence of insects, which can lead to bites or stings. Employees working outside may also encounter pollen and other allergens, creating health risks that require proper controls and emergency response plans.

4. Ergonomic Risks in Landscaping or Grounds Work:

- If employees are involved in landscaping, grounds maintenance, or outdoor cleaning tasks, repetitive bending, lifting, and carrying can cause musculoskeletal disorders if not managed through training, job rotation, and mechanical aids.

May: Compliance Checks and Changing Weather Conditions

1. Regulatory Compliance and Operational Readiness:

- As audits and inspections may occur mid-year, focus on ensuring documentation, training records, and hazard controls are in place.
- Hazards arise from rushed compliance catch-ups, leading to overlooked procedures or shortcuts in safety practices.

2. Shifting Weather Conditions (Warming Temperatures):

- Moderate temperature increases can still pose risks: sudden storms, rain-slicked surfaces, and emerging outdoor work activities require attention.
- Ensure proper footwear, slip-resistant mats, and drainage to prevent falls.

3. Equipment Start-Up Hazards:

- If certain machinery or outdoor equipment sees increased use in warmer months, inspect and

maintain them before intensive operation.

- Address issues like malfunctioning guards, leaks, or unstable parts to prevent mechanical failures.

4. Allergens and Outdoor Irritants:

- Pollen and other allergens may exacerbate respiratory conditions.
- Ensure proper ventilation, provide respiratory protection if needed, and educate workers on medication policies and first-aid for severe allergic reactions.

June: Heat Stress and Outdoor Project Hazards

1. Heat-Related Illnesses:

- Rising temperatures increase risks of heat exhaustion, heatstroke, and dehydration.
- Implement acclimatization protocols, encourage regular breaks, ensure adequate hydration, and provide shaded rest areas.

2. Sun Exposure and UV Hazards:

- Workers outdoors face the dangers of sunburn, eye damage, and long-term skin cancer risks.
- Reinforce the use of sun protection (sunscreen, long-sleeve clothing, UV-resistant eyewear) and schedule tasks to avoid peak sun hours.

3. Insect Bites and Vector-Borne Diseases:

- Mosquitoes, ticks, and other insects may pose health hazards.
- Offer insect repellent, train workers to recognize symptoms of tick-borne illnesses, and ensure quick removal of stagnant water sources.

4. Intensive Outdoor Maintenance and Construction:

- Increased outdoor activities raise the risk of falls from heights, struck-by incidents, and equipment-related injuries.
- Confirm that scaffolding, fall arrest systems, and

traffic controls are in place and effective.

July: Sustained High Temperatures, Equipment Overuse, and Electrical Safety

1. Prolonged Heat Exposure and Fatigue:

- Ongoing high temperatures contribute to cumulative fatigue, reduced concentration, and higher incident rates.
- Rotate job assignments, ensure proper PPE that doesn't exacerbate heat, and emphasize early symptom recognition.

2. Equipment Overuse and Mechanical Failures:

- High seasonal workloads may push machinery to its limits, increasing the chance of breakdowns and related hazards.
- Schedule preventive maintenance and reinforce lockout/tagout procedures to prevent injuries during repairs.

3. Electrical Hazards (Storm Season):

- Summer storms and lightning raise electrical risks, especially for outdoor tasks.
- Ensure grounding of equipment, train workers to seek shelter during thunderstorms, and inspect wiring for damage from humidity or surges.

4. Noise and Vibration Exposure:

- Heightened activity can mean more machinery running simultaneously.
- Evaluate noise levels, provide hearing protection, and address vibration hazards to prevent long-term musculoskeletal and hearing issues.

August: High Heat, Material Handling, and Contractor Safety

1. Heat Stress Continues:

- Late summer can be equally hot, prolonging heat-related risks.
- Continue emphasizing rest breaks, hydration, and monitoring for signs of heat exhaustion.

2. Manual Material Handling and Ergonomic Strains:

- As operations remain busy, workers may push limits with lifting, carrying, and moving materials.
- Encourage mechanical aids (carts, forklifts), train in proper lifting techniques, and rotate tasks to prevent repetitive strain injuries.

3. Contractor and Temporary Worker Risks:

- Seasonal peak work often involves third-party contractors or temp staff who may be less familiar with the site's safety protocols.
- Reinforce contractor orientation, supervision, and compliance with site-specific OHS rules.

4. Hazardous Substances Storage:

- Extended high temperatures can affect chemical stability, increasing the risk of leaks, spills, or fumes.
- Ensure proper ventilation, cooling solutions, and regular inspections of storage areas.

September: Transitional Weather, Emergency Preparedness, and Slip/Trip Hazards

1. Transition from Summer to Autumn:

- Weather variability (rainy days, wind) can create slippery conditions outdoors and affect visibility.
- Reassess and maintain walking surfaces, ramps, handrails, and drainage systems to prevent slips and trips.

2. Storm and Emergency Preparedness:

- Autumn storms may bring flooding or power outages.
- Review emergency plans, confirm backup power

solutions, and train on evacuation routes and safe shelter areas.

3. Falling Leaves and Debris:

- Leaves and organic debris can mask potholes, spills, or uneven ground.
- Regular cleanup and hazard signage are essential to prevent slips, trips, and falls.

4. Indoor Air Quality Changes:

- As buildings start closing windows and adjusting HVAC systems, stagnant air and poor ventilation can increase exposure to dust or indoor pollutants.
- Inspect ventilation systems and ensure filters are clean and functioning properly.

October: Reduced Daylight, Ergonomic Adjustments, and Cold Weather Preparation

1. Reduced Daylight and Visibility:

- Shorter days affect visibility and increase risks of accidents in poorly lit areas.
- Improve lighting conditions in work areas, walkways, and parking lots, and encourage high-visibility PPE.

2. Cooler Temperatures and Early Cold Weather Hazards:

- Even if not fully winter, cooler mornings can lead to frost or slippery surfaces.
- Begin preparing for winter hazards by stocking de-icing materials and reviewing cold-weather PPE and protocols.

3. Ergonomic Adjustments Indoors:

- With less outdoor work, certain teams may shift back indoors, potentially leading to repetitive strain injuries if workstations aren't adapted.
- Reassess ergonomics at desks, assembly stations, and machinery controls.

4. Psychosocial Hazards (Fatigue, Stress):

- Changing seasons and upcoming holidays may increase fatigue and stress among workers.
- Monitor workloads, encourage breaks, and provide resources for mental well-being.

November: Early Winter Conditions, Holiday Rush, and Driving Hazards

1. Winter Weather Onset (Ice, Snow, Slush):

- Slippery surfaces, poor traction, and reduced outdoor visibility increase falls and vehicle incidents.
- Ensure regular snow removal, use of salt/sand, appropriate footwear, and careful route planning.

2. Holiday-Related Hazards (Increased Activity, Stress):

- Pre-holiday rush can lead to hurried work, shortcuts, and stress-related errors.
- Reinforce adherence to safety procedures and encourage open communication about workloads.

3. Cold Stress and Illness:

- Workers exposed to cold may face hypothermia, frostbite, or aggravation of existing health conditions.
- Provide warm break areas, proper insulated clothing, and training on recognizing cold stress symptoms.

4. Vehicular and Fleet Safety:

- Early winter road conditions (black ice, wet leaves, fog) heighten driving hazards.
- Train drivers on winter driving techniques, conduct vehicle inspections, and ensure adequate lighting and tire traction.

December: Peak Winter Hazards, Heating Equipment, and Holiday Shutdown Risks

1. Severe Winter Conditions:

- Snowstorms, ice, and low temperatures significantly raise slip/fall risks and cold stress issues.
- Maintain robust winter maintenance programs, warm-up shelters, and continuous training on working in cold environments.

2. Indoor Heating Equipment Hazards:

- Space heaters, furnaces, and boilers can introduce fire risks or carbon monoxide exposure.
- Inspect and maintain heating equipment, follow proper ventilation guidelines, and place heaters safely away from flammable materials.

3. Year-End Maintenance and Shutdown Risks:

- End-of-year shutdowns or maintenance tasks increase the risk of equipment lockout/tagout lapses, rushed repairs, or unfamiliar tasks.
- Double-check LOTO procedures, ensure proper staffing and supervision, and communicate clearly about shutdown schedules.

4. Workplace Fatigue and Distraction:

- The holiday season can lead to distraction, complacency, or stress-related incidents.
- Remind workers about staying alert, provide mental health resources, and maintain consistent safety messaging through year-end.

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