Spring Safety Training Calendar and Supervisor-Ready Safety Talks



This report outlines the **primary workplace safety risks that emerge during the spring transition period in general industry**, and why this time of year consistently leads to increased incidents across North America.

The central finding is straightforward: Most incidents are not caused by new hazards. They are caused by **existing hazards operating under changing conditions**, combined with a failure to adjust training, supervision, and controls fast enough.

Spring introduces a rapid shift in operations.

- Work increases.
- Equipment usage rises.
- Deferred maintenance begins.
- New and seasonal workers enter the workforce.

At the same time, organizations often continue operating under **winter assumptions**, creating a gap between actual risk and how work is being performed.

That gap is where incidents occur.

Key Risk Areas Identified

The report highlights seven primary categories of risk:

1. **Slips, Trips, and Falls:** Changing surface conditions from melting snow, water, mud, and debris create unstable walking environments. These remain one of the leading causes of workplace injuries.
2. **Equipment and Vehicle Incidents:** Operational ramp-up increases traffic, equipment usage, and interaction points, often before operators and environments have fully adjusted.
3. **Maintenance and Deferred Work:** A surge in repair and upgrade activity introduces higher-risk tasks involving energy sources, lockout failures, and complex system interactions.
4. **Weather Variability:** Rapid changes in temperature, precipitation, and visibility impact worker performance, grip, traction, and decision-making.

5. **Human Factors and Re-Acclimatization:** Increased workload, pressure, and changing routines lead to reduced attention, shortcuts, and decision errors, particularly during transition periods.
6. **Biological and Seasonal Health Risks:** Allergies, fatigue, and environmental irritants affect concentration and physical performance, increasing the likelihood of mistakes.
7. **Contractor and Interface Risk:** An increase in external contractors introduces communication gaps, misaligned procedures, and unclear responsibilities.