New year toolbox talk: a safety reset

29 CFR 1926.21, 1926.20, 1910.38, 1904.35, 1910.37, 1910.157

Date _____ Trainer _____ Location _____

Opening question

If you could fix one safety thing on this crew this year, what would it be?

Why it matters

A new year is a natural time to reset habits. Crews come back from the holidays rested but out of rhythm, and old shortcuts creep back fast. A short, honest look at last year helps everyone start the new one with clear goals and fresh eyes.

Key points

1. **Look back at last year**
   Think about the close calls, the repeat problems and the things that went well. Ask the crew what nearly hurt someone and why it kept happening. Pick the top one or two to fix first. Small goals that people actually remember beat a long list that nobody reads.

2. **Refresh training, not just paperwork**
   Check who is new, who changed jobs and who has not done a task in a while. Employers have to instruct each employee in recognizing and avoiding unsafe conditions and the rules that apply to their work. Plan the year's training now so nothing is missed.
   29 CFR 1926.21(b)(2)

3. **Walk the site with fresh eyes**
   After time away, hazards that you stopped noticing stand out again. Do a walk-through of the work area, tools and materials. Look at ladders, cords, guards, housekeeping and walkways. Fix or tag out anything that is not right before work starts.
   29 CFR 1926.20(b)(2)

4. **Know your emergency plan**
   Review where the exits are, who calls for help, where the extinguishers and first aid kit are, and where the crew meets up. Do not assume the new people know. Say it out loud, and walk the route if you can.
   29 CFR 1910.38(f)

5. **Start the year rested and sober**
   New Year's Eve can leave people tired, dehydrated or still impaired the next morning. If someone is not fit to work safely, they should tell the supervisor before they climb, drive or run equipment. Plan a safe ride home on the night itself.

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6 **Speak up and report**

A resolution only works if people can say what they see. Make it normal to report hazards, close calls and injuries early. Everyone should know the reporting procedure and how to use it.

29 CFR 1904.35(b)(1)(ii)

Scenario

Picture this: It is the first Monday after the holidays. The crew is rushing to catch up. A worker who has been off for two weeks grabs a ladder from the truck without checking it, and a cracked rail goes unnoticed. Another worker is still tired from a late night and misses a step. Nobody did a walk-through, and half the crew does not know where the muster point moved to. What would a safety reset have caught?

Crew discussion

1. What was our biggest close call last year, and have we fixed the cause?
2. What one safety habit will you work on this year?
3. What training do you need that you have not had yet?
4. Does everyone here know the exits, the meeting spot and how to call for help?

Bottom line **Start the year with one clear safety goal, a quick site walk and a crew that feels free to speak up.**

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Sign-in sheet / Hoja de asistencia

Topic / Tema New year safety reset / Seguridad para el año nuevo

Date / Fecha _____

Trainer / Instructor _____

Location / Lugar _____

Company / Empresa _____

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