



Safety+Health

Newsletter

**Don't Bother Me
with the
Facts!**

*New Hires
&*

SAFETY

LIGHTNING

Detection Awareness

**NATIONAL
GASTROPARESIS
AWARENESS
MONTH**

**Wildfire Smoke
& RESPIRATORY PROTECTION**



August 2025

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NEW HIRES and SAFETY



New hires are injury-prone, but training and support can reduce risks.



According to the Bureau of Labor Statistics, new employees are five times more likely to be injured on the job than experienced workers. In fact, 40% of all workplace injuries occur within an employee's first year, and one in eight happen on their very first day. These numbers highlight a serious issue that, fortunately, has a straightforward solution: effective training.

The increased risk for new employees is due to a lack of familiarity. They don't fully understand the tasks, the environment, or the safety procedures. That's why training is critical. But it's not just about what they are trained, it's how they are trained that matters just as much. Simply showing a video or handing over a manual isn't enough. Interactive, hands-on instruction with a knowledgeable trainer allows new hires to ask questions, clarify misunderstandings, and better absorb the material.

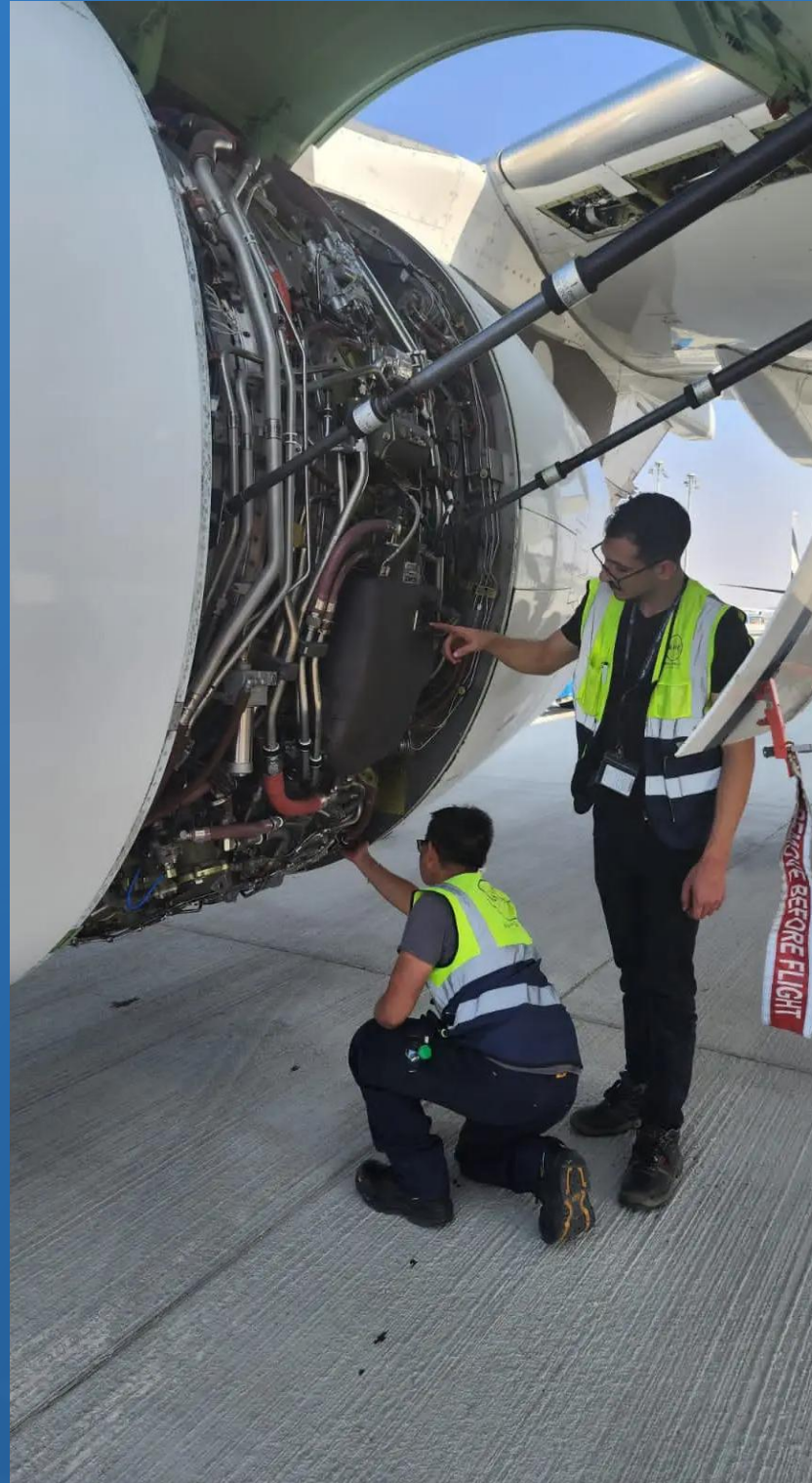
When live training isn't feasible, shadowing and on-the-job mentoring can be powerful tools. Pairing new hires with experienced employees helps them apply what they've learned in a real-world setting and gives supervisors a chance to evaluate their progress.

The length of the shadowing period may vary based on the individual's background and learning pace, but performance gaps must be

identified early and addressed with additional support. New hires also bring a valuable fresh perspective; they may notice inefficiencies or outdated practices that others overlook, and their feedback should not be dismissed. However, shadowing only works well when the mentor or trainer is following the correct procedures and policies. If the person providing guidance has developed bad habits or disregards safety protocols, the new hire may adopt those same unsafe behaviors. For shadowing to be effective, it's essential that trainers model the right practices and serve as positive examples of compliance and professionalism.

Even after the initial training or mentoring phase concludes, new employees need ongoing support as they transition into their roles. It's not enough to assume that once orientation is complete, the learning is over. Management and crew chiefs should remain actively involved, regularly observing new hires, providing consistent encouragement, and reinforcing correct procedures and safe work habits.

When mistakes or unsafe practices are observed, addressing them promptly and constructively is vital. This approach helps prevent minor issues from escalating and fosters trust between employees and



leadership. It reassures new employees that their safety and success matter.

Workplace culture is equally important. New employees take cues from how they are treated and how others behave. If management is approachable and respectful, employees are more likely to voice concerns. Conversely, if questions are met with annoyance or mistakes with punishment, new hires may hesitate to report issues, increasing the risk of injury.

Organizations should create a culture that views mistakes as learning opportunities rather than reasons for shame. A supportive environment, emphasizing patience, communication, and collaboration, leads to a safer, more engaged workforce.

New hires are more vulnerable to workplace injuries due to their inexperience and limited familiarity with job tasks, equipment, and the overall work environment. Reducing this risk requires a proactive, well-rounded strategy that includes comprehensive training, hands-on mentorship, consistent oversight, and a culture that prioritizes people and safety.

When organizations invest in these key areas, they not only minimize the likelihood of injuries but also foster the development of a skilled, confident, and engaged workforce. □



NEW TO THE JOB?
STAY SAFE

Wildfire & Smoke Respiratory Protection



California, Oregon, and Washington are the only states with specific regulations protecting workers from wildfire smoke. These rules address exposure to PM2.5, the primary pollutant, when the Air Quality Index (AQI) reaches hazardous levels.



As wildfires become more frequent and intense, the smoke they produce is emerging as a significant health hazard, even in areas far from the actual fire. Wildfire smoke contains a mix of harmful pollutants, including carbon monoxide, toxic gases, and fine particles known as PM2.5. These tiny particles can enter the lungs and bloodstream, leading to various health issues, especially for those with heart or lung conditions.

Some groups are particularly susceptible to smoke exposure, including children, older adults, pregnant individuals, people with asthma or COPD, outdoor workers, and those with compromised immune systems.



Even healthy individuals can experience symptoms such as coughing, sore throat, eye irritation, or shortness of breath when the air quality is poor.

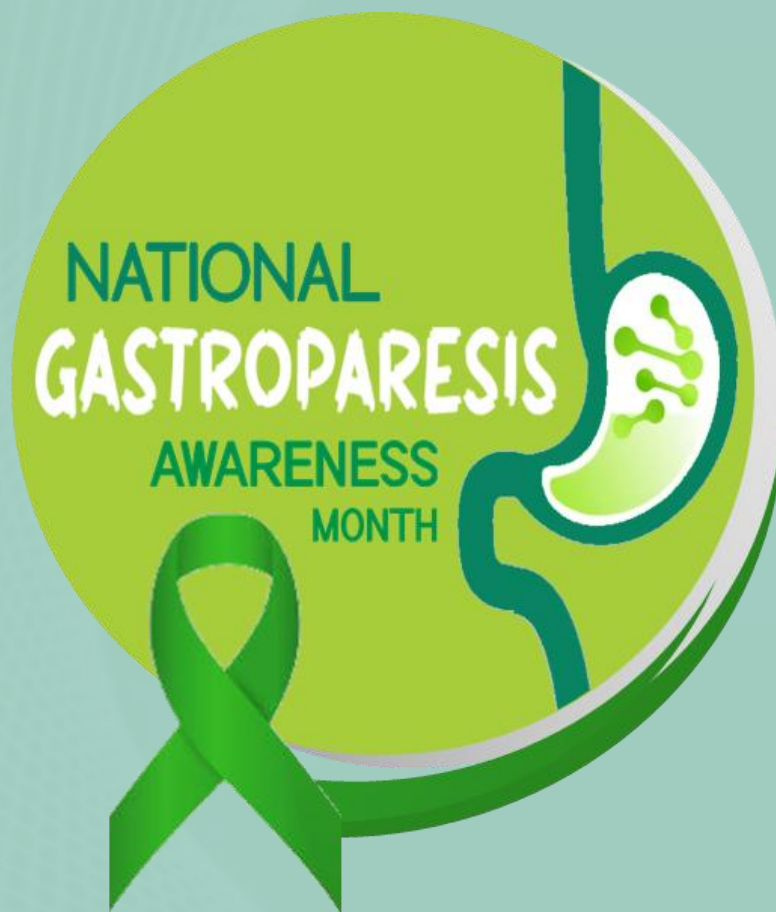
To reduce your risk, stay indoors as much as possible during smoky conditions. Keep windows and doors closed, use HEPA air purifiers, and set air conditioners to recirculate air. Avoid activities that increase indoor pollution, like burning candles or vacuuming. If you must be outside, wear a properly fitted N95, KN95, or P100 respirator. Cloth or surgical masks will not protect you from fine smoke particles.

Check the Air Quality Index (AQI) regularly through websites like [AirNow.gov](https://www.airnow.gov) and follow public health advisories.

Consider setting up a “clean air room” in your home with a portable air purifier and sealed doors and windows for extra protection. Limit outdoor physical activity to reduce how much smoke you inhale.

If you experience severe symptoms such as trouble breathing, chest pain, dizziness, or a persistent cough, seek medical attention immediately. It's also wise to prepare an emergency kit with N95 masks, medications, bottled water, and a portable air cleaner in case conditions worsen.

Wildfire smoke can be extremely hazardous, but by equipping yourself with the right information and taking necessary precautions, you can effectively protect yourself and your loved ones. □



Gastroparesis is uncommon; however, many symptoms are similar to other digestive illnesses, and people might not recognize the difference.



Your body has a complex system and the stomach plays a key role in breaking down food and helping our body absorb essential nutrients. But for people with Digestive Tract Paralysis, also known as gastroparesis, that process becomes disrupted.

Gastroparesis occurs when the stomach's muscles don't function properly, leading to delayed or absent emptying of food into the small intestine. Instead of being digested and passed along, food can remain in the stomach for extended periods. This can lead to bloating, discomfort, pain, nausea, and in some cases, serious complications like bezoars (hardened masses of undigested food), malnutrition, and dehydration.

What Causes Gastroparesis?

- **Idiopathic Cases:** In most people, the cause is unknown.
- **Diabetes:** One in four cases is caused by diabetes-related nerve damage.
- **Medications:** Drugs that affect stomach motility, including opioids, antidepressants, anticholinergics, and some blood pressure meds.
- **Surgery:** Abdominal or esophageal surgeries can damage the vagus nerve, disrupting stomach muscle contractions.
- **Chronic Conditions:** Diseases like Parkinson's, multiple sclerosis, lupus, scleroderma, or cerebral palsy can impair digestive nerve function.

Gastroparesis can resemble other digestive disorders, but its symptoms are typically long-

lasting and recurring, including:

- Nausea and vomiting (sometimes of undigested food hours after eating)
- Feeling full quickly after starting a meal
- Bloating and abdominal discomfort
- Acid reflux or heartburn
- Weight loss and poor appetite
- Low energy and signs of malnutrition
- Unstable blood sugar levels in people with diabetes

When to Seek Help

While occasional digestive upset is common, symptoms lasting longer than three months, or associated with weight loss, nutritional deficiencies, or starting after age 50, may indicate a chronic condition like gastroparesis.

Early diagnosis and treatment can help prevent complications and improve daily quality of life. Though there is no cure, treatment focuses on:

- Dietary changes (small, low-fat, low-fiber meals)
- Medications that stimulate stomach contractions or reduce nausea
- Blood sugar control (especially in diabetics)
- Feeding tubes or nutritional support in severe cases

If you or someone you know is living with persistent digestive symptoms, don't wait; speak to a healthcare provider or gastroenterologist. □

For more information, visit [IFFGD.org](https://www.iffgd.org).

Lightning

Detection Awareness

Lightning is a powerful and unpredictable force, with more than 2 billion strikes occurring worldwide each year. While it can be visually stunning, lightning poses serious risks, including wildfires, property damage, power and communication disruptions, and even injury or loss of life.

Understanding lightning is essential for monitoring the Earth's atmospheric behavior and the impacts of climate change. It is officially recognized by the World Meteorological Organization as an *Essential Climate Variable* (ECV).



Vaisala is a global leader in environmental and weather observation. They operate two key lightning detection networks:

- **U.S. National Lightning Detection Network (NLDN)**
- **Global Lightning Dataset (GLD360)**

These networks detect and analyze lightning activity at rates 5 to 10 times greater than other systems, earning the trust of the National Weather Service, FAA, and major airlines.

Vaisala provides real-time lightning alerts as soon as activity is detected near your location. These alerts trigger light arrays consisting of warning lights and sirens to notify personnel.

Forecasts now provide up to 60 minutes of advance warning for lightning, wind, and hail, allowing better decision-making and hazard avoidance. With real-time alerts in place, leadership can no longer claim they were not informed.

Over the past 10 years, our Safety Committee has worked to ensure the implementation of Vaisala's **AviMet Lightning Detection System** across American Airlines stations. I can confirm that all stations now have the necessary software and access to the Vaisala system. However, not all stations have completed hardware installation. Each station is expected to have a dedicated monitor displaying Vaisala lightning data 24/7 in key work areas.

While the rollout has faced challenges—particularly with permitting and cooperation from port authorities—our safety committee remains committed to ensuring American completes this important project. For more information, refer to the Safety Policies and Procedures Manual (SPPM), Section 12.09.



Lightning at the airport is not just a weather inconvenience; it's a serious safety threat that demands immediate action to protect workers, passengers, and critical operations from potentially deadly strikes.

Don't Bother Me with the Facts!

An Aviation Maintenance Technician (AMT) receives a radio call from Maintenance Control asking for an evaluation of damage to an aileron detected by the crew of a departing aircraft. After assessing the damage, the AMT reports that it is within allowable limits according to company procedures, allowing the aircraft to depart on time.

Later, upon reviewing the structural repair manual, the AMT realizes they focused solely on the allowable damage table and missed that the damage was in a critical area requiring manufacturer consultation. This oversight puts the aircraft at risk, highlighting how even experienced AMTs can make mistakes.

When rushing to complete tasks, people often rely on mental shortcuts, which can lead to errors, especially due to Confirmation Bias—the tendency to favor information that supports existing beliefs while ignoring contradictory facts.

To minimize these risks, AMTs should collaborate and critically evaluate decisions. Encourage diverse perspectives, especially from newer members, who may spot issues that others overlook. Lastly, strictly adhering to procedures can help prevent selective data interpretation and ensure safety. □



UPCOMING EVENTS

AUGUST
3-9

STOP on Red Week

Organized by the National Coalition for Safer Roads (NCSR), the campaign aims to raise awareness about the dangers of red-light running and promote safer driving habits. It's focused on reducing crashes, injuries, and fatalities caused by drivers who ignore traffic signals.

AUGUST
11-17

SAFE + SOUND Week

Safe+Sound Week is a nationwide event held each August to recognize the successes of workplace health and safety programs and offer information on how to keep America's workers safe.

AUGUST
1-31

National Immunization Awareness Month

Vaccines protect people of all ages from preventable serious diseases. This month is a reminder to stay current on all recommended vaccinations for yourself and your family.

AUGUST
31

PPE ROADSHOW
TBA



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Matters!**

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