



## **EMPLOYEE RECOGNITION**

*by Juan Martell*

There are two consequences that can follow behavior: reinforcement or punishment. Reinforcement increases that action or makes it more likely to occur whereas punishment decreases the conduct or make it less likely to occur. Using positive reinforcement increases the frequency of the desired action through positive recognition or reward. Employees that are recognized for good behavior are more likely to increase the frequency of such activities.

It is important to be conscious of the kind of behavior recognized and why. A leader can recognize unsafe actions unconsciously. For example, the employee completed their work faster than others. Be clear on why you are recognizing the employee and which behavior you are recognizing not just that they completed the task faster than others.

There are safety cultures that believe there is no need to document recognitions. I would argue that documenting employee recognition is as important as documenting discipline when reviewing employee performance.

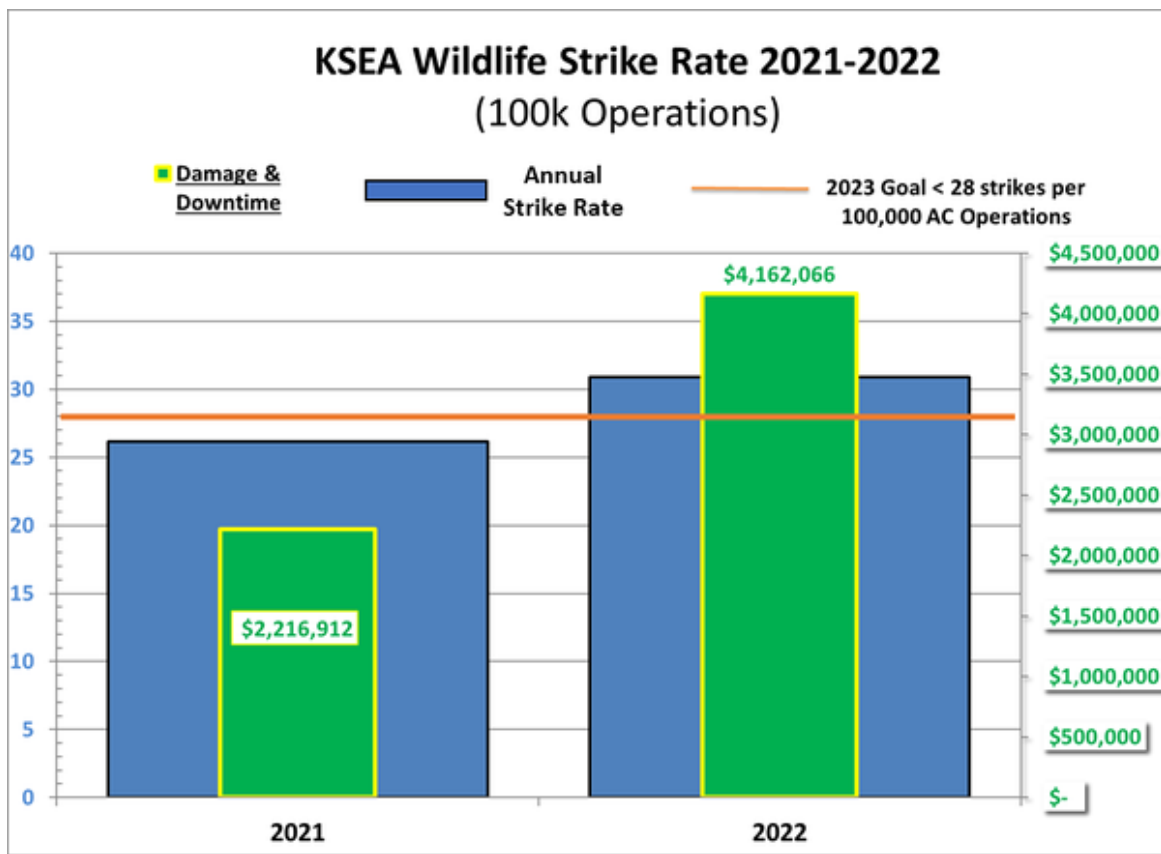
When conducting recognitions be sure to be sincere, as genuine appreciation is identified by the receiving employee and valued that much more. Recognize the employee right away, don't wait for a formal process, even if you have to go back to the office afterwards to complete the paperwork.

Showing your employees that you appreciate their safety discipline (doing the right thing when nobody is looking) can go a long way in encouraging safe behavior and it's a powerful culture changer. Effective recognition is a key leadership skill that helps to develop positive relationships. Encouraging your leadership to recognize good behavior is a way to develop your leaders. An effective employee recognition program leads to an increase in the frequency of desired positive behaviors, better quality of work, and higher levels of production and services.

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## **INCREASING AIRCRAFT-WILDLIFE STRIKES AT KSEA**

*by Steve Osmek*



The costs of associated with aircraft-wildlife strikes nearly doubled at KSEA as have the number of strikes reported here from 2021 compared to 2022. Fortunately, most bird strikes are nondamaging and result in no negative effect on flight. In fact, aircraft damages and downtime costs were tracking lower than all of 2021 until December 6, 2022 when a large raptor, a Great Horned Owl was ingested into an engine of a Boeing 737. That strike alone resulted in an engine replacement and cost the airline nearly \$3 million dollars. Overall the total number of strikes with some of the largest raptors that occur here (Red-tailed Hawks and Bald Eagles) decreased from 19 in 2021 to 15 in 2022. This decrease is most likely associated with a substantial increase in the number of raptors trapped at SEA and relocated to NW Washington in 2022 compared to 2021.

As a reminder, the Seattle-Tacoma International Airport’s Rules and Regulations requires all air carriers to report bird strike to the Port of Seattle. Strike kits can be obtained to easily collect wildlife remains (aka “snarge”) and to report strike details to the Port by calling 206.787.SAFE (7233).

Knowing the kinds of birds being struck helps the Port of Seattle manage the airfield and properties around the airport in ways that helps discourage high risks species from frequenting the area. For questions, please contact Steve Osmeck, Wildlife Biologist at [osmek.s@portseattle.org](mailto:osmek.s@portseattle.org).

**WELCOME NEW WILDLIFE BIOLOGIST**  
*Mike Middleton*

Hello! My name is Mike Middleton and I'm the newest Wildlife Biologist here at SEA. I grew up in Enumclaw, WA and graduated from Washington State University in 1997 (Go Cougs!) After college I went to work for the USDA Wildlife Services as a technician where I assisted SEA, Paine Field, and other airports in the region with wildlife hazard mitigation. In 2001, I took a job with the Muckleshoot Indian Tribe, to help them assess deer and elk populations in their Treaty Areas. This was an excellent opportunity that allowed me to spend the last couple decades hiking and flying around the cascade mountains tracking deer, elk, bear and cougar. After my time with Muckleshoot was over, I was lucky enough to circle back to SEA and find a Wildlife Biologist position. I am truly grateful for the opportunity and look forward to meeting everyone. Feel free to reach out to me at 206-482-8958 or email [middleton.m2@portseattle.org](mailto:middleton.m2@portseattle.org).



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## 2022 SAFETY RECOGNITION AWARDS

*by Alicia Waterton*

Congratulations to the 2022 Safety Awards Recipients. Your hard work and dedication to safety is inspiring. Below is the list of all quarterly and annual employees that have been recognized.

# QUARTERLY RECOGNITION PROGRAM

## 2022 Recipients:



Safety Recognition - Q1 In Recognition of Continued Advocacy and Safety Processes	Jess Sandford	Q1 2022
Safety Recognition - Q1 Best Quality Assurance Audit	DHL	Q1 2022
Safety Recognition - Q2 for removing smoking package from belly or aircraft onto VSR (away from aircraft)	Darius Williams	Q2 2022
Safety Recognition - Q2 Best Quality Assurance Audit	Alaska Airlines	Q2 2022
Safety Recognition - Q2 For Outstanding Commitment to Safety and Proactivity to Encourage Positive Safe Behaviors and Practices	Tristan Campbell	Q2 2022
Safety Recognition - Q2 For Outstanding Commitment to Safety and Proactivity to Encourage Positive Safe Behaviors and Practices	Grace Choi	Q2 2022
Safety Recognition - Q3 In recognition of ongoing partnership commitment to safety.	Farhan Mohamed – Swissport Jacobb Oneill – Alaska Airlines Marvin Seman - WFS	Q3 2022
Safety Recognition - Q3 In Recognition of Continued Advocacy for Safety Processes During Potential Project Changes on the Ramp.	Steve Vittner – Port of Seattle	Q3 2022
Safety Recognition - Q3 Best Quality Assurance Audit	Kenny Rodgers – United Airlines	Q3 2022
Safety Recognition - Q3 In recognition of consistent demonstration of safety engagement.	Paul Pelton – Port of Seattle	Q3 2022
Safety Recognition – Q4 In recognition of ongoing partnership with the Port and advocacy to improve safety culture	Taylor Hughes - Unifi	Q4 2022
Safety Recognition – Q4 Best Quality Assurance Audit	Southwest	Q4 2022

# 2022 ANNUAL SAFETY AWARDS



ANNUAL SAFETY AWARD	
BEST GSE AUDIT AWARD	
MOST PROACTIVE SAFETY CULTURE AWARD	Joe Killeen Alaska Airlines
MOST IMPROVED SAFETY ASSURANCE PROGRAM AWARD	
AIRPORT OPERATIONS DIRECTOR SAFETY AWARD	Nichole Larsen, FAA ATC
SAFETY CHAMPION AWARD	Cristian Santiago, WFS
SAFETY CHAMPION AWARD	Fatima Ortega-Barajas, Alaska Airlines
SAFETY CHAMPION AWARD	Angel Li, Alaska Airlines

## SPRING RED-TAILED HAWK AND BALD EAGLE ACTIVITY

by Mikki Viehoever

Expect to see an increase in Red-tailed Hawk (*Buteo jamaicensis*) and Bald Eagle (*Haliaeetus leucocephalus*) activity on and around the airfield and adjacent airspace through April and early May due to spring migration and seasonal breeding activity. While both raptors (birds of prey) are beautiful and charismatic creatures, they also present a significant wildlife-aircraft strike hazard when they cross active runways or tower (ride warm air currents up in circles) at runway approaches and departures.

Red-tailed Hawks and Bald Eagles are ranked high on the Federal Aviation Administration's (FAA) list of hazardous wildlife species and are two of the most hazardous wildlife species found at and around Sea-Tac Airport. Red-tailed Hawks are one of the most struck species at Sea-Tac Airport with many strikes resulting in damage. Bald Eagle strikes are less common but also often result in aircraft damage. While both raptor species may be found at and around the airport year-round, Bald Eagles are most active near Sea-Tac during the late winter and early spring and local Red-tailed Hawk activity peaks in early spring and again in the late summer through early fall. Increased presence at the airport means that the likelihood of these birds being struck also increases during those time periods.

Raptors, including Red-tailed Hawks and Bald Eagles, are managed under the airport's Raptor Strike Avoidance Program. Raptor management includes trapping and relocating raptors away from the airport, banding and marking individual birds to monitor return rates and local activity, and responding to hazardous raptor activity on the airfield. Qualified Wildlife Personnel trained to identify and mitigate wildlife hazards at the airport are onsite 24/7 to deploy visual and auditory deterrents as necessary to encourage birds to go elsewhere.

All airport employees can aid airport raptor management efforts and reduce attractants to wildlife by reducing FOD, especially food waste, and closing all garbage receptacles. Bald Eagles are scavengers and opportunistic hunters while Red-tailed Hawks specialize in hunting small to medium rodents. Rodents and other bird species such as gulls and crows attracted to FOD and food waste could in turn attract raptors to the area. Reports of local eagle activity and sightings of marked Red-tailed Hawks will be welcomed by our wildlife team. Please visit our website for more information: <http://www.portseattle.org/wildlife>

# UNIFIED PEST CONTROL & SANITATION UPDATE

*by Tino Petterson*

Wanted to give thanks to all our tenants for their hard work, dedication, and persistence throughout the last couple of years. Especially as we get back to pre-pandemic levels of passengers and flights, here at SEA. But with this comes the start of spring and everything seems to have gotten the message. Now, pests and sanitation are my biggest concerns. That being said, Western and I are already seeing an uptick of pest events, which is expected. We're also taking all the necessary actions to help control issues before they arise. Through monthly sanitations audits, weekly follow-ups, monthly monitoring, treatments, and other preventative work, all which help in our efforts of keeping SEA safe. Efforts seem to be paying off, too. Audits are showing sanitation at an all-time high (Passing). Looking to keep it this way by keeping floors clean, drains clear, trash removed nightly, under/around appliances clear of debris, preventing harborage/breeding areas, and most of all reporting of any issue **immediately**. One of our biggest issues is lack of reporting. Anyone who works at the airport can report these problems (not just the supervisors), anyone! If reported our contractor will respond within 1 hour, day or night (24/7/365). The number is **206-787-SAFE (7233) Ext 4**. Please keep this in mind, knowing we can all help keep SEA safe.

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## Q1 FIELD RECOGNITIONS

*by Juan Martell*

Everyday our Safety Assurance Specialists: Nate Davis; Darnell Doyle and Carlos Jaramillo, recognize SEA employees in the field for safe actions. Those recognitions are emailed directly to their station manager so employees can be recognized within their own organizations. Below is a list of all employees that were recognized Jan 1 thru March 31, 2023.

<b>Company</b>	<b>Who?</b>	<b>Type of Recognition</b>
McGee Air Services	Rosie Aten	Coffee Card
McGee Air Services	Rodger Friun	Coffee Card
ATS	Heung Man Kit	Coffee Card
Swissport USA	Deck Salat	Coffee Card
McGee Air Services	Julia Prieto Gersch	Coffee Card
McGee Air Services	Alondro Balderas	Coffee Card
McGee Air Services	Andrea Bartelle	Coffee Card
McGee Air Services	Benjamin Taylor	Coffee Card
McGee Air Services	Jeremiah Morton	Coffee Card
Unifi	Unifi Alaska Airlines flight 60 ground crew	Team Recognition
Unifi	Unifi Crew on flight Alaska Airlines 299	Team Recognition
McGee Air Services	McGee Ramp crew for Alaska Airlines 82	Team Recognition
McGee Air Services	Taluai Limaila and Avie	Team Recognition



Swissport Ground	Pati Jr Swissport Spirit 422 ramp crew	Team Recognition
Swissport Ground	Air Tahiti Nui 52 Swissport Ramp Crew	Team Recognition
Unifi	Mariah Panapa Charley, Ashley Fa Amalele, Taloauau Tima and Tadele Bekeke	Team Recognition
McGee Air Services	Ground Crew	Team Recognition
McGee Air Services	Julia Preto Gershe, Cassie Fruin, Justin Beumuler and Antonio McDaniel	Team Recognition
Unifi	Alaska Airlines 1113 Unifi Crew, Cristian Guerrero Quintero	Team Recognition
Swissport Ground	JetBlue 63 Swissport ramp crew	Team Recognition
ATS	Mchok Luchy, Anthony Keane Jr, Talosaga Patea Jr, David To'o, George Jibok, Norris John, Cohn Loto, and Man Kit Heung James Ruiz	Team Recognition
Delta Air Lines	Luis Garcia Hernandez	Individual Recognition
McGee Air Services	William Jones, Mikkel	Individual Recognition
Delta Air Lines	Guzman, Wendal Mr. Dion	Company Recognition
Delta Air Lines	Thomas Smith	Individual Recognition
WFS	Marcos Lopez	Individual Recognition
FAA	Lorena Marin	Individual Recognition
Horizon Airlines	Eyoel Mulat	Individual Recognition
Swissport Ground	Vernalisa Antonio	Individual Recognition
Unifi	Sani Dodola	Individual Recognition
Unifi	Jane Chan	Individual Recognition
McGee Air Services	Franky Likiaksa	Individual Recognition
Horizon Airlines	Lucas Nameta	Individual Recognition
Unifi		Individual Recognition

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If you would like to subscribe to this newsletter or have any questions please email:

[smsspecialist@portseattle.org](mailto:smsspecialist@portseattle.org) or call 206-787-SAFE