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ENERGY SERVICES MEDICAL SERVICES SAFETY SERVICES

Monthly Employee News

August 2018

Workplace Heat Stress

By: Steve Ham, Lofton Safety Services

With the summer upon us, one concern that seems to sneak up on workers during high heat periods is heat-related illness. Working in a hot, humid environment can be difficult or even fatal if you ignore the signs and symptoms of heat-related disorders. While our bodies have several ways of maintaining a safe temperature (like sweating), it becomes much more difficult in a hot environment. When the body is unable to cool itself and begins to overheat, heat stroke is a likely outcome. When your body temperature reaches 104°F, you are suffering a heat stroke.

What are the symptoms?

- High body temperature
- Nausea/vomiting
- Flushed or red, dry skin
- Rapid, shallow breathing
- Headache or dizziness
- Seizures
- Loss of consciousness
- Muscle weakness/cramps
- No sweating

Heat stress is the body's response to heat loading. Factors that contribute to heat stroke include:

- Environmental heat source
- Amount of exertion required to perform a task
- Amount of time spent in hot or humid conditions
- Type of clothing worn

Reacting to heat stroke: It's imperative to have a good emergency plan to deal with heat illness, including calling 911, when you suspect someone is suffering a heat stroke. There are other actions you can take immediately to aid a heat stroke victim.

- Move the person to a cool area
- Remove PPE and excess clothing
- Apply ice packs to the armpits, groin, neck, and back. If ice packs are not available, try to cool the person's body temperature by fanning air, while wetting his or her skin.
- Monitor and maintain their airway, breathing and circulation.

Wellness Program

By: Mary Dixon, Benefits Coordinator

If you are currently enrolled on Lofton's health insurance and have not participated in our wellness program before, you could save up to 30% on your health insurance premiums!!!

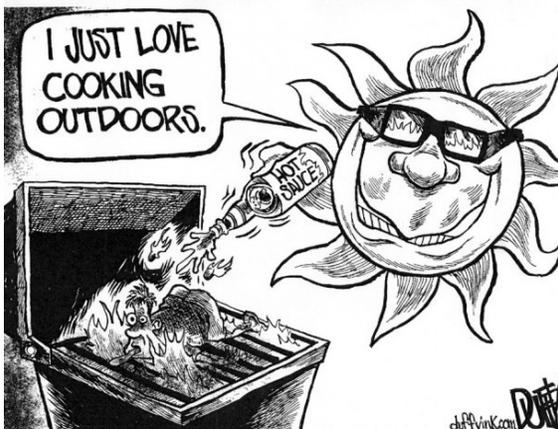
Those who have participated in Lofton's Wellness Program in the past will need to complete this year's program as well to keep your savings on premium going!!

All you need to do is take the Sterling Wellness Physician Form to your health care provider for documentation of your visit and corresponding lab results. A copy of your lab results must be submitted along with the form. All fields must be completed, and the form must be signed and/or stamped by the provider. Submit a copy of this form and your results by November 30, 2018.

What if I've already had my wellness visit and lab work this year?

All you need to do is have your physician complete the form and submit to Sterling for processing by November 30, 2018. Health screenings completed between December 1, 2017 and November 30, 2018 will be accepted.

A copy of the Physician Form can be downloaded from the Lofton website. www.loftonstaffing.com/resources/forms-downloads



What's Happening This Month

Back To School

It's back to school time! To help ensure students start the year off right, we have included some tips from StudyPoints.

- Develop an organizational system.
- Avoid distractions in your study space, i.e. TV, radio, cell phone, etc.
- Keep all your books, folders, notebooks, and binders together in one place.
- Reward yourself when tasks are completed.
- Schedule time to complete your assignments on time.
- Determine deadlines and estimate how long it will take to complete each one.
- Use an academic planner to keep track of assignments, deadlines and appointments.
- Use shorter, less grammatically correct sentences when taking class notes. Re-write later for study purposes.
- Divide study time into 30-40 minute blocks separated by quick breaks.
- Create and save study guides and aids.
- Learn how to effectively communicate with teachers.
- Don't be afraid to ask for help, either from a teacher or student tutor.





Getting Better

Written by: Glenda Lofton, Ph.D.

As a classroom teacher, I wanted to make a difference in the lives of students, to help them learn and grow. I cared deeply, but I soon learned that caring was not enough, so I set out to learn more about how people learn. In pursuit of knowledge, I even got a Ph.D., but in the process I learned that “there is no subject, however complex if studied with diligence and patience, will not become more complex.” Learning and getting better is an ongoing process, but as Tommy often reminds us, we have more fun and get the job done when we work together and help each other get better.

Some forty years of research now confirm that successful schools and successful businesses are “learning places” where people learn by doing (St. Germain & Fullan, 2006). They begin with beliefs about what matters most, analyze what works and why, look for new and better ways of doing things, solve problems, and persist in spite of failure. They learn with and from each other.

From 1979 to 1988, I learned by doing as part of a statewide school improvement effort. A group of us worked with schools to help them learn and get better. Together we identified the things they were doing well and the things they could do better, developed a plan for improvement, and evaluated results. One of the schools I worked with was in a poor area where most students qualified for free lunches and achievement was low. The buildings were old and not very inviting. Teachers were discouraged and concerned about the low level of parent involvement and support. Many of the parents

had not been successful in school themselves and didn’t know how to help their children. When I asked the teachers what they had done to get parents more involved, they realized they had done very little. Together the teachers brainstormed ideas and developed a plan with specific action steps and timelines for involving and reaching every parent. One year later, attendance at parent-teacher meetings and parent-teacher conferences averaged 90%. Every parent and many grandparents were enlisted as volunteers



and worked at the school or did a job at home to help the school. Based on hours of service, parents received T-shirts and other recognition. The parents themselves organized a “Do-Dad” Club that worked to improve the physical appearance of the school. Proudly wearing their “Do-Dad” hats, they painted the buildings inside and out, planted shrubs and flowers, and built furniture and cabinets for the classrooms. Each parent’s name was listed in the main hall of the building, and it was not unusual to see parents standing looking proudly at their name. It was then that I became convinced that “an individual could make a difference, but a team could make a miracle.” Later members of the faculty jokingly told me that they had “created a monster.” When the parents found out what they could accomplish by working together, they had organized a group and gone to the parish council to get a

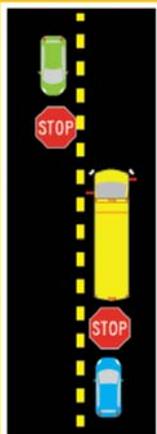
recreation facility built in their neighborhood. As a parent told me in another school where similar results occurred, “This project is not just changing a school. It’s changing a whole community.”

While I was learning by doing, Tommy too was learning by doing. In 1979, he began the Lofton Corporation. Building on what he had learned in his years in industry, his goal was to create a work environment where people could have fun and be better; where people expect fair pay, fair treatment, and an opportunity to learn; where people are told what to do and not how to do it so that they can amaze you with their ingenuity; where relationships are built one on one; where problems are viewed as opportunities to build relationships and trust; where people feel better when they leave than when they came; where people learn to love Mondays; where people are reminded that life is a temporary assignment and to have a good day because you won’t get it back; and where people do what they do for the joy of it—where people study, train, and work not only to serve clients but to serve each other, understanding that if they help each other to improve, they have already helped themselves. Tommy’s criteria for hiring was “Do you care? Can I trust you? Do you want to be better?”

Evidence collected over the past 39 years confirms that we are getting better, but improvement is an ongoing process. As individuals and as an organization, we must continually ask (1) What are the things we are doing well? What are we good at? (2) What works and why? (3) What is the evidence that we are good at these things? (4) Do our perceptions match the perceptions of others? (5) What are our weaknesses? What do we need to do better?

School Bus Safety

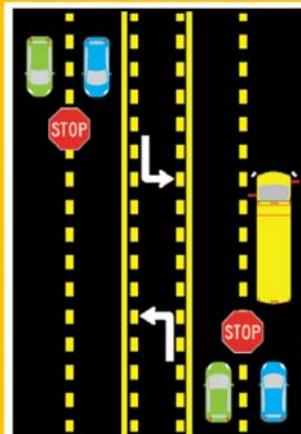
Back to school means school buses on the roads. It is illegal in all 50 states to pass a school bus that is stopped to load or unload children. Here are the rules of the road when it comes to buses:



TWO LANE

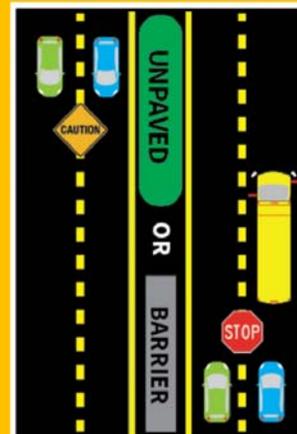
TWO-LANE ROADWAY: When school bus stops for passengers, **ALL** traffic from **BOTH** directions must **STOP**.

TWO-LANE ROADWAY WITH A CENTER TURN LANE: When school bus stops for passengers, **ALL** traffic from **BOTH** directions must **STOP**.



MULTI-LANE PAVED ACROSS

FOUR-LANE ROADWAY W/O A MEDIAN SEPARATION: When school bus stops for passengers, **ALL** traffic from **BOTH** directions must **STOP**.



DIVIDED HIGHWAY

DIVIDED HIGHWAY OF FOUR OR MORE LANES WITH A MEDIAN SEPARATION: When school bus stops for passengers, only traffic **FOLLOWING** the bus must **STOP**.