



LAGNIAPPE

MONTHLY EMPLOYEE NEWS



Glove Safety By: Jeremy Olivier, Lofton Safety Services



Whether you work in an office, drive machinery, or frequently use power tools, it is a given that throughout your day you will be using your hands. That said, it is almost certain that your hands will encounter hazards specific to your job. These hazards can come in the form of damaging heat, sharp or abrasive surfaces, and even chemical hazards. Wearing gloves is an effective way to protect yourself from these hazards, but you must ensure you select gloves of the appropriate size and type to accomplish this.

Selecting the proper fit is an important step. Gloves that are too tight can be restrictive or even tear and expose the skin to the hazard they are meant to protect from. Gloves that are too loose can decrease grip strength, dexterity, and even become snag hazards. It is also important to select the proper glove type for the hazard present. The following is not an exhaustive list but describes some different types of gloves and the hazards they protect from.

- **Fabric & cotton gloves** – provide minimal protection from cuts or abrasions. They are most frequently used as liners beneath other gloves to provide warmth in cold environments.

- **Leather gloves** – provide good protection from cuts and abrasions caused by rough surfaces and sharp edges. They also provide limited protection from hot surfaces, sparks, and open flames. Leather gloves should not be used when handling chemicals. They can become saturated and lead to absorption of the chemical through long-term contact with the skin.
- **Nitrile & latex gloves** – protect your hands from chemical and biological hazards such as oils, solvents, and bloodborne pathogens. They do not protect against cuts, abrasions, and punctures. So, care must still be taken with their use.
- **Kevlar & puncture resistant gloves** – Kevlar gloves provide amazing protection against cuts and abrasions. But not every Kevlar glove is effective at preventing punctures. A special weave or knit is required for that function. Alternatively, gloves can be manufactured with metal or composite material scales which deflect penetration hazards.

No one type of glove is best for all hazards, and all have varying effectiveness at preventing specific hazards. When at work, you should always ask your supervisor if you have any questions about the safety of your hands or the effectiveness gloves you are using.

As a final point, I'd like to note that use of gloves is not always the best option for protecting the hands. Specifically, when working with or around rotating or reciprocating tools and machinery, gloves may become a hazard themselves. As the potential for them to get snagged in the machinery and draw the hand in exists. In these very limited circumstances, it is preferable to not wear gloves. Some examples of these types of machinery include lathes, band saws, circular saws (Skilsaw), drills, reciprocating saws (Sawzall), and routers.

Important Health Plan Information

This notice applies to employees enrolled in major medical plans.

ID Card Updates by Plan

- \$2,500 HDHP and \$2,000 copay plan: Employees enrolled in these plans will not receive new ID cards because there were no plan changes.
- \$5,000 HDHP: Employees enrolled in this plan will receive new ID cards because the out-of-pocket maximums have been reduced.

Updated Out-of-Pocket Maximums

- Employee coverage: Reduced from \$8,550 to \$8,500.
- Family coverage: Reduced from \$17,100 to \$17,000.

ID Card Access

- You can also access your ID cards through the HealthJoy app.

October 2026

October 12
Columbus Day

October 16
Boss's Day



October 31

HALLOWEEN



STAY CONNECTED





All Kinds of Bosses

By: Glenda Lofton, Ph.D

In a past issue of this newsletter, I wrote about "All Kinds of Workers." A poem I first drafted with my second-grade class at Jefferson Terrace, inspired by the old text *Supervision for Better Schools*. We looked at the Lazy Worker, the Colorless Worker, the Undemocratic Worker, and the Creative Worker, and I asked a simple question: what kind of worker do you choose to be?

This October, with Boss's Day landing on the 16th, I thought it only fair to turn the mirror around. Because if there are all kinds of workers, there are certainly all kinds of bosses. See if you recognize anyone, maybe even yourself.

The Numbers Boss. Lives and dies by the spreadsheet. Quotas, metrics, dashboards, if it can't be counted, in his mind it doesn't count. His people learn to perform for the numbers instead of the work itself, and something gets lost along the way.

The Ghost Boss. Rarely seen and even more rarely heard from. This boss leaves decisions hanging, questions unanswered, and the team is left guessing their intentions, often discovering the missteps only after the fact.



The Over-the-Shoulder Boss. Hired good people, then never let them prove it. Every task comes with a script for exactly how to do it, which leaves no room for anyone's own judgment or their ingenuity to show up.

The Weather Vane Boss. Warm and easy one day, stormy the next, and nobody's quite sure which version is walking through the door. The team spends more energy reading the room than doing the work in it.

The People-First Boss. Knows the team by name and by story. Sets the goals and destination and trusts his team to find the road. Measures what matters but never mistakes the measurement for the mission.

It's that last one I want to linger on, because it's the one my husband, Tommy, has spent over forty-five years trying to be.

Tommy has always said, *"don't manage by numbers, they just show if we're on track. People do the work."* The dashboard tells you where you stand. It has never once picked up a phone, comforted a customer, or trained a new hire. People do that. A boss's job is to know his people well enough to put them in a position to succeed, and then to get out of the way.

He's also fond of quoting General George S. Patton Jr.: *"Tell others what you want done, not how to do it, and they will amaze you with their ingenuity."* I've watched that play out for decades at Lofton. Give someone a clear "what" and trust them with the "how," and you'll be surprised, often delighted, by what they bring back to you that you never would have thought to ask for.

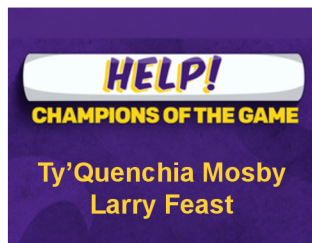
So, this Boss's Day, my challenge to every supervisor, manager, and business owner reading this is the same one I gave the workers a few years back: not "what kind of boss am I," but "what kind of boss do I choose to be?" The numbers will still be there on Monday morning. Your people, and how you treat them today, are what they'll remember long after.

Happy Boss's Day, October 16th!

You've Been Caught!

HUGE shout-out to Officer **Ty'Quenchia Mosby** and Event Staff, **Larry Feast** who were recognized by State Police on their outstanding customer service throughout LSU game day.

"They never slowed down and consistently demonstrated a willingness to work hard, stay engaged, and ensure everything was handled properly. In all my years of working, I can honestly say that they were among the best team I have had the opportunity to work alongside. I especially appreciated how they matched the energy and commitment. Their positive attitude, teamwork, and willingness to go above and beyond did not go unnoticed. They are very deserving of this recognition, and I sincerely appreciate the hard work and professionalism they demonstrated throughout the day."



Congratulations Ty'Quenchia and Larry! This is the level of **HELP** we ask of our officers and event staff at every home game. You knocked it out of the stadium!

Ghost On Aisle 9

Tom's first week on the warehouse floor was rough. The forklifts groaned like they were held together with tape, and by Tuesday he'd nearly put a pallet through the loading bay door. That's when Walt found him. Walt was an older guy — gray stubble, faded flannel shirt, a toothpick always parked in the corner of his mouth. He didn't say much, just leaned against a shelf and watched for a minute before speaking. *"Watch that pallet on Aisle 9,"* he said. *"Wrapping's loose. Learned that one the hard way."* Over the next two weeks, Walt kept turning up exactly when Tom needed him — pointing out which forklift stuck in reverse, which stack was leaning wrong, how to hear a bad bearing before it seized up.

By the second Friday, Tom wanted to thank him properly, maybe grab him a coffee before shift. He asked a co-worker where Walt's locker was. *"Walt who?"* Tom described him — the flannel, the toothpick, the way he chewed his words before saying them. His expression changed, and he set down his wrench. *"That's Walt Briggs,"* he said. *"Died two years back. Forklift rolled on him — right over on Aisle 9. We still tell new guys to check the load straps because of him."*

Tom laughed it off. There was some mix-up, some other Walt with the same face and the same habits. But that night, alone in the break room, he found an old laminated safety bulletin taped inside a supply cabinet. The photo stopped him cold. Same gray stubble, same flannel shirt, same tired, patient eyes. Walter Briggs, 1961–2024. *"He made sure nobody else got hurt."* Tom read it twice, then a third time, the room suddenly very quiet around him. Did he imagine him? Did some ghost make sure he would not have the same fate? From that day on, when Tom had a load on Aisle 9, he quietly said *"thank you"* to Walt.

