

PONTCHARTRAIN PARTNERS, LLC. *Lakeside*

a monthly insight into PPLLC



August 2020



John Fazio
Superintendent

EMPLOYEE HIGHLIGHT

Employee Highlight—John Fazio

For the month of August we continue our journey to showcase our employees across the country. This month we are highlighting one of our Superintendents, John Fazio. Mr. Fazio has been employed with PPLLC since September 2018.

Please keep reading to learn more about John!

Before working at Pontchartrain Partners, LLC, what was the most unusual or interesting job you have ever had?

Working at the Kenner Airport was an interesting job because it involved so much more than straight dirt work.

How did you first learn about PPLLC?

A former coworker called and referred me to PPLLC.

If you could pick one theme for PPLLC to turn into a book about the company, what would it be?

Nothing is impossible.

If you could switch your job with anyone else within PPLLC, whose job would you want?

I would switch places with any equipment operator because I enjoy running all of them.

What is on your wish list for the next 10 years with PPLLC?

Retirement!

What is your favorite part about working for PPLLC?

The friendships I have made, is the first thing. The challenges I have successfully dealt with have built my confidence and helped me rely on Christ more than ever.

If you could meet anyone in the world, dead or alive, who would it be and why?

I would like to meet Lewis and Clark because I think they did in their lives is what I would enjoy doing, which is exploring and discovering things.



If you were stuck on an island, what three things would you bring?

Fire, water, and a fishing pole.

Tell us a little about yourself?

I love nature, the outdoors, and solitude.

Tell us a little bit about your family?

I have been married to my loving wife for 37 years, and we have two wonderful sons.

What do you like to do in your spare time?

Hunting and fishing.

What is one thing that you cannot live without?

My family.



Thanks, John for allowing us to find out more about you and all of the things that makes your world great. We are so glad that you are a part of our team!

Where is your hometown?

Houma

What do you like most about PPLLC?

The people!

What have you gained from working at PPLLC?

Patience.

What is your favorite line from a movie?

"Make my day."

How do you define success?

Health, wealth, and knowledge.

If you were an animal, what would you be?

An eagle.

What is your least favorite food?

Cooked cabbage.

What does true leadership mean to you?

Support.

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HUMAN RESOURCES

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07/06
Ann Cooper

07/08
Tracy Grimes

07/10
Clifton Dixon

07/14
Brandon Worley
Voris Worley

07/20
Jason Williams
Latisha Williams

07/21
Christopher McMillion

07/27
David Ducote
Evan Larson
Hannah Richard



Thank you all for your loyalty and dedication. PPLLC appreciates you and is better because of you.

1 Year
Tevin Henry
Kentrell Jupiter
Rodney Keller
Ryan Landry
Patrick Pina
David Remley

2 Years
John Batson
Roland Clement
Kyle Mattei

6 Years
Anthony Preston

7 Years
Andre Simmons
Nathan Watts

14 Years
Karen Dorsey

15 Years
Robert Pearson



08/04 Aaron "Hank" Tregre

08/07 Kasie Bertrand
David Remley
Michael Romero

08/09 Donald Davis
Richard Gonzalez

08/10 Chris Bourgeois
Eric Huisman

08/17 Kelley Keegan

08/18 Keith Stevens
Kyle Wise

08/20 Luis Cano

08/21 Asiah Crutchfield
Tyler Perkins
Philip Stockman

08/25 Glynn Smiley

08/26 Dearl Thompson
Keith McMillion
Angel Soto Gomez

08/27 Joseph Hicks



FACE COVERING REQUIREMENTS



Stay Safe Against the Coronavirus



MAINTAIN PHYSICAL DISTANCE

Even if you feel well, stay at home as much as possible. In public, keep at least 6-feet distance from others. Avoid unnecessary appointments.



**PRACTICE
GOOD HYGIENE**

Wear a face mask or covering in public. Cover your cough and sneezes. Avoid touching your eyes, nose and mouth.



**PROTECT LOUISIANANS
AT RISK**

Take special caution to avoid exposing the elderly and people with underlying health conditions. Stay home when sick.

– Statewide Face Covering Order –

START DATE: July 13, 2020

The Office of State Fire Marshal is providing you with this update in conjunction with the Office of the Governor and the Louisiana Department of Health to keep you up to date with additional information and/or changes as it becomes available during our battle with COVID-19. These notifications are issued automatically and immediately to those who sign up through “OpenSafely” (<https://opensafely.la.gov/>).

Preface:

This guidance shall serve as the superseding directive on face coverings in all currently active OpenSafely guidance documents until rescinded.

Guidance:

The statewide face covering order, as detailed in Proclamation Number 89 JBE 2020, applies in the following ways:

- All customers as well as business owners and employees, non-essential and essential, are to wear face coverings inside a commercial establishment or any other building or space open to the public, whether indoor or outdoor, as



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well as when utilizing public or commercial modes of transportation. This includes when individuals are engaged in exercise indoors or when a physical activity outdoors involves being within six feet of others.

- Stay informed of the status of your local government in regard to the ability to opt-out of the statewide face covering order per Proclamation 89 JBE 2020.
- Face coverings must be worn over the nose and mouth.
- It is a business' responsibility to ensure all employees AND customers are wearing face coverings when on the premises.
 - Businesses are recommended to, first, ask any patron not wearing a face covering to put one on.
 - If a customer refuses a business' request to wear a face covering while on the premises, the business is recommended to request that the individual leave the building. If the individual refuses to leave, a trespass violation may be enforced.
 - Businesses that fail to remedy concerns raised over the wearing of face coverings per Proclamation 89 JBE 2020 are subject to citation and/or applicable licensure revocation.
- A business shall make exception for customers with regard to the wearing of face coverings if the following stipulations are applicable:
 - A child under the age of 8, though it is strongly recommended that children ages 2 and older wear face coverings.
 - An individual with a medical condition that prevents the wearing of a face covering.
 - An individual communicating with someone who is hearing impaired.
- Exceptions can also be made for:
 - Individuals who can remain six feet away from others, particularly when outdoors.
 - Individuals who are eating and/or drinking.
 - Individuals giving a speech for broadcast or to an audience.
 - Individuals temporarily removing their face covering for identification purposes.

Further Face Covering Guidance:

Refer to Louisiana Department of Health guidance here:

<http://ldh.la.gov/assets/oph/Coronavirus/resources/CDC-DIY-cloth-face-covering-instructions.pdf>



We should all follow PPLLC Recruiter,

Raven Melrose's lead!





SAFETY MATTERS

Robert Dubose
HS&E Director
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Preventing Injuries Versus COVID-19: A Critical Distinction



When you actively care for others' health and safety, you reach the peak of Maslow's Hierarchy of Needs.

E. Scott Geller
JUL 10, 2020

Safety pros undoubtedly are experiencing déjà vu or “already been there” when they view the negative reactions to the recommendations from public health experts for preventing the spread of the coronavirus—from sheltering at home and maintaining a six-foot interpersonal distance to wearing a face mask.

They’ve heard all the excuses for noncompliance before—“It won’t happen to me,” “This PPE is too uncomfortable and inconvenient,” “We have freedom of choice in our country; and if I want to risk receiving an injury or illness, it’s my personal right to do so.”

Given that human nature or the soon, certain and positive consequences of at-risk behavior overpower the delayed, uncertain and negative consequences of safe behavior, organizations implement interventions to influence compliance with safety rules and regulations. **Here again, blatant non-compliance with state and community mandates to perform certain behaviors to prevent the spread of COVID-19 is commonly observed in the workplace with regard to safety-related behavior.**

Psychologists refer to such contrary behavior as “counter-control” or “psychological reactance,”—presumed to be a reaction to the threat of losing one’s personal freedom or individuality. Thus, safety pros realize the need to accompany top-down mandates with education/training sessions and sometimes behavior-based incentive/reward contingencies.



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Robert Dubose

HS&E Director

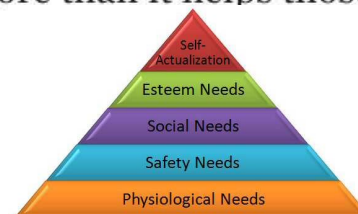
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Taking Prevention to a Higher Level

Employees are urged to perform a variety of safety-related behaviors in order to prevent a workplace injury—from wearing safety glasses and a hard hat to using a vehicle safety belt and fall protection. These and other desirable behaviors are performed to: a) protect workers from adverse environmental conditions (e.g., air pollution, loud noise, and fire), b) decrease bodily harm from a mishap (e.g., vehicle collisions, human slips, trips, and falls), and c) reduce the likelihood of an injury-causing behavior (e.g., non-skid shoes and Hi-Viz. clothing). When workers do not perform these injury-protective and injury-preventive behaviors, they put themselves at risk for personal harm.

However, behaviors performed to prevent the spread of the coronavirus have a higher-level, actively caring for people (AC4P) purpose. Sheltering at home, maintaining a six-foot social distance and wearing a facemask prevents the spread of COVID-19. Such behavior helps others as much if not more than it helps those who perform those behaviors.

Reaching the Highest Need Level



Almost every college class or workshop on motivation includes a presentation of Maslow's Hierarchy of Needs. Categories of needs are arranged hierarchically, and it's presumed we don't attempt to satisfy a need at one level until our needs at the lower levels are satisfied to some degree. We are first motivated to fulfill our physiological needs—basic survival requirements for food, water, shelter and sleep.

After these needs are under control, we are motivated by the desire to feel secure and safe from potential dangers. Next, we have our social-acceptance needs—to have friends and feel a sense of belonging. When these needs are gratified, our concern focuses on self-esteem—earning self-respect and feeling worthwhile.

After enjoying a boost in self-esteem, we become self-actualized when achieving our full potential. While many have



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placing another ultimate achievement at the top—self-transcendence. We are the best we can be when we reach beyond our own self-interests and contribute to the needs of others. Whenever we perform AC4P behavior.

How satisfying to realize that you reach the top of Maslow's Hierarchy of Needs every time you act on behalf of another person's health and/or safety. And doing this, helps to satisfy your lower-level needs that really never get completely satiated—social acceptance, self-esteem and self-actualization.

E. Scott Geller, Ph.D., alumni distinguished professor, just completed his 50th year as a teacher and researcher in the Department of Psychology at Virginia Tech, and director of the Center for Applied Behavior Systems. He a co-founder and senior partner of Safety Performance Solutions, Inc., and [GellerAC4P, Inc.](#)



OSHA Publishes Frequently Asked Questions and Answers for Worker Safety During the Pandemic

OSHA has published frequently asked questions and answers about the coronavirus pandemic to help protect workers from exposure.

Jul 08, 2020

It can be difficult to figure out where you should get your coronavirus information, and how to get it in a centralized spot. Luckily, there are reputable organizations that are offering expert-recommended and researched tips and data to help you make decisions for your company and workers. The Centers for Disease Control (CDC) and the Occupational Safety and Health Administration (OSHA) are two great resources to start with.

OSHA has a [centralized page](#) with commonly asked questions and answers for protecting workers from the coronavirus pandemic, explains [an OSHA news release](#).

“OSHA developed these FAQs based on inquiries received from the public,” said Principal Deputy Assistant Secretary of Labor for Occupational Safety and Health Loren Sweatt. “OSHA is committed to giving employers and workers the information they need to work safely in this rapidly changing situation.” The questions and answers provide guidance to employers and employees alike about topics such as: the best practices to prevent the spread of infection; workers’ rights to express concerns about workplace conditions; testing for the coronavirus; workers training; re-turning to work and more.

OSHA has also published [Guidance on Preparing Workplaces for COVID-19](#), and more recently, [Guidance on Returning to Work](#) to help employers in the reopening process for businesses and a resuming of employee operations. OSHA also has a coronavirus webpage you can refer to.