



A Weekly Update For The Employees of North Central Health Care



NEWS YOU CAN USE

WEEKLY CONNECTION WITH OUR TEAM



Employee Updates are Back!

I am excited that the employee updates are back. They have been on hiatus since the beginning of COVID and I truly missed attending them. I remember sitting in the theater here on the main campus with fellow employees listening to message being excited about where NCHC was going and motivated to make this organization a success. I am pleased that Mort is bringing them back and will help set the stage of where NCHC is going in the future. They will kick off on October 11th.

For those new to the organization, the employee updates are an in person presentation done by the Executive Director each quarter. Their intentions are to keep staff informed on the different initiatives the organization is working on. We do encourage all employees to attend one of these presentations. You can pick a location and time that works best for you. Just remember to sign up in UKG due to restrictions, seats are limited. If you are not able to attend in person, the presentation will be recorded and made available after all the sessions are completed.

Also just announced that we will be having employee celebration week in October. This year's theme will be Employee Fall Fest. More to come soon.

Thank you again for all you do and making this place great!

Tom Boutain
Chief Information Officer

ADMINISTRATOR ON-CALL
x4488 or 715.848.4488

Monday, Sep. 19 –
Monday, Sept. 26

Dr. Robert Gouthro



EMPLOYEE FALL FEST COMING!

October 3-7, 2022
picnics, fun & appreciation!



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Shout out



Gizelle Hanke, Youth Hospital

Why: After asking a very withdrawn patient "What was helpful being here at NCHC?", the patient answered in one word... "Gizelle"

From:
Noel Boismenu





HARD HAT UPDATE

ROOF WORK SCHEDULED ON WAUSAU CAMPUS FOR THE A&B BUILDINGS

Contractors will be showing up this week or early next week to replace the roof on A&B buildings. This will be heard in the Outpatient, Community Treatment, Admin., HR, and Support program areas. Contractors will be accessing the building on the back side by the receiving area near Crisis. There will be noise from them removing rock on the roof and installing the insulation. This project will most likely take 2 months.

We have a lot of construction taking place right now. Your patience is greatly appreciated and your person-centered service for our clients, patients and visitors is key! Loud noises can be disruptive and even traumatic for some. Please use extra caution and take time to explain to visitors and patients about the noise.

Today, we also started some major parking lot renovations on the Wausau Campus. We thank you for your patience while we work out the details and fine tune our parking and access. If you have any suggestions or feedback, please email communications@norcen.org.



SEPTEMBER 21 • 10AM-12PM • HYBRID EVENT

FREE EVENT & OPEN TO ALL

[REGISTER NOW](#)

Join to learn about prevention & recovery initiatives in our community & available resources, additional details coming soon!



CULTURAL COMPETENCY HIGHLIGHTS

We asked you to tell us how your team demonstrates core values. Here are the highlights!

INTEGRITY

"When we tell a client we will call them back with the answer to their questions, we do. If we did not, we would lose our credibility and that would not be a good thing for us."

"Outpatient and CCS department have collaborated numerous times this year in order to continue to improve our services and the resources we offer by getting client feedback, having client present during team meetings and staying in communication regarding any changes to their care."

CONTINUOUS IMPROVEMENT

"Taking the time in the MDS office to listen to new ANAC webinars and researching topics."

"Outpatient has worked with the CERNER team to improve ways to make our documentation easier to bill and to continue services with our clients, and we are always looking for ways to help provide better care."

"Mount View continues to ensure our residents are cared for. We have worked well with purchasing with the price inflation and availability and trialed new products or have had to find alternatives for others as we continue to try to maintain the budget."

"I believe our team has worked to improve the client/patient experience by trying to break down barriers to obtain services, set limits so that our time is respected, and focusing on continuing to improve our services to the community. We work well as a team and communicate concerns in our various meetings to best serve clients. We need to continue to work on fairness, so that some clients are not being pushed ahead to the front of the line to get services and move others up that have been waiting longer."

PARTNERSHIP

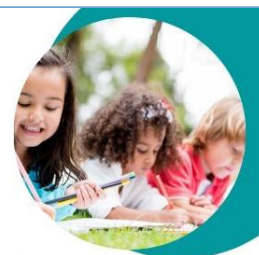
"Working with other nursing employees throughout shifts. We all work as a team and help each other out with daily tasks and ADLs that are performed everyday to provide the best care for our residents. We also hold each other accountable to be sure that competent and safe care is being completed, and again will help each other out and use positive reinforcement to encourage competent care as we suspect that someone is not being competent or is performing a skill incorrectly."

"My team and I have demonstrated integrity, teamwork and etc...we've shown and proved this by working together and always giving each other advice on things no matter how long they've worked here. Example: "hey i actually do it this way and find it a lot easier"."

"Our team has worked together to make sure shifts are covered when someone is out. We work together to organize mail, take calls, etc. to ensure that charges are billed out timely and to ensure that things are not left undone. If someone is out for Covid, we've worked together to gather work for that individual so that they can work from home."

ACCOUNTABILITY

"At the Clubhouse we work to respect all members and their uniqueness. We try and treat everyone equally, and to understand where they are coming from, and what they have been through, that makes them themselves. We work with all genders, including trans, and try to make them feel safe and comfortable at the Clubhouse. Everyone here has the right to be respected and we do not let disrespectful comments go unaddressed by staff or with other. Our team works together and holds each other accountable to work out member issues in times of conflict. We are a small team of diverse backgrounds and personalities. We often partner with other teams and local agencies to best serve our members (clients) and help them find resources and get their needs met."



Wausau UW-Stevens Point



Marathon County Community Conversation: Child Care

LET'S TALK ABOUT ACCESSIBLE QUALITY CHILD CARE

We'll explore: The current state of the issue in our area and across WI, solution driven approaches, resources, and funding opportunities.

This event is part of the Dream Up! strategic planning for Marathon County

 **UWSP - WAUSAU : CENTER FOR CIVIC ENGAGEMENT**
625 Stewart Ave, Wausau, WI 54401

 **SEPTEMBER 28, 2022**
5:00PM - 6:30PM

 Presentations by Childcaring, Wisconsin Early Childhood Association, North Central WI Workforce Development Board, and other local leaders.

We need families, child care providers, employers, and community leaders at this discussion in order to make lasting change. Your input is needed!

 715-598-4004

 childcare@ncwwdb.org



TO ATTEND VIRTUALLY, REGISTER HERE
<https://www.eventbrite.com/e/406434756297>



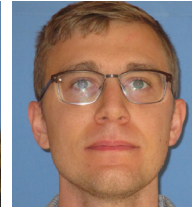
A proud partner of the [americanjobcenter](http://americanjobcenter.org) network
North Central WI Workforce Development Board is an equal opportunity employer and service provider.

WAI Child Care Project

The Worker Advancement Initiative (WAI) is a grant program made available by the American Rescue Plan Act Coronavirus State and Local Fiscal Recovery Funds.
If you have a disability and need assistance with this information, please call us through Wisconsin Relay Service (7-1-1). To request information in an alternate format, including free language assistance or translation of the information, or reasonable auxiliary aids and services please contact us at 715-204-1640 (Voice)/ 711 (Hearing Impaired) 10 days in advance of your scheduled appointment.



April Opper



Dan Bailey



Merry Malone



Melissa LaPorte

OUTSTANDING TEAM PARTNERSHIP AWARD

Accounting Team

Congratulations to the Accounting Team, recipient of the 3rd Quarter Outstanding Team Partnership Award. The Accounting Team worked many extra hours, coming in early, staying late and working weekends, to prepare our annual audit and Medicare/Medicaid cost reports. Much of the staff are in their first year at NCHC, and they did a fabulous job. The audit ended up going much more smoothly than previous years. This team replaced a team

with over 50 years combined experience. They continually provide accurate, timely and transparent information to our decision makers so we can make informed decisions. At the time of the nomination, the following Accounting Team members were included in the nomination for their efforts: April Opper, Dan Bailey, Merry Malone, Melissa LaPorte and Jill Nelson. The Accounting Team was nominated by Bobby Splinter. Bobby wishes to also recognize

the additional members of the accounting team including Patric Lanning, Angela Lepak, Cristy Maltbey and Gary Olsen.



Jill Nelson

The Pine Crest Appreciation Team was also nominated for this award.



OUTSTANDING LEADERSHIP AWARD

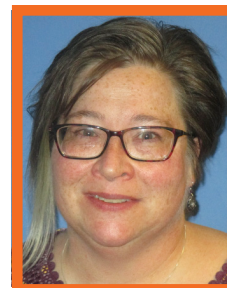
Karissa Nelson Community Treatment

Congratulations to Karissa Nelson, recipient of the Outstanding Leadership Award. Karissa is a member of the DBT implementation team and has been a

great leader. She is now operating a DBT group to enhance her skills and attends weekly DBT consultation calls. In addition, she is supervising employees who are completing their internship to become mental health professionals. Karissa invests in her own professional development while inspiring others to do so.

Karissa was nominated by Janelle Hintz.

Jamie Collins was also nominated for this award.



OUTSTANDING SERVICE EXCELLENCE AWARD

Mel Wohlwend Patient Access, Antigo Center

Congratulations Mel Wohlwend of Patient Access Antigo Center. Mel was nominated because she goes

above and beyond to make sure clients' needs are met. She keeps our office running smooth and communicates well with staff and clients alike. Mel saw a need in our office and took college classes to become an AODA counselor. She is working on her training now while working in Patient Access. Mel was nominated by Carrie Bussiere, Nanette Griese, and Kristin King.

Angie Lepak was also nominated for this award.



OUTSTANDING PERSON CENTERED SERVICE AWARD 2 RECIPIENTS!

Edd Hill, Crisis Services

Congratulations to Edd Hill of Crisis Services. Edd works incredibly well with the team. He is collaboratively with partners, clients and the team. He has a high level of professional integrity and is always working towards the greater good for the community, NCHC, team and those we serve. Edd constantly works to stream-

line communications between partnering agencies and team members and he goes the extra mile for those we serve. Edd was nominated by the Langlade County CCS Adult Team.

Savannah Severt Pine Crest

Congratulations to Savannah Severt of Pine Crest. Savannah has excellent work ethic and helps out in any way possible. She takes feedback and also brings back feedback from residents to make helpful suggestions. She is creative and has a way of making everyone smile. She relates to everyone and helps people feel comfortable, especially our dementia residents. She puts in 100% as soon as she walks through the door. Savannah was nominated by the Brianna VandenHeuvel.



Angela Burton, Bette Llyod, Cassie Smith, Dr. Vogel, Emily Bandow, Laura Zaucha, Rebekah Strege, Lynn Kelly, Teresa Schoone, Coralie Benson, Grace Crass, Deidre Ratzloff, Sydney Baldwin and Tara Leibers were also nominated for this Award.

Nominate a Coworker or Team today! www.norcen.org/Recognition



HARD HAT UPDATE

North Central Health Care

Wausau Campus Building Access During Construction

Beginning September 6, 2022 the main entrance parking lot at 1100 Lake View Drive will be CLOSED for 6-8 weeks.

This affects Outpatient, Community Treatment, Pharmacy, HR & Administration for Public and Employee Access.

VISITORS & PATIENTS TO Outpatient, Administration, Community Treatment, HR and Pharmacy

Enter at Door #33 ● Follow the GREEN path along Lake View Drive and park in designated Visitors Only Parking Lot in back.



THE BUS STOP will be located near Crisis Center in back of building.



DISABLED PARKING and Taxi Pick-Up/Drop Off for those who usually utilize Door #13 will take place in the back of the building at Door #33 for now.

EMPLOYEE PARKING OPTIONS for Entering Outpatient, Community Treatment, Pharmacy, HR & Administration:

- Lake View Professional Plaza Parking Lot
- Aquatics Parking Lot (Enter Door #13)
- Health Dept. Parking Lot (spots furthest from building)
- Marshall Street (on-street parking)

NO PARKING ALONG LAKE VIEW DRIVE



100 LAKE VIEW DRIVE PARKING LOT REPLACEMENT – NO ACCESS FOR VISITORS OR EMPLOYEES AT MAIN ENTRANCE

The Hard Hat update above only impacts Wausau Campus operations. Beginning, Tuesday, September 6, the Main Parking lot at 1100 Lake View Drive will be closed for 6-8 weeks. This impacts all visitor and employee access to Outpatient, Community Treatment, Pharmacy, Administration and Human Resources. All visitors and patients to these programs will be entering at Door #33, which is near Purchasing, and traversing hallways to the front of building. We will need your help to assist people. Signage has been created and is being installed. Employees will need to plan ahead for parking as all those who park in the 1100 Lake View Drive Parking Lot will need to park elsewhere (options included in attachment). There will be no parking at 1100 Lake View Drive for staff who enter door #13, the main entrance. This will impact those who work in other locations as parking may not be available where you usually park. The bus stop will be relocated to the rear of the building near Crisis. Disabled Parking, Taxi and Pick up/Drop Off will be available at Door #33 also for now.

WAUSAU CAMPUS ROOF REPLACEMENT WORK ON A&B UNITS BEGINS 9/16

Construction to impact Outpatient, Community Treatment, Administration, Pharmacy and Support Programs

Roof Replacement of the A and B units on the Wausau Campus will begin Friday, September 16. A and B units includes Outpatient, Community Treatment, Administration, Pharmacy and Support programs in these areas. The construction crews will be working on the ground just outside the Physician's Lounge in the space between Mount View and Outpatient Services.

Setup has already begun today and employees can expect crew members and heavy equipment outside near windows near Outpatient Services. Rocks will be removed from the roof, which unfortunately will be very noisy at times. Loud noises have the potential to startle those who may be sensitive to noise or vibration. Please be sure to check in with patients, clients and residents and let them know of the additional noises and what this is they are hearing or feeling.

Please contact your manager if you have any questions or concerns from the construction noises.



PHOTO OF THE WEEK



Karissa Nelson, Community Treatment, accept the Outstanding Leadership Award for 3rd Quarter 2022 at the September Management Meeting. Shown with Karissa is Marne Schroeder, Interim Community treatment Director.

HRinsights

Position Posting

Title: Several CNA Positions

Status: Full and Part Time

Location: Mount View and Pine Crest

As a CNA you will be responsible for having fun, engaging with the patients and residents, and contributing to the ongoing success of Pine Crest and yourself. Starting pay \$18/hour and 2+ years experience as CNA \$20/hour

Apply online at www.norcen.org/Careers

Position Posting

Title: Registered Nurse (RN)

Status: Part Time Shift: PM's & NOC

Location: Mount View

Starting at \$30/hour and up based on experience plus \$1.50 PM shift differential and \$2.50 NOC shift differential Hours/FTE and shift availability varies. Apply today and let us know what works for you! PTO, shift differentials, Wisconsin retirement system, tuition reimbursement and many other benefits. Hours/FTE and shift availability varies. Apply today and let us know what works for you! We are looking for qualified, dedicated and caring staff to join our team! Hiring for an Occasional Positions as well.

Apply online at https://bit.ly/RN_Fall2022



What's It Like to Work as a CNA?

Visit www.norcen.org/RJP and watch Our Realistic Job Preview Video!

WELCOME THESE NEW EMPLOYEES TO THE TEAM!

These employees were welcomed at Orientation on September 12, 2022

Mount View



Kelly O'Reilly - RN

Residential



Ashley Berndt - RCA

Pharmacy



Jacob Bogнар - Pharmacist

CommX - Merrill



Stephanie Landwehr - CommX Tech

Pine Crest



Emily Szygelski - Medication Tech

Food Services - Wausau



Tamirat Knutson - Dietary Aide



Amanuel Knutson - Dietary Aide

We are so excited to have you on our team!





the PEOPLE of



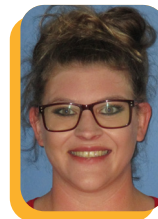
We have some talented people that do really amazing work here at NCHC. This new weekly column will focus on the unique positions we have here and tell a little about what these positions do. Plus you will get to meet a few of the awesome staff in these roles in the process.

Accounting Staff

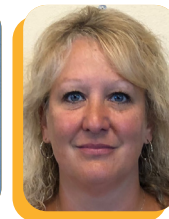
The Accounting Department plays a key role in our organization. One of their biggest goals is to provide accurate, consistent, timely, and transparent financial information to key decision-makers including managers, program directors, executives, and NCHC's board members. Some of the Accounting Department's key functions include:

- Banking and Cash Management - Ensuring that cash is balanced and available to meet the needs of NCHC's operations.
- Accounts Payable - Invoices, expense reports, and credit card statements are gathered and verified for entry into the accounting system and payment in a manner that optimizes NCHC's ability to apply discounts, but also effectively manage cash.
- Payroll - Approved timecards are verified for accuracy and payments owed to employees are calculated, tax and other deductions are calculated from employee pay. Retirement, social security, tax and other deductions are remitted to the appropriate parties on time.
- Cashiering - Receipting in multiple forms of payment daily and ensuring the accuracy of resident cash balances.
- Financial Statements - Monthly and annually, team members calculate adjusting journal entries, reconcile accounts, and prepare financial statements and ad hoc reports for key stakeholders.
- Grant and Other Revenue Reporting. Much of NCHC's revenue is generated through work produced on various types of grants. To be reimbursed for services, NCHC is required to reconcile and report on the services provided periodically.
- Cost Reporting. Required financial reporting to Medicare and Medicaid in order for them to set their reimbursement rates for our long-term care facilities.

Staff members include Samantha Heis, Angela Lepak, Jill Nelson, Merry Malone, Christy Maltby, Melissa LaPorte, April Opper, Daniel Bailey, Patrice Lanning, and Bobby Splinter.



Samantha Heis



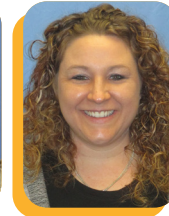
Angela Lepak



Jill Nelson



Merry Malone



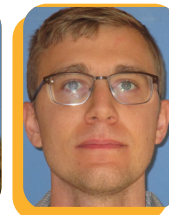
Christy Maltby



Melissa LaPorte



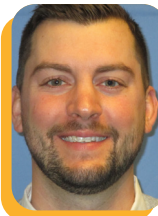
April Opper



Daniel Bailey



Patrice Lanning



Bobby Splinter

Want to feature a role from your team?

Email communications@norcen.org and we will make it happen!



Community Events in Central Wisconsin

Walk for Suicide & Mental Health Awareness
 prevent suicide
 MARATHON COUNTY
 PARTNERS SAYING LIVES IN WISCONSIN

Saturday, September 24, 2022

We're Taking It Local!!
 All funds raised at this event will now be used for the needs of the people of Marathon County and the surrounding area!
 Information/Registration: preventsuicidemarathoncounty.org
 Register by September 5 to receive t-shirt

WALK TO END ALZHEIMER'S
 ALZHEIMER'S ASSOCIATION

TOGETHER, WE CAN END ALZHEIMER'S DISEASE.

WAUSAU WALK TO END ALZHEIMER'S

MARATHON PARK

SEPTEMBER 24, 2022

Join the NCHC Purple Passion Walk Team Online!

<http://act.alz.org/goto/NCHCPurplePassion>

Save the Dates

September Calendar of Events

Hover Over Event Titles to Access Available Web Links
More Details to Come in September

ALL MONTH ACCESS

- 2021 Spotlight Event Recording
- Stories with Stigma Recording
- Recovery Meetings & Webinars for Couples & Families



Follow us on Facebook for more Prevention Information:
<https://www.facebook.com/MarathonCountyHealthDepartment>



RECOVERY MONTH 2022

Every Person. Every Family. Every Community.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		Live Vape Free Text VAPEFREE to 873373	 AMERICAN LUNG ASSOCIATION. N-O-T: Not On Tobacco - Proven Teen Smoking and Vaping Cessation Program www.lung.org	1 Recovery Month Kick-Off Virtual 2-4PM	2	3
4	5	6	7	8 Nicotine Prevention Alliance of Central WI Virtual 10:30-12PM	9 State Council on Alcohol & Other Drugs Virtual 9:30-1PM	10 Rally for Recovery Madison, WI 11-3PM
11	12	13	14	15	16	17
18	19 National Addiction Professionals Day	20	21 AOD Partners in Prevention & Recovery Panel 10AM-12PM Hybrid	22	23	24
25	26	27	28	29 SAVE THE DATE: October 29th Drug Take Back Day	30 International Recovery Day	 Addiction Recovery Helpline

Faces & Voices of Recovery states: Recovery Month works to promote and support new evidence-based treatment and recovery practices, the emergence of a strong and proud recovery community, and the dedication of service providers and community members across the nation who make recovery in all its forms possible.



OH BABY! The Stork Report is in!

Community Treatment Employment Specialist Amber Powell had her baby this week!

BEKIM JOHN IBRAIMI
Born 9/10/2022 at 12:47pm
Wt. 8.5 lbs./Ht. 21.25 inches!

Congrats on your new addition Amber!

September 2022 Organizational Learning Modules



Log into the learning management system (LMS), *UKG Pro Learning*, to complete the following training modules:

- **Understanding Bloodborne Pathogens and Your Organizations Exposure Control Plan (30 minutes)**
- **Work on any outstanding assignments**

NCHC STAFF NOTICE: PLT BALANCE & CARRYOVER

As we approach the final quarter of 2022, our HR team wants to remind employees of the current PLT Policy and the PLT Schedule. NCHC wants to make sure that all staff have time to use their accrued PLT as we near the end of the year. This alleviates a rush of PLT requests in the final months of the year, but more importantly it gives staff the ability to enjoy time away from work to balance their lives.

What Should Employees Do Now?

Start by reviewing the attached policy to understand how much PLT you can carry over to 2023 based on your years on continuous service. Then, consult your latest Pay Statement in UKG. You will find your balance PLT if you scroll to the lower portion of your current Pay Statement.

If you are at higher risk of losing PLT or are above the maximum allowance, please connect with your manager and discuss options for working down your balance before the end of the year.

Below are the maximum carryover amounts:

<u>Years of Continuous Service</u>	<u>Accrual Rate (Per Hour)</u>	<u>Annual Hours</u>	<u>Annual Days</u>	<u>Maximum Carry Over</u>
0 - 1	0.06154	128	16	168
1 -3	0.06923	144	18	184
3-5	0.08077	168	21	208
5-10	0.08846	184	23	224
10-15	0.09615	200	25	240
15-20	0.10769	224	28	264
20+	0.11539	240	30	280

If you have questions, please talk with your manager, stop into HR or contact our HR Team at 715.848.4419 or hresources@norcen.org.



UKG MOBILE APP UPDATE

A new version of the UKG Pro® mobile app is now available and, once iOS users update to version 2.42.1, they may be asked to reauthenticate by entering their username and password.

With the updated app version, push notifications may be disrupted for iOS users. After September 7, push notifications will work for those on the latest app version but will no longer work for iOS users on older versions.

The UKG Pro mobile app will automatically update for iOS users who have enabled automatic updates. All other iOS users are encouraged to visit the App Store, search for UKG, and update.

When prompted after installing the new update, the Company Code is nchc1.

Note: Android users are not impacted and will not see version 2.42.1.



employees on the move

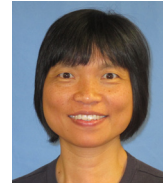
Congratulation to these employees for their recent transfer or promotion!



June Ross
Congratulations to June Ross on her recent transition from Residential Care Coordinator I to Residential Care Assistant!



Spencer Scheidemann
Congratulations to Spencer on his recent promotion from Dietary Aide in Wausau to the Supervisor of Dietary Services in Merrill! Way to go Spencer!



Minfang Utterback
Congratulations to Minfang on her recent promotion from CNA to Registered Nurse. Great work Minfang!



Angela Burton
Congratulations to Angela Burton on her recent transition from Prevocational Program Aide to Laundry Worker in Wausau.



Nadine Switlick
Congratulations to Nadine on her recent promotion from Protective Services Rep to Protective Services Team Lead! Way to go Nadine!



Heather Zanon
Congratulations to Heather on her recent promotion from HIM team lead to Manager of Health Information!



Marathon County Employees Credit Union



Fall Into Great Rates

Consolidate debt and get spending back on track with a low-rate consolidation loan.

Check Out MCECU for All Your Lending Needs!

We have loans to fit all your needs, whether you are buying a home, in need of a new vehicle, refinancing, looking to take a dream vacation, consolidating debt, purchasing recreational vehicles, or for whatever else your heart desires.

Proudly serving NCHC Employees and their Families

**Already a member: Thank you
Not a member: Contact us today!**

TALK WITH AN ADVISOR ABOUT THE WDC PROGRAM!

Let's talk retirement



JOIN THE CONVERSATION!
Meeting with your Wisconsin Deferred Compensation Retirement Plan Advisor is an easy way to help make sure your savings and spending strategy fits you and your future. Schedule a one-on-one appointment. Additional virtual meetings can be found online.

BRING TO YOUR ONE-ON-ONE MEETING:

- ✓ WRS statement
- ✓ Social Security statement
- ✓ Other retirement account info
- ✓ Current paycheck stub (if applicable)
- ✓ WDC login information (if known)

REGISTER AT:
https://nc_wisconsin.timetap.com/#/

INDIVIDUAL RETIREMENT SESSIONS
with Shawn Bresnahan

- *Thursday, Oct. 6th Antigo | Conference Room | 9am-11am
- *Thursday, Oct. 6th Wausau | Badger Room | 1-4pm
- *Thursday, Nov. 3rd Wausau | Badger Room | 9am-11am
- *Thursday, Nov. 3rd Pine Crest | Admin Conf. Rm | 1-2:30pm
- *Thursday, Dec. 1st Wausau | Badger Room | 10am-2pm

*registration available 90 days before session date



COVID-19 & INFLUENZA VACCINE CLINICS FOR STAFF

OCTOBER NOVEMBER & DECEMBER SIGN-UPS AVAILABLE!

COVID-19 BOOSTERS AVAILABLE:

[The Moderna Bivalent Vaccine is available only for those who have completed their initial series or have received additional boosters beyond their primary vaccination series. If you are looking to get your Covid-19 Booster and it has been at least 2 months since your last dose, you can sign-up using the link above. Those seeking their booster will need to bring proof of their previous COVID vaccinations (CDC vaccination card or WIR printout), prior to getting their booster.

INFLUENZA VACCINATIONS AVAILABLE:

Quadrivalent influenza vaccine is available to be received as well.

Staff can receive both vaccines - the only stipulation is that they must be administered in separate arms.

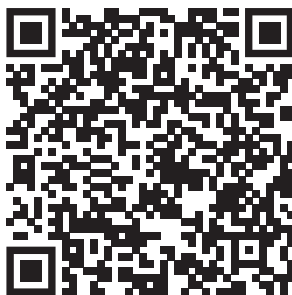
COVID-19 VACCINE 1ST OR 2ND DOSES NOT AVAILABLE AT THESE CLINICS.

NCHC Employees who are not vaccinated will NOT be able to receive the initial doses during these clinics. Those wanting to be vaccinated should schedule an appointment with their provider or go to a local pharmacy to have their primary vaccination series scheduled.

VACCINATION CLINIC LOCATIONS

- Mount View Care Center Tower Community Room
- Pine Crest Nursing Home Chapel

WATCH FOR SIGNS WHEN YOU ARRIVE!



SCAN OR CLICK TO SIGN UP!

Referral Bonus Now DOUBLED!

Earn A Referral Bonus For Referring both Part-Time and Full-Time Employees to NCHC!



Here's how it works...

Step 1: Have Your Recruit Tell Us About You

Complete the "Referred by" section in their employment application including your name. No other forms or email are necessary.

Step 2: Meet Required Criteria

You and your recruit must be in good standing throughout this period and have no written warnings for attendance or other performance.

Step 3: Get Paid!

When your recruit joins the NCHC Team, and you both have met the referral requirements YOU will earn the following:

\$1,000 After 90 days (Employees 0.5 FTE status or above)

\$500 After 90 days (Employees below 0.5 FTE status)

Refer A Friend For Your Opportunity To Earn Referral Cash!

We value your referrals and know that together we can strengthen our North Central Health Care team. That's why earning some extra cash for your employee referrals has never been simpler. So text that friend, and get the ball rolling.

*For additional details and qualification requirements please refer to the Referral Bonus Policy.



North Central Health Care
Person centered. Outcome focused.

Check out all the latest Job Opportunities
www.norcen.org/Careers

Share on Social!





2022 4th Quarter EMPLOYEE UPDATES

Back & In-Person!



TUES, OCT 11 WAUSAU CAMPUS
10 am MVCC 1st Floor
Community Room
9 pm MVCC 1st Floor
Community Room

THURS, OCT 13 MERRILL
1:00 pm Pine Crest
Chapel Area
ANTIGO
3:00 pm Conference Room

TUES, OCT 18 WAUSAU CAMPUS
9 am MVCC 1st Floor
Community Room
3:30 pm MVCC 1st Floor
Community Room

WED, OCT 19 WAUSAU CAMPUS
3:30 pm MVCC 1st Floor
Community Room

THURS, OCT 20 WAUSAU CAMPUS
6:15 am MVCC 1st Floor
Community Room



Presented by
Mort McBain,
Interim Executive Director



Scan with your
smartphone
camera app to
register

Masks will be required.

Note: Presenters will be allowed to remove mask while presenting and maintain social distancing.

Please Register in UKG Learning!



A WARM WELCOME TO Theresa Micke, PA-C Physician Assistant

Having access to quality healthcare is essential to maintaining good health. But busy schedules and work hours can make it difficult to schedule necessary care. North Central Health Care is committed to employee wellness by providing quality health care right where you work.

We are happy to welcome Theresa Micke, PA-C as your new "at work" health care provider for both acute and long-term health conditions. Theresa brings 6 years of experience in family practice prior to working in the Aspirus Walk-In/Urgent Care clinic for the past 4 years.

Onsite health and wellness services provided by Theresa include:

- Help to maintain your health & prevent disease
- Meeting urgent medical needs for illness and injuries
- Managing and treating chronic health problems
- Coordinating care with other providers and specialists
- Can also serve as your Primary Care Provider

Appointments are recommended and can be made online by visiting MyAspirus.org or by calling the Employee Health and Wellness Center at 715-843-1256. Same day and walk-in care may be possible based upon the daily schedule for that day.

CLINIC HOURS

Monday, Wednesday, Friday: 8:00 am - 4:30 pm
Tuesday: 6:30 am - 3:00 pm | Thursday: 9:30 am - 6:00 pm

Aspirus Employee Health & Wellness Center
Marathon County
North Central Health Care
1000 Lake View Drive, Suite 200
Wausau, WI 54403
North Central Health Care Campus, Door 25
715.843.1256

To learn more or to schedule an appointment, visit aspirus.org



WHAT'S FOR LUNCH?

WAUSAU CAMPUS EMPLOYEE CAFETERIA



BREAKFAST HOURS

9 AM – 11 AM

LUNCH HOURS

MONDAY – FRIDAY

11:30 AM – 1:30 PM

HOT FOOD BAR \$.45/OUNCE
(Weekdays Only)

GRAB-N-GO HOURS

MONDAY – FRIDAY

9 AM – 5:30 PM

WEEKENDS:

GRAB-N-GO ONLY

SEPTEMBER 19 – 23, 2022

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	Swedish Meatballs Baked Butternut Squash Boiled Parslied Potatoes	Baked Pork Chop Peas & Carrots Parslied Egg Noodles	Salisbury Steak Baked Tomatoes Rice Pilaf Dinner Roll	Baked Chicken Leg Winter Blend Veggies Mashed Potatoes with Gravy	Beefy Tator Tot Casserole Carots
SOUP	Savory Chicken Rice Soup	Cheesy Cauliflower Soup	Chili	Corn Chowder	French Onion Soup
DESSERT	Mandarin Oranges	Iced Chocolate Cake	Cinnamon Baked Apple	Fruit Cocktail	Pears

SEPT. 26 – 30, 2022

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	Chinese Pork Chop Chow Mein Mixed Veggies Rice	Boneless Ribette Broccoli Augratin Potatoes	Meatloaf Stewed Tomatoes Mashed Potatoes	BBQ Pork Sandwich Creamed Corn Fried Potatoes	Baked Cod Capri Blend Veggies Mashed Sweet Potatoes
SOUP	Cream of Brocoli	Butternut Squash Soup	Texas Tomato Soup		Savory Chicken Noodle
DESSERT	Fortune Cookie	Cherry Delight	Apple Crisp	Watermelon Salad	Chilled Pears

WAUSAU CAMPUS FOOD TRUCK

Mitch's Texas Tacos will be parked at the Mount View Main entrance.

Last Food Truck Date of the Season! Thursday, Sept. 22

Serving 10:30 am to 1:30 pm





THE BISTRO

MONDAY - FRIDAY | 7:30AM - 3PM
HOT FOOD AVAILABLE UNTIL 2:30PM

PANINI OF THE WEEK



ITALIAN CHICKEN PESTO CHICKEN | PESTO | ROASTED PEPPERS | PROVOLONE | SPINACH

PANINI FORECAST

9/19 | ITALIAN CHICKEN PESTO

CHICKEN | PESTO | ROASTED PEPPERS | PROVOLONE | SPINACH

9/26 | TBD!

10/3 | CORDON BLEU PANINI

MUSTARD SAUCE | SWISS | HAM | GRILLED CHICKEN

LATTE OF THE WEEK



CHOCOLATE COVERED RASPBERRY

MOCHA, RASPBERRY & ALMOND W/ WHIP & CHOCOLATE DRIZZLE

**KICK START YOUR WEEK WITH
\$1 OFF ANY LARGE LATTE EVERY MONDAY!**

NOW SERVING SOFT SERVE ICE CREAM & SUNDAES!

SMALL CONE/LARGE CONE 1.70/2.50

SMALL SUNDAE/LARGE SUNDAE 2.70/3.70

ONE TOPPING INCLUDED: * NEW - MINI BROWNIE BITES *
SPRINKLES, OREO CRUMBLES, CHOCOLATE SYRUP,
WHIP, STRAWBERRY SYRUP, CARAMEL

ADDITIONAL TOPPINGS 1.00





NCHC Covid-19 Weekly Status Report | Sept. 16, 2022



Wear a Mask – Maintain Social Distance – Wash Your Hands – Stay Home If You Are Sick. Managers report in SafetyZone ASAP.

Report Symptoms and Covid-19 Exposures to Your Manager Immediately.

Staff will **continue to screen**, report symptoms and **not report to work if experiencing any signs of illness**. Staff are required to use PLT or take unpaid leave due to symptoms or exposure. **Questions: Employee Health 715.848.4396**

GENERAL PPE GUIDELINES

The General PPE Guidelines below are in place at all times, regardless of the Alert Level to right.

You must follow **BOTH General and Alert Level Guidelines to right for the County you work in.**

Employees: Self-screening required using temperature kiosks procedures. If Alert Level requires masks, staff may remove masks while working alone in private offices.

Visitors: Cloth face covering or surgical masks required by all in Nursing Homes and Adult/Youth Inpatient Hospitals. Visitors to Nursing Homes & Adult/Youth Inpatient Hospitals will be screened using the COVID Screener. All other visitors will require temperature check only.

Employees Working in Direct Patient/Resident Care: Each patient/resident care area will be designated as being in Standard or Covid-19 Confirmed/Suspected Precautions. Units/Patients on Covid-19 Confirmed/Suspected Precautions must have it clearly posted on the entrance to the unit or patient room.

Standard Precautions – Surgical Mask and Gloves required. Eye Protection (face shield, goggles or safety glasses) required during applicable isolation precautions.

Covid-19 Confirmed/Suspected Precautions – N95 Mask, Eye Protection (Face shield, goggles or safety glasses), Gloves and Gown during patient encounters required.

CURRENT NCHC ALERT LEVEL RESPONSE BY COUNTY

MARATHON: HIGH	LINCOLN: HIGH	LANGLADE: HIGH
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REQUIRED PPE GUIDELINES:

- All Nursing Home and Hospital (Adult & Youth) locations** are required to wear masks at all times in all areas including hallways, waiting rooms and meetings. This includes staff, patients & visitors. Nursing Home and Hospital staff may remove masks while working alone in private offices; shared offices require masks. Eye Protection (face shields or goggles) to be worn with patient care encounters. Visitors to Nursing Homes and Adult/Youth Inpatient Hospitals will be screened using the COVID Screener. All other visitors will only require temperature check.
- Non-Nursing Home and Non-Hospital locations**, face masks are recommended, but not required by staff, patients and visitors, except for when social distancing cannot be maintained in private offices, therapy rooms, exam rooms and while transporting any patient, client or resident in a personal or NCHC vehicle.
- ALL Employees, ALL locations:** Self-screening required using temperature kiosks procedures.

GENERAL:

- Clinical Areas restricted to only necessary personnel.
- Limit movement to and between clinical areas within facilities.
- No Staff flexing to alternate units if possible.

STAFF MEETINGS/BREAKS:

- No in-person staff meetings unless approved by Incident Command. Use virtual meeting options only.
- Employee potlucks restricted.
- Social distancing required in Employee Cafeteria/break areas (2 per table only). Masks must remain in place when not eating or drinking.

PROGRAM-SPECIFIC OPERATIONAL CHANGES

Information below denotes only Covid-19 Confirmed cases. Some units/patient rooms may be on Covid-19 Suspected and use same precautions until negative test results are returned.

- Pine Crest:** In-Person Visiting Hours: M-F: 9am – 6 pm, Weekends: 9am – 3pm.
 - No positive Residents in building.
 - 2 New Positive Employee case reported since last report. Additional PPE and Testing required by staff.
 - Visitors allowed in all NH units, must follow ALL precautions in place.
- Mount View:** In-Person Visiting Hours M-F: 7am – 7pm, Weekends/Holiday: 10 am – 6 pm
 - No positive Residents in building.
 - 2 New Positive Employee cases reported since last report. Additional PPE and Testing required by staff.
 - Visitors allowed in all NH units, must follow ALL precautions in place.
- Additional positive Covid-19 employee cases reported at HIM Wausau, Infection Prevention, and Andrea Street since last report.

Please contact your Manager for specific operational questions for your areas. Managers will use the full Alert Level Policy for all guidance.

Program Hours and Operations Online: www.norcen.org/Covid-19