

A Weekly Update
For The Employees of
North Central Health Care



NEWS YOU CAN USE

WEEKLY CONNECTION WITH JARRET NICKEL



The Holiday Season has officially started...with Thanksgiving having passed and Christmas and New Year's just up ahead. I'm not sure if you feel the same way, but each year December seems to be a blur with travel, holiday events, and work. It seems that if you blink...it's January 1st! In order to hopefully avoid that from happening this year, I wanted to highlight all of the great things that have happened at NCHC this year.

We entered 2022 with a number of restrictions and precautions due to Covid-19 that over the past 11 months we have seen drastically decrease with a better understand and prevention of the virus from spreading. At one point in 2021, we had almost 100 staff out due to Covid-19. 2022 has

averaged less than 20.

In Spring, a new tri-county agreement was signed providing NCHC with its strongest connection to our three counties in several years. In addition to the new agreement, we welcomed an interim Executive Director Mort McBain who has helped guide us through the remainder of the year. We also welcomed Gary Olsen, our Managing Director of Finance & Administration.

Summer brought new construction online with the opening of the Adult Hospital and a change from 10 semi-private rooms, to 16 private rooms and bathrooms. In addition to construction summer also started the ability to bring back in person events and groups which has been a great start to normalcy for those we serve.

Fall included a "Fall Fest" for all our employees to enjoy a number of activities as well as food provided by our own nutrition services department. In addition to Fall Fest, we added a holiday "The Day After Thanksgiving" to provide another benefit to our great team members.

As we look to close out 2022 we have a number of great items in the works including new construction, strong recruitment and retention initiatives, program additions, as well as more all staff events in 2023! Thank you for your continued commitment and dedication to NCHC and those we serve and I look forward to great year ahead of us!

Jarret Nickel
Jarret Nickel
Managing Director of Nursing Home Operations & Residential

Occurrence Reporting Hotline

x4488 or 715.848.4488

Effective November 1, 2022



Only significant or sentinel events requiring immediate notification should use this hotline. These would include, but are not limited to, occurrences such as a catastrophic or environmental event that could result in loss of life or limb, sustained property damage

at any NCHC location, situations that require notification of legal counsel, a major media presence, or any other situation that requires immediate attention to protect the safety and well-being of individuals served, visitors, or staff. Please reach out to your department leadership for all other concerns.

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- A Covid-19 Update You Don't Want to Miss! 12

Shout out



Candy Messer,
Patient Access



Candy is so patient focused. She will sit out with the patients in the waiting room and help them with any paperwork that they need, Especially the elderly who have trouble reading the info. Candy treats all our clients equally without favor!!

From: Mel Wohlwend



PHOTO OF THE WEEK

Teamwork Makes the Dream Work!



Adult Day Services Team celebrates their collaboration and team spirit. Everyone worked so hard moving, cleaning, painting and preparing the new ADS space on 811 North Third Avenue in Wausau.

Great team spirit!!



WORKPLACE GIVING CAMPAIGN

Each year, North Central Health Care participates in a workplace giving campaign to benefit our local United Ways. This holiday season, consider making a donation to your local United Way right from your NCHC paycheck! It's easy to set up and your donation directly impacts the lives of those right in your community.

DONATE FOR MULTIPLE CHANCES TO WIN!

Make a qualifying donation during United Way of Marathon County's Campaign and you will automatically be entered into the United Way and North Central Health Care Sweepstakes for chances to win.

DONATE THROUGH YOUR PERSONALIZED LINK!!

A personalized pledge message will be arriving in your NCHC work email from "[EXTERNAL] NCHC Communications". This link will be resent a few times in the upcoming weeks. Click the link within to be redirected to your personal donation page.

To check your current United Way donation amount, check your paystub under deductions, marked "United Way".

United Way Impacts

In 2021, the United Way made the following impacts in Marathon County alone:

\$468,500 were invested in programs addressing health priorities

8,644 childrens clothing items were distributed

\$672,000 were invested in programs addressing educational priorities

10,896 nights of shelter were provided

2.1 Million Pounds of food were distributed

2,163 Individuals were able to move into safe permanent housing

\$447,000 were invested into community programs to increase local families financial stability

914 individuals received substance abuse treatment & 4,472 individuals received mental health services from a United Way Funded Program

Over 8,000 Books were distributed to children

UNITED WAY Sweepstakes

Make a donation of at least \$1 per week (\$52+ per year) to be entered into the United Way Sweepstakes

Table with 2 columns: 'New donations and previous gifts increased by \$13 earn DOUBLE!' and 'Continue with the same gift as the previous year for standard entries.' Each column has a table for Gift Entries vs. Amount.

GRAND PRIZE: \$7,000 CASH

Table listing prizes for 2nd through 10th place, including cash amounts and gift certificates.

NCHC Sweepstakes

Make any donation to be entered into the NCHC Sweepstakes



HOLIDAY BAKING BASKET: Flour, Sugar, Cookie Cutters, Baking for the Holidays Book, Cookie Sheet

COFFEE BREAK: \$20 Bistro Certificate, Shortbread Cookies, Yeti Mug



(2) 8 HOUR PLT WINNERS



SLEDDING: Hat, Mittens & Scarf, 2 Sylvan Hill Sled Passes




Pine Crest

Person centered. Outcome focused.

Star of the Month

CONGRATULATIONS KATARA KAISER!

Our November Pine Crest Star is Katara Kaiser! Katara is our Speech Language Pathologist and is a true joy to work with. She has a wonderful sense of humor and is very creative with interventions and decorating. She went above and beyond with her own materials, money, and time, redoing the gym with the therapy team. They painted and had lots of cute critcut projects. They have games on the walls, a grocery store, home-like area, a little coffee bar area with menus, created a garden area, etc. She really goes above and beyond for the residents and has a wonderful rapport with them. She does an excellent job working with people with dementia and speech impairments and has a talent for redirecting and also interpreting what they want/need. She finds wonderful adaptive tools and keeps therapy fun and enjoyable and finds ways to gear therapy towards their interests. She and the therapy team are also so very generous with their coworkers! They made special treat bags for national nursing home week, made baskets for other departments during their week of celebration, brought in ice cream treats, etc. She also participates in any structured activities where we ask for staff involvement, whether it is getting pied in the face or bringing in food for a cook off. Even her mother-in-law participates too! In her personal life, Katara continues to be very generous with volunteering and giving within the community. She's patient, kind, professional and her positivity is contagious. She knows how to make those around her smile and she finds the silver lining in frustrating situations. We feel so fortunate to work with Katara and thank her for her years of hard work, kindness, generosity and creativity!




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, DEC. 1ST WAUSAU | BADGER ROOM | 10AM-2PM
*REGISTRATION AVAILABLE 90 DAYS BEFORE SESSION DATE



SafetyZone SCHEDULED MAINTENANCE DOWN TIME

December 7 • 8-11 pm

On Wednesday, December 7th from 8:00 PM until 11:00 PM CST, the Healthcare SafetyZone system will be unavailable due to server maintenance.

Please wait until after 11 pm to submit any occurrence reports.





WELCOME THESE NEW EMPLOYEES TO THE TEAM!

These employees were welcomed at Orientation on November 14, 2022

Food Services - Merrill

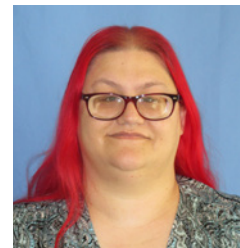


Sarah Hess – Culinary Artist Asst

Residential

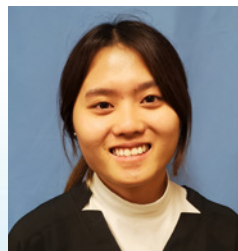


Sabrina Carter – RCA



Brook Cetnarowski – RCA

Food Services Wausau



Asia Xiong – Culinary Artist Asst



Brandon Lawrence – Culinary Artist Asst



Collin Cortright – Culinary Artist



Community Treatment Adult



Chrystal Lopez – Employment Specialist –



Heather Phelps – RN



Traci Montevideo – BHP



Wendy Vang – BHP

Pine Crest



Tara Mueller – CNA



Donna Jaeger – CNA

Mount View Care Center



Samantha Nelson – LPN



Lisa Zoborowski – CNA



North Central Health Care
Person centered. Outcome focused.

DONATION SUGGESTIONS

Below are donation suggestions for clients and residents of North Central Health Care. These items will directly benefit individuals and families receiving services. Donations will be delivered to Mount View Care Center, Adult Day Services, Group Homes, Community Treatment for Children and Adults, Behavioral Health Hospitals (Youth & Adult), Crisis Stabilization (Youth & Adult) and Outpatient clients in Wausau, Merrill and Antigo.

**Items with an asterisk are most needed.*

Personal Items

- Wallets and Coin Purses
- Sweat shirts - all sizes: S - 4XL
- WARM winter gloves and mittens*
- Winter caps and scarves
- Socks*
- Sweat pants* (S - 4XL)
- Men's Undershirts, Underwear* - S - 4XL
- Women's Underwear* - S - 4XL
- Women's fashion scarves
- Watches with large numbers (slip-on type preferred)
- Costume jewelry*, necklaces especially with long chains
- Rubber soled slippers only - all sizes
- Men's belts and suspenders
- Fleece blankets

Toiletries

- Body wash/ Bars of soap*
- Shampoo & conditioner*
- Hair accessories (brushes, barrettes, hair ties, rattail combs)
- New Make-up (lipstick, powder, blush, ChapStick, etc.)
- Men's shaving items*
- Hand Cream* - small or medium bottles only
- Deodorant* (predominantly Men's)
- Nail Polish*, polish remover, cotton balls
- Toothbrushes & Toothpaste*
- Cologne* for men and women or Aftershave
- Disposable Razors* for men and women
- Feminine Napkins/Tampons
- Polygrip
- Small bottles of dish soap or bleach
- Kitchen Sponges
- Laundry detergent, pellet packs and fabric softener sheets

Paper Products

- Bibles (Large print or soft sided)
- Stationary (small sets) and stamps for mailing
- New greeting cards
- Calendars

Unique Suggestions

- Sewing kits
- Anything Green Bay Packers, Badgers, Brewers, Bucks
- Cans of Soda (caffeine-free only) or juice
- Small packages of snacks, gum and candies (sugar-free or regular)
- Gift Certificates to McDonald's, Subway, Walmart, Kwik Trip, Target, etc.
- Kitchen dish towels
- Wash cloth sets
- Sunglasses
- Dish Towels
- Towel sets: 1 bath towel, 1 hand towel, 2 wash cloths
- Boxes of Chocolates (must be sealed)

Recreation/Craft

- Colored construction paper*
- New 100-300 pieces or less Puzzles or therapeutic puzzles with large pieces*
- Word Search* and Crossword Puzzle Books*
- Adult Coloring Books
- Colored pencils, markers, crayons
- New Board games (Pictionary, Scrabble, Sorry, Yahtzee, Life)
- Trinkets (almost any small object) for Bingo prizes
- Inexpensive canvases (all sizes), art paint & brushes
- Glue or glue sticks*
- Tissue Paper
- Decks of Cards (new)
- Pony Beads

Interested in adopting a client or creating a Giving Tree at your organization or business for the holidays?
Please, contact the NCHC Volunteer Office at **715.848.4450** or **volunteer@norcen.org**



Thank You For Your Generous Support!



BRAND NEW POSITION AVAILABLE:

WEEKEND WARRIOR

In an effort to increase staff coverage on our most needed shifts North Central Health Care is launching a **BRAND NEW** Weekend Warrior Program. Shifts are scheduled solely on weekends and holiday rotations and cannot exceed 30 hours per pay period on average, annually.

These positions are not eligible for shift differential pay, pick up pay, or benefits.

\$25

CNA PAY PER HOUR

\$30

LPN PAY PER HOUR

\$42

RN PAY PER HOUR



Know a friend looking to pick up a few extra hours as a CNA, LPN, or RN?

Refer them for North Central Health Care's Weekend Warrior position and you could score a \$500 referral bonus after 90 days!

FOR ADDITIONAL INFO OR TO APPLY VISIT NORCEN.ORG/CAREERS



Looking to make extra cash for the holidays?
Contact Connie Gliniecki or Sara Barnett for additional shift availabilities at Mount View and Pine Crest!



HRinsights

Internal-Only Position Posting

Title: HR Administrative Assistant

Status: Full Time **Location:** Wausau

The Human Resources Administrative Assistant assists in the day-to-day operations of the Human Resources program providing high level administrative support and excellent customer service. Pay range of \$20.00 to \$22.00 per hour.

Apply online! Log into UKG and look for the Internal Opportunities Listing in the left Navigation of your screen.

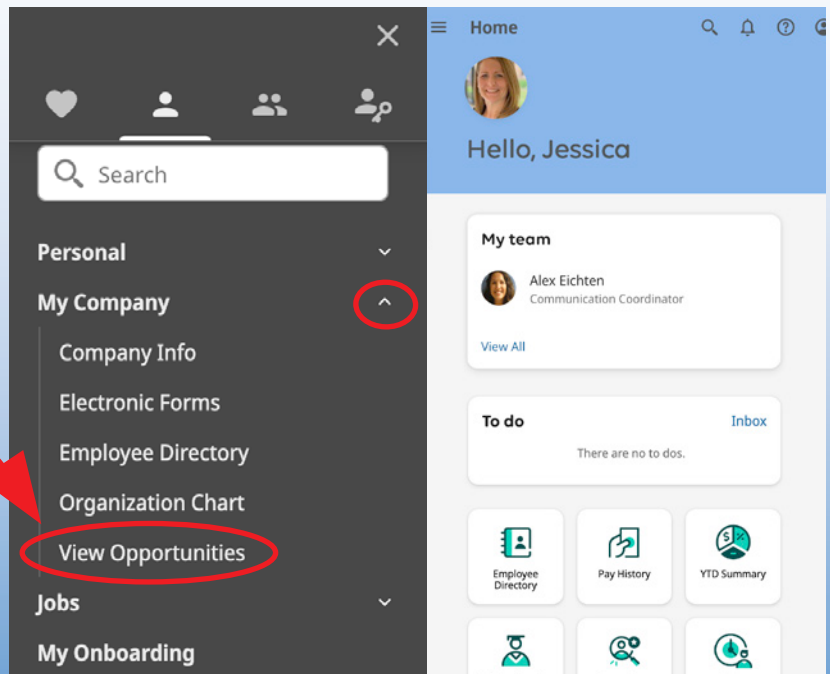
We want MORE Awesome People like YOU on Our Team!

Be sure to SHARE our career posts on social!



How to Locate Internal-Only Job Postings in UKG

1. Log into UKG
2. Navigate to the left menu in the gray box.
3. Scroll down to My Company and click.
4. In the drop down, select View Opportunities.
5. You now have a listing displayed all internal job postings!



November 2022 Organizational Learning Modules



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

- **Workplace Safety 2022** (20 minutes)
- **Controlling Violence in Healthcare** (30 minutes)
- **Work on any outstanding assignments**




Mount View
Care Center
Person centered. Outcome focused.

YOU ARE INVITED!

Mount View Holiday Bake Sale

We've got something to satisfy every sweet tooth!

November 29, 2022 | 9 am to sold | Bistro Lobby

All proceeds go toward providing amazing life enrichment opportunities for our residents. We appreciate your support! Baked goods donations are welcome and can be given to Melissa Stockwell-mstockwell@nrcen.org. Thank you!



FREE PICTURES WITH SANTA

**FRIDAY
DECEMBER 02**

MCECU LOBBY
1 PM - 4:30 PM

PICTURES DEVELOPED BY MCECU WILL BE AVAILABLE FOR PICKUP AT A LATER DATE; HOWEVER, YOU ARE WELCOME TO TAKE YOUR OWN PICTURES WITH SANTA AS WELL!

**Marathon County
Employees Credit Union**

NCHC COVID-19 AND INFLUENZA VACCINATION CLINICS FOR STAFF

Additional November & December Dates!

- Tuesday, 11/29/22 - NCHC Wausau
- Wednesday, 11/30/22 - NCHC Wausau
- Thursday, 12/1/22 - Pine Crest Conference Room

Covid-19 Boosters – Make sure you are Up-to-Date:

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 vaccination (CDC vaccination card or WIR printout), prior to getting their booster. Please work with Employee Health (715.848.4396) to ensure your Covid-19 vaccination status is up-to-date.

Note: 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.

Influenza Vaccinations:

All NCHC Employees REQUIRE Influenza Vaccination or Declination Form on file by Dec. 2, 2022 or you will be removed from schedule.

Quadrivalent influenza vaccine is available to be received as well at the NCHC Vaccination Clinics. Employee Health has been in contact with employees who have not already received their influenza vaccine or have appropriate paperwork on file. Please contact Employee Health if you have questions: 715.848.4396.

Staff can receive both vaccines (Covid & Influenza) - the only stipulation is that they must be administered in separate arms. Sign up at the link above. Watch for signs when you arrive! **Sign up link: <https://forms.gle/rcb7F24xn7RANejBA>**





NERD ALERT

WEEKLY TECH TIPS FROM IMS

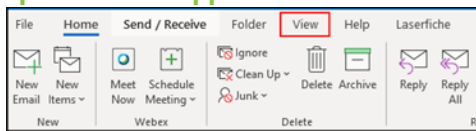
GROUP CONVERSATIONS IN OUTLOOK

Purpose: Merge conversations together to keep track of conversations.

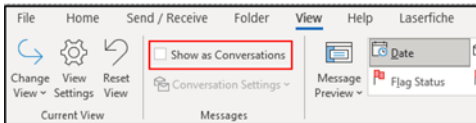
As email grows as one of the most used forms of communication in the office environment, the struggle to keep our inbox organized comes with it. Microsoft is well aware of this new obstacle and constantly creating new tools to help users stay on top of their inbox.

One of the easiest ways to clean up your inbox is to group your conversations. Here's how:

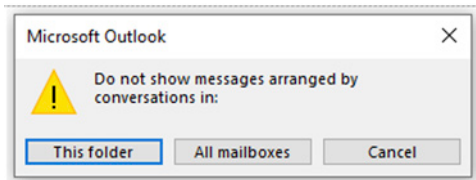
STEP 1 - Open Outlook application. Click View.



STEP 2 - Click to select box left of Show as Conversations.

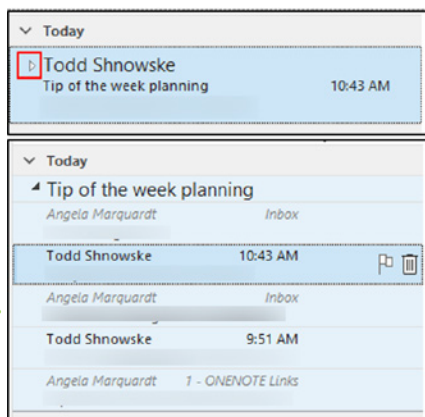


STEP 3 - Select All Mailboxes.



STEP 4 -

Click Triangle on left of email to view entire conversation.



STAY TUNED FOR FUTURE TIPS!



Recently, the WI Department of Health Services (DHS) released a notification about the increase spread of respiratory diseases impacting healthcare facilities, especially those in long-term care. From data presented by DHS (shown at bottom of email), COVID isn't the only illness we need to be aware of, but other respiratory viruses like RSV, Influenza, and Influenza-Like Illnesses (ILI).

Talking about these viruses seems antiquated – given our focus on COVID for the better part of 3 years – but this year's data has shown a dramatic increase in cases from years prior. While Wisconsin hasn't seen as many Influenza cases as the southern half of the U.S., the number of RSV cases has been at its highest levels in recent memory, resulting in numbers of hospitalization not seen since COVID the last two years.

RSV & Influenza Have Very Similar Symptoms Compared to COVID

So what do we need to do to keep ourselves and those we care for safe? Employees should understand what the signs and symptoms of these illnesses look like.

Signs and symptoms include:

- Coughing
- Sneezing
- Congestion
- Runny nose
- Sore throat
- Shortness of breath
- Nausea
- Vomiting
- Diarrhea
- Headache
- Body aches

If you're having any of these symptoms of respiratory illness you should:

Immediately report your symptoms to your manager and Employee Health 715.848.4396.

Get tested and stay home. Don't assume your symptoms are due to allergies or another condition.

Other Ways We Can Help

Beyond monitoring our symptoms before coming to work, employees should perform hand hygiene often and when required – utilizing hand sanitizer instead of hand soap when possible – especially during these cold winter months to limit the chances of contact dermatitis (red burning and itching hands from being dried out by soap).

Make sure to cover your coughs and sneezes – catching those in our elbows and not in our hands, or doing so uncovered.

If you have any questions or need clarification, please reach out to Reneé in Employee Health, or Tim and Shelley from Infection Prevention and we'll be happy to help you any way we can. 715.848.4396



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

NOVEMBER 28 – DECEMBER 2, 2022

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	Ranch Pork Medallions Baked Yam Mixed Vegetables	Chicken Lasagna Tossed Salad with Dressing Breadstick	Smoked Sausage Dumplings Seasoned Cabbage	Cranberry Glazed Chicken Garden Long Grain & Wild Rice Parslied Carrots	Salmon Patty Boiled Potatoes Creamed Peas
SOUP	TBD	TBD	Taco Soup	TBD	Chili
DESSERT	Peaches & Cream Dessert	Frosted Banana Bar	Caramel Apple Crisp	Ice Cream Cup	Peanut Butter & Jelly Brownie

DECEMBER 5 – 9, 2022

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	Cheesey Meatloaf Baked Potato Wax Beans	Vegetable Beef Stew Biscuit Creamy Coleslaw	Turkey Dumplings Buttered Peas Dinner Roll	Roast Beef Mashed Potatoes Gravy Parslied Carrots	Teriyaki Chicken Breast Fried Rice Broccoli Florets
SOUP	Turkey Dumpling Soup	Cream of Tomato Soup	TBD	Beef Noodle Soup	Ham & Bean Soup
DESSERT	Cherry Delight	Bread Pudding with Caramel Sauce	Lemon Burst Poke Cake	Cinnamon Baked Apples	Pumpkin Fluff



THE BISTRO

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

PANINI OF THE WEEK



ITALIAN CHICKEN PESTO PANINI

CHICKEN | PESTO | ROASTED PEPPERS
PROVOLONE | SPINACH

\$6.50

PANINI FORECAST

11/28 | PESTO CHICKEN

GRILLED CHICKEN | PESTO | RED PEPPER | SPINACH

12/5 | AMERICAN STYLE MUFFULETTA

SALAMI | HAM | PROVOLONE | GARLIC OLIVE SAUCE

LATTE OF THE WEEK



WINTER SPICED
LATTE

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

COME TRY OUR NEW EXTRA CREAMY RECIPE!

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

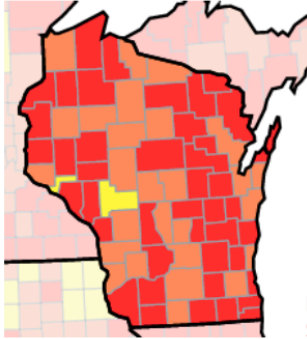
ADDITIONAL TOPPINGS 1.00





CURRENT TRANSMISSION LEVELS BY COUNTY | NOVEMBER 28, 2022

Temperature screening is **NO LONGER** required for Employees or Visitors at any NCHC location.



MARATHON



High

LINCOLN



Substantial

LANGLADE



High

Note: **ONLY Lincoln County locations** have a change and have moved down to Substantial Level. Marathon and Langlade Counties remain in **HIGH** level.

Based on your county's transmission levels noted above, please take the following actions for your county of service:



High

All Nursing Home and Hospital Locations (Adult & Youth):

Staff, visitors and patients are **REQUIRED** to wear masks at all times in all areas including hallways, waiting rooms and meetings that include residents or patients.

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 Staff at ALL locations may remove masks while working alone in private offices, employee-only access areas and in areas prohibited to patients or residents, like staff-only meeting rooms, offices or lounges.

OR



Substantial Moderate Low

- **Surgical face masks of face coverings are NOT REQUIRED at any NCHC locations at these Levels.**
- Employees will follow all Covid-19 Confirmed/Suspected Precautions posted in all units or patient/resident rooms.

VISITOR NOTE FOR ALL LEVELS:

- When visiting Covid-19 Confirmed patients or residents, visitors are required to wear masks and eye protection and practice social distancing.

EMPLOYEE REPORTING

Employees are **REQUIRED** to report any signs of illness to their manager immediately.

- Employees should **STAY HOME** if they are experiencing any signs of illness. Managers and Employee Health will provide return to work guidance.
- Staff are required to use PLT or take unpaid leave due to symptoms or exposure.
- Managers are **REQUIRED** to report employees with symptoms, exposure or positive for Covid-19 in SafetyZone as soon as possible.
- Employee Health: 715.848.4396