



A Weekly Update
For The Employees of
North Central Health Care



NEWS YOU CAN USE



WEEKLY CONNECTION WITH VICKI TYLKA

Spring is in the air, tulips are blooming, and smiles are on our faces! Who doesn't love spring? In a few days it will be Mother's Day and many of us will remember our mothers, celebrate with family, and be celebrated. On Mother's Day, I like to take a few minutes and think about all the wonderful women in my life whether they are mothers or not. There are many characteristics that make someone a great mom just as there are many things that make any woman or individual exceptional as well. Here are a few comments that

one might say to their mother, but also can apply to any nurturing person of any gender and which can be equally applied in the workplace:

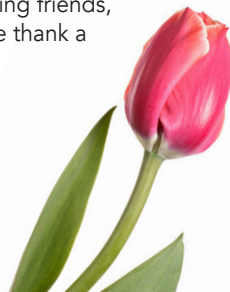
- You always put your family (team, those we serve) first.
- You are my rock, my confidant, and a trusted friend.
- Your love (guidance) has been a constant source of strength and support in my life (job).
- You have always been there for me, no matter what.
- Your kindness and generosity never cease to amaze me.
- You, like a button, holding everything in life (at work) together.
- Thank you for all the smiles, words of encouragement, and patience through the years.
- You are someone I can always look up to.
- You are the glue that holds us all together.
- The best compliment anyone can give me is to say that I'm just like you.

And because we want to keep our Core Values up front, I must shout out that many of these statements connect to our Core Values. The ones that stand out the most related to a person being a great role model are Dignity and Integrity. And Accountability, Partnership and Continuous Improvement show up in the things we do to support each other's success and our teams. So, this Mother's Day week, you can thank moms (including friends, aunts, cousins, or coworkers) for being who they are. And maybe thank a co-worker for positively modeling our Core Values.

Happy Spring everyone!

Vicki Tylka

Vicki Tylka
Managing Director of Community Programs



- Photos of the Week 2
- Hard Hat Update 3
- What Do You Know About THC? 4
- On the Move 5
- Pine Crest Star Award 6
- May Frontline 7
- Foodie Forecast 9-10
- Food Truck Schedule for Wausau Campus 11

Shout out



Kevin Traeder,
Community
Treatment Youth

Did a great job guiding a client and family through job search process..

From:
Tom Messman



Occurrence Reporting Hotline

x4488 or 715.848.4488



Only significant or sentinel events requiring immediate notification to this hotline.



Mental Health Awareness Begins With Each of Us!

This past weekend, NCHC joined in support of the Wausau West High School Raise Your Voice at their first ever Mental Health Awareness Walk/Run. Thank you to all those who came out to support their cause...to give support and a shoulder to lean on when kids need it most. Their mission is so amazing and our community should be so proud of these students and teachers! A similar event was also held in Merrill by the High School Raise Your Voice Group.



PHOTO OF THE WEEK



ALL proceeds will be donated directly back into the community to support mental health at North Central Health Care!



Can You Help Our Community Treatment Youth Program?



The NCHC Community Treatment Youth Skill Development Groups are in need of recreation items this summer!

We are looking for any donations of recreation equipment for:

- Tennis*
- Fishing*
- Baseball
- Disc golf, etc.



*Tennis and fishing equipment are in biggest demand.

Donations can be dropped off in the Wausau Campus Community Treatment Office by Wanda McCarthy at Door #24.



Marathon County Employees Credit Union

At MCECU, We are Keeping Loan Rates Low... Call Us Today for Your Lending Needs, Whether it is for a New Loan or to Refinance!

WE DO MORE THAN JUST AUTO LOANS.

No matter how you want to travel, we can help you with financing.



MCECU offers home loans, auto loans, personal loans, credit cards, recreational loans, etc.

AND

We are Here to Help You Through the Process! – No Automated Answering Service or Waiting on Hold to be Connected

Contact Pete Today!

715 261-7685

Peter.Wolf@co.marathon.wi.us

Proudly serving Health Care Center Employees & their Families since 1965.

400 East Thomas Street Wausau, WI 54403

HARD HAT UPDATE



HALLWAY CLOSURES IN SUITE A ON WAUSAU CAMPUS

Effective May 10, 2023 - Be sure to walk your new route to respond to emergencies

The 1st Floor hallways in Suite A, the old MVCC building, will be closed until the end of renovations beginning May 10. Hallways on the 1st floor will be closed, and additionally this will include use of the elevator near Learning & Development. Signs and maps will be posted. Staff responding to emergencies may be able to cut through the Cafeteria Courtyard to access responses on the other side of Campus, for example at the Youth Hospital. Or you may walk around through the Employee Cafeteria, but access through old MVCC (Suite A) will not be accessible.

Transporting residents to 2 South, on the second floor, will only be through the 2nd floor of the main MVCC building (tower) and will use elevators near the Bistro and Community Room only. Please review your walking paths options to prepare for emergency response.

SAFETY ZONE SCHEDULED OUTAGE

May 10, 2023



On Wednesday, May 10th, from 10:00 PM CST until 11:00 PM CST, the Healthcare SafetyZone® system will be unavailable due to server maintenance. Please access the system to enter any occurrence reports after the outage window.

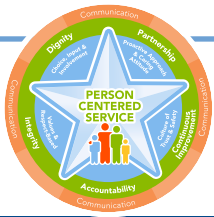


NETWORK PRINTER SCHEDULED OUTAGE

Tuesday, May 9 @ 6:30 am

CCITC will be updating the network printer software on Tuesday, May 9 at 6:30 am. Employees will not be able to print items for approximately 1 hour that morning. This impacts all NCHC employees and locations.

If you experience any difficulties after the update, please contact the HelpDesk via email or x6710 or create a TAG ticket at <https://bit.ly/NCHC-TAG>



For Your Health!

Free Skin Cancer Screening

Melanoma is the most fatal form of skin cancer in the United States. Anyone can get skin cancer, but it is more common in people who are light skinned, have a history of sunburns, a family history or over age 50. But if found early, skin cancer can be treated with removal only before it has spread to other areas of the body.



Tuesday, May 9 | 8:00 - 11:00 am
Thursday, May 11 | 2:00 - 6:00 pm
Tuesday, May 16 | 8:00 - 11:00 am
Thursday, May 18 | 2:00 - 6:00 pm

Appointments required

If not able to make these specific days, skin cancer screenings can still be scheduled at the Employee Health & Wellness Center for a date and time that is convenient.

Employee Health & Wellness Center

1000 Lake View Drive, Door 34
Wausau, WI 54403

715.843.1256



BH-345A

THE IMPORTANCE OF SKIN CANCER SCREENINGS

Skin cancer is one of the most common types of cancer, and its incidence is increasing worldwide. The good news is that when detected early, skin cancer is highly treatable, and the chances of a full recovery are excellent. That's why skin cancer screenings are so crucial.

Skin cancer screenings involve a thorough examination of your skin by a trained healthcare professional to look for any unusual growths, moles, or other changes in your skin that could be signs of skin cancer. The screening is quick and painless, and it can save your life.

Early detection is the key to successful treatment of skin cancer. When detected early, skin cancer can often be treated with simple surgery, avoiding the need for more invasive treatments like chemotherapy or radiation. By getting regular skin cancer screenings, you can catch any suspicious growths early on, increasing your chances of successful treatment.

By taking the time to get screened, you can ensure that you are doing everything possible to protect yourself from skin cancer and enjoy a long, healthy life.



THC is CHANGING

What is THC?

1. A Look at Cannabis: Hemp vs. Marijuana.

Cannabis is a plant that comes in many shapes and sizes:

- Hemp has less of the chemical (THC) that makes someone feel "high." Hemp plants can be made into many different things like clothes, and the hemp seeds are sometimes used for food and oil
- Marijuana flowers are often known for having more of this chemical (THC). It is consumed as medicine and for fun because of how it makes you feel.

2. What is THC?

THC is the part of the cannabis plant that makes the user feel "high."

- **Delta 9** is a type of THC found in marijuana that has strong effects and causes the "high" that many people connect to marijuana.
- **Novel (New and Emerging) THC's:** Types of THC made from hemp plants. Manufacturers take the non-active cannabinoids (chemicals) from hemp, such as CBD, and change them to novel THC's, such as Delta 8 THC, Delta 10 THC, and others. Some THC products changed from hemp-based CBD are human-made and not found naturally. These THC's come in many different strengths and can cause the "high" people are familiar with. It's important to note these products are not currently regulated through the Food and Drug Administration (FDA) so we can never be sure of what is truly in these products.

3. Common names for THC

- Pot, weed, grass, dope, herb, joint, Mary Jane, buds, blunt, ganja, trees, hash, doobie, chronic, dab

4. How is THC consumed?

- Smoked through joints, blunts, bongs, or vape pens.
- Mixed into food, often desserts, like brownies or cookies, sometimes even made into drinks. Food and drink mixes are also called edibles and are much more dangerous. The time it takes for the THC substance to "kick in" may vary due to unknown factors. These THC products can come in many different strengths, and are not currently regulated through the Food and Drug Administration (FDA), so may have other dangerous chemicals in them. This increases the risk of a dangerous situation or even an overdose.

5. Testing Positive

- Remember: Any product that has THC in it may cause a positive drug test, even Delta products.
- A positive drug test for a teen could result in suspension from clubs, sports and/or school.
- The best way to avoid suspension due to drug use is to be THC free.

6. What are the effects and signs of THC?

Short-term effects:

- Judgment and attention changes
- Headaches
- Dry mouth
- Dry eyes
- Dizziness
- Sleepiness
- Faster heart rate
- Feeling hungry
- Seeing things
- Feeling like you're going to throw up
- Throwing up
- Not feeling like yourself

Long-term effects:

- Higher risk of stroke and heart disease
- Damaged lungs
- Mental illness
- If a teen uses THC it could change the way their brain works

Effects on driving:

- Slower movements
- Changes to vision
- Driving while high is both dangerous and against the law

Possible signs of use:

- Red eyes
- Feeling hungry
- Feeling like you don't want to do anything
- Weight gain
- Feeling nervous
- Poor coordination
- Troubles remembering
- Not feeling like yourself

7. What should I do in an emergency?

It could mean someone has had too much THC if they have:

- Extreme anxiety or panic attacks
- Seeing things
- Lack of coordination
- Shaking
- If they are unresponsive

If you think someone has used too much THC and needs emergency medical help, call 911. If you or someone you know is having a non-emergency crisis, visit www.findhelp.org to find local resources.

8. How do I talk to kids and teens about THC use?

- Talk to kids multiple times as they grow up
- Be clear with your expectations
- Be supportive
- Don't be forceful when you talk about THC
- Keep it casual

9. How do I learn more?

- Call a substance use prevention coalition near you to get local resources through the Alliance for Wisconsin Youth.
- For more general information, try the national institute on drug abuse (NIDA) or Center for Disease Control and Prevention. (CDC)
- For more information you can go to northwoodscoalition.org





HRinsights

Position Postings

Title: Personal Care Worker

Status: Full Time

Location: Wausau Supported Apartments and Group Homes

The Personal Care Worker is responsible for the general operation of a group home/supported apartment settings for adults with developmental disabilities and/or chronic mental illness.

Shifts Available:

PM Shift 2 PM - 10 PM

NOC Shift 10 PM - 6 AM

Apply Online: <https://bit.ly/PCW-2023>

Several Opportunities Available for Personal Care Positions and Shifts!

Not sure if its the right fit? Check out the Realistic Job Preview at www.norcen.org/RJP



Let's talk retirement

WISCONSIN DEFERRED COMPENSATION PROGRAM

Talk with a Retirement Plan Advisor about the WDC Program!

Meeting with your WDC 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 meeting dates and times can be found at https://nc_wisconsin.timetap.com/#/.

Next meeting:

Individual Retirement Readiness Review with Shawn Bresnahan

Wausau Campus, Iris Room in Outpatient Services
Tuesday, May 23rd 2023 • 10am-3pm
1100 Lake View Drive
Wausau, WI 54403

Register Online at https://nc_wisconsin.timetap.com/

What to bring to your one-on-one meeting once enrolled:

- Wisconsin Retirement System statement
- Social Security statement
- Other retirement account information
- Current paycheck stub (if applicable)

employees on the move

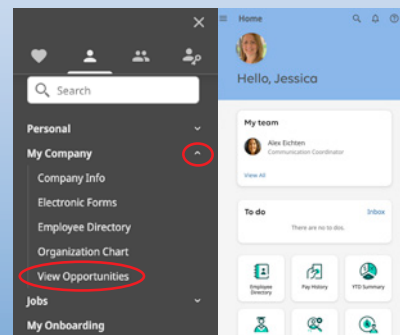
Congratulations to these employees for their recent transfer or promotion!

congrats



Cassandra Kostelecky transferred from Administrative Assistant in Accounting to a Peer Specialist for ACSF. She started her new role on 04/16/2023. Congratulations Cassandra!

Looking for Opportunities Within Our Organization?



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!



Pine Crest Star of the Month

CONGRATULATIONS SARA BARNETT!

Sara Barnett is our May Pine Crest Star! Sara took the CNA class here back in 2002 and moved on to become a Med Tech, Unit Clerk, LPN, RN, ADON, and now DON! She has truly worked her way up and has many years of great experience and even better stories. She has a wonderful rapport and relationship with her coworkers and is always putting in time to assist the needs of others. She makes everyone feel noticed and appreciated such as going out of her way to purchase things for staff, her involvement in staff events, or creating a safe space for staff to communicate with management. Her dedication and commitment started from the roots as a floor staff and continue to thrive into her current role as Director of Nursing. She is a role model for all, and we aspire to have others like her on our team. Thank you, Sara!!!!



NERD ALERT

WEEKLY TECH TIPS FROM IMS

TIP: Automatically Open Downloads from Chrome


PURPOSE: Automatically open a file

Why is this relevant at NCHC?

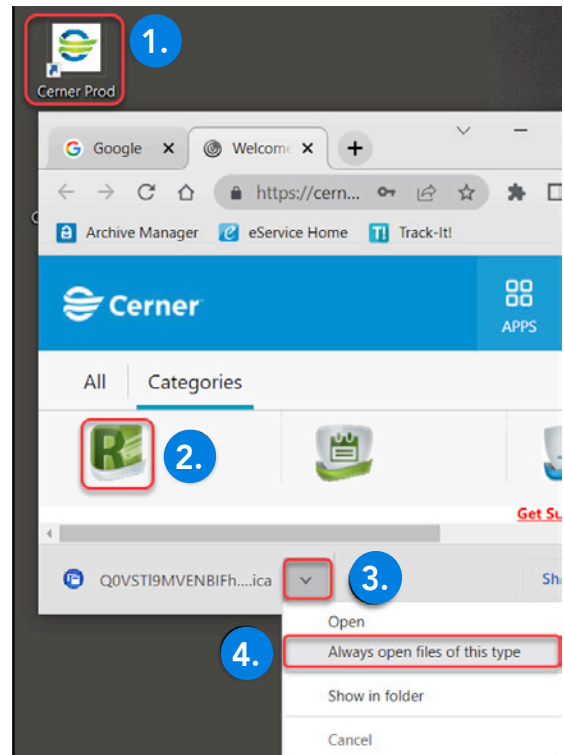
When a file or Cerner application is downloaded from Chrome, it originally displays in the lower left corner of the user's screen until selected. The **Always open files of this type** selection prompts Chrome to open specified files/applications automatically when selected. This can be applied in the Cerner Storefront to open applications selected with one click versus two.

How to:



1. Double-click  icon on desktop.
2. Click desired application.
3. Click the **down arrow** right of download to see more options.
4. Click **Always open files of this type**.

Note: Changes will be applied next time the application is selected.



STAY TUNED FOR FUTURE TIPS!

2023 LIFE Report Release

Thursday June 1st




Tara Draeger
LIFE Report Chair and Director of System Community Health at Aspirus Health will give an overview of the 2023 LIFE Report Calls to Action.



Paul Schmitz
CEO of Leading Inside Out will walk through the approach of "Everyone Leads: Building the Culture for Collective Impact."

8:00am: Check in & networking
8:30am: Forum begins

 **UWSP at Wausau Center for Civic Engagement Theatre**

REGISTER >>>

<https://www.unitedwaymc.org/community-data>



FrontLine

Frontline | April 2023

Employee Assistance Program | ascensionwieap.org | eap@ascension.org | 800.540.3758

Emotional Labor and Customer Service Stress

“Emotional labor” refers to the practice of maintaining a positive attitude and friendly demeanor while working under stress, particularly with difficult and irate customers.

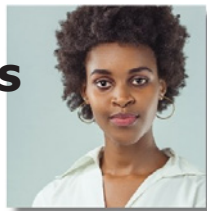


Burnout risk is naturally high in such jobs, but a few healthy practices can dramatically improve your resilience. Practice each with awareness of its benefits.

- 1) Take care of yourself physically, mentally, and emotionally with enough rest, healthy eating, and regular exercise.
- 2) Practice focusing on the positive aspects of your job, such as helping customers and solving their problems.
- 3) Practice empathy with customers. It improves their demeanor and leads to positive interactions with you.
- 4) Use more positive language during interactions. It reduces tension, and it de-escalates conflict.
- 5) Seek support. Colleagues, supervisors, and your company EAP offer opportunities to vent, process events, and blow off steam. This is normal and healthy. It won't feed cynicism; it's just the opposite—it will help you stay positive and motivated in your job.

Go Ahead . . . Praise the Boss

Bosses need positive feedback too, but often they hear only problems and complaints. As they are resource experts and troubleshooters, it might feel counterintuitive to think they need support from subordinates. Positive feedback has a favorable impact on everyone, so it can add measurably to a positive workplace. Everyone benefits when that happens. Tips: 1) Express genuine appreciation and praise. Don't be insincere or patronizing. Be specific, not by saying, “Hey, you're an awesome boss,” but by simply pointing out specific examples of how what they did made a difference. Be genuine—if you don't “feel it,” take a pass. 2) There's no need to be drippy, emotional, or effusive. Simply share the observation. Hint: Be sure to complement your praise by being a good worker yourself, or the feedback you offer may be less appreciated.



Harvest Some Wellness with Indoor Gardening

The therapeutic and mental health benefits of gardening have been shown in numerous studies, but you don't need a garden plot, backyard, or even a patio to reap the benefits of this activity. You can get all the advantages of gardening by using just a pot or two on a windowsill. Benefits include improving your mood, reducing stress and anxiety, and gaining self-satisfaction, mindfulness, and a feeling of accomplishment from growing your own food and nurturing a plant and watching it flourish. This gardening-centered activity can boost self-esteem and help you feel more capable and in control. The easiest things to grow in a small pot include leafy greens and herbs, microgreens, and even beans. Varieties of leafy greens such as lettuce, spinach, arugula, and kale all can be grown in small pots. Herbs and peppers are other options. They require a moderate amount of sunlight and can be harvested continuously by picking the outer leaves as they grow. Vegetables grown indoors may not yield as much as those grown outdoors in a garden, but you will still get the fun and rewards that accompany gardening. Gardening requires a certain level of focus and attention, which can promote a sense of well-being. And focusing on the present moment and the task at hand may help alleviate symptoms of anxiety and depression. Experiment to see what your green thumb can do.



Source: Horticultural Therapy Association (www.ahta.org)

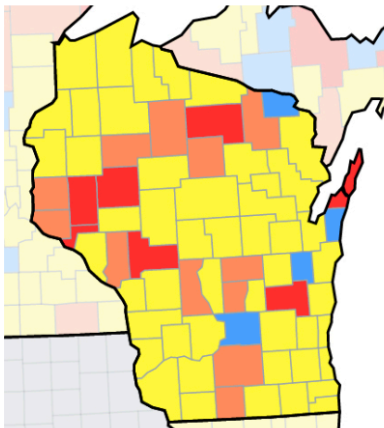
Get It Scheduled to Get It Done

If you create to-do lists that pile up without acting on them, you may accumulate to-do lists for days, weeks, or even months and be frustrated that so much is unaccomplished. The solution is scheduling. The phrase “If it doesn't get scheduled, it doesn't get done” is one of the most important concepts in time management. In short, if you don't set aside a specific time to do a task or complete a project, you are still at the mercy of procrastination and distraction. By scheduling your task, you commit yourself to prioritizing it and allocating the time needed to complete it. Try it to see if you move forward.





CURRENT TRANSMISSION LEVELS BY COUNTY | MAY 3, 2023



MARATHON



Moderate

LINCOLN



Substantial

LANGLADE



Moderate



PINE CREST: ALL AREAS
Masks **REQUIRED** at ALL TIMES: **OUTBREAK.**

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 or 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.

* All units and program areas under **outbreak precautions** will continue to require masks until out of outbreak. Follow all outbreak signage posted within unit or facility.

Employees experiencing any signs of illness are required to **REPORT TO MANAGER IMMEDIATELY. STAY HOME** if you are experiencing any signs of illness.



Get your **FREE** at-home test kits!

The State of Wisconsin is offering free, rapid, at-home COVID-19 test kits to residents of eligible communities. Visit their online website to get test kits shipped to your home at no charge. <https://sayyescovidhometest.org/>



WHAT'S FOR LUNCH?

WAUSAU CAMPUS EMPLOYEE CAFETERIA



Due to recent cost increases with food, some items in the Bistro and the Wausau Campus Café will be increasing in cost.

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

MAY 8 – 12, 2023

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	Baked Chicken Drumstick Loaded Mashed Potatoes Carrots	Old Fashioned Chicken & Noodles Mixed Vegetables	Hot Pork on a Bun Parmesan Noodles Broccoli	Scalloped Potatoes & Ham Brussel Sprouts Diner Roll	Baked Spaghetti Peas & Carrots
SOUP	Broccoli Soup	TBD	Tomato Soup	TBD	TBD
DESSERT	Pineapple Tidbits	Marbled Cherry Pie Cake	Sweet Potato Crisp	Fluffy Fruit Dessert	Rice Krispie Treat

MAY 15 – 19, 2023

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	Saucy Chicken & Pasta Buttered Peas Garlic Toast	BBQ Beef on a Bun Buttered Diced Potatoes Green Beans	Ham Steak Baked Sweet Potato Cauliflower	Salisbury Steak Mashed Potatoes Gravy Steamed Rutabagas	Tilapia with Sour Cream Dill Sauce Baked Potato Mixed Veggies
SOUP	White Bean & Sausage Soup	TBD	Cheddar Baked Potato Soup	TBD	Garden Vegetable Soup
DESSERT	Funfetti Blondie	Seasonal Fruit	Glazed Lemon Cake	Mandarin Oranges	Strawberry Poke Cake



THE BISTRO

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

PANINI OF THE WEEK



AMERICAN MUFFALETTA

SALAMI | HAM | PROVOLONE
GARLIC OLIVE SPREAD

LATTE OF THE WEEK



Ice Cream Latte

\$1 OFF LARGE LATTES EVERY MONDAY!

Ice Cream

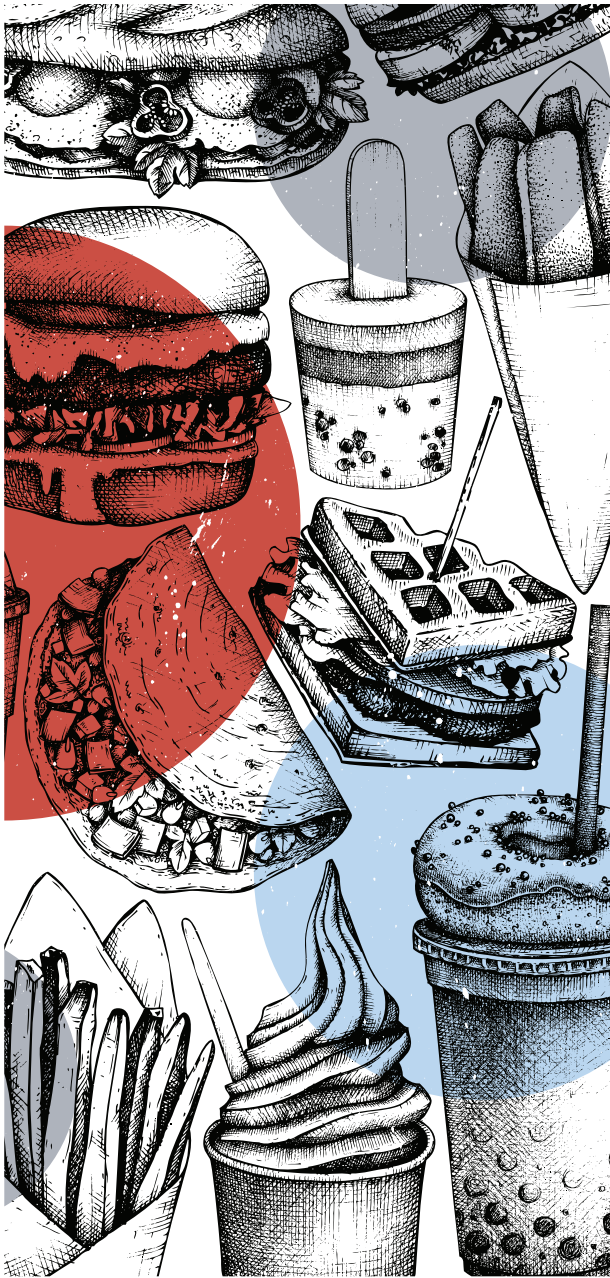
- ICE CREAM CONE1.00
- ROOT BEER FLOAT2.00



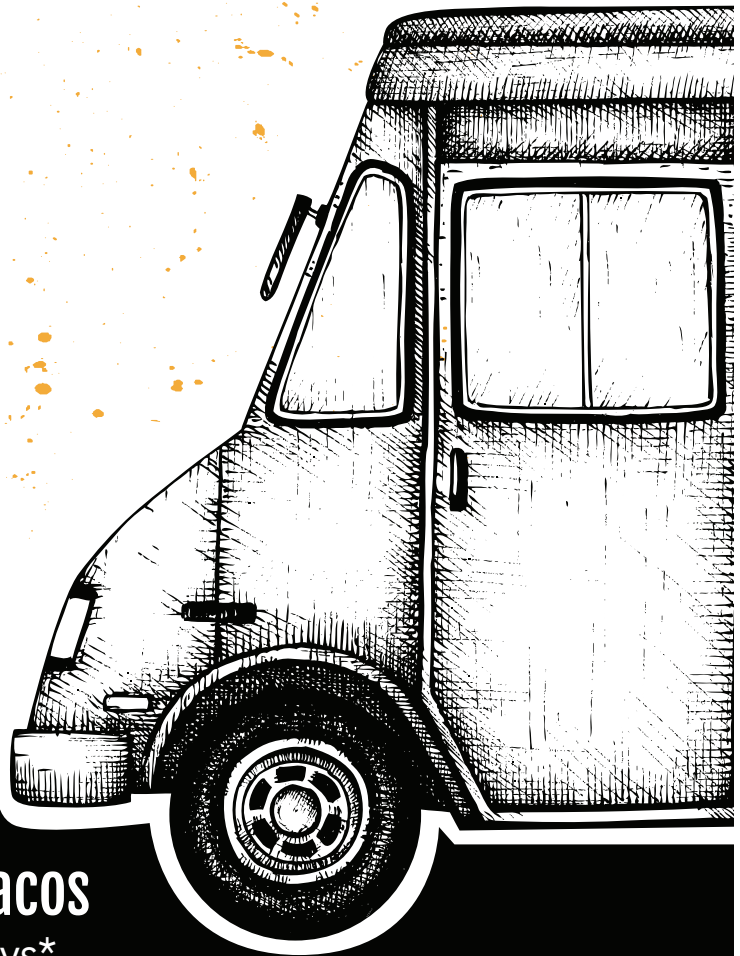
LUNCH

- PANINI COMBO (1/2 PANINI, CHIPS, WATER)5.00
- TURKEY BACON GUAC PANINI6.00
- TURKEY BACON GUAC WRAP5.75
- 3 CHEESE PANINI (ADD CHICKEN FOR \$1)3.50
- GRILLED HAM & CHEESE PANINI 4.50
- GARLIC BACON PANINI 5.00
- CHICKEN BACON RANCH WRAP5.25
- CHEESE QUESADILLA (ADD CHICKEN FOR \$1)4.50
- CALZONE 4.50/5.00
- CHEF SALAD/CHICKEN SALAD5.50

**Please note: All sales subject to Sales Tax.*



WAUSAU CAMPUS **SUMMER** FOOD TRUCKS



Mitch's Texas Tacos
Weekly on Thursdays*
May 18 through August 31

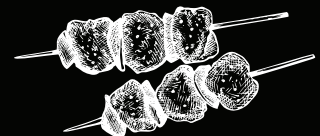
HANUMAN EXPRESS

Monthly on Fridays*
May 19 • June 23 • July 21 • Aug 18



10:30 am to 1:30 pm

Mount View Care Center
Entrance



* Dates are subject to change. Watch for notices via email and NYCU.