

A Weekly Update For The Employees of North Central Health Care



NEWS YOU CAN USE



WEEKLY CONNECTION WITH MICHAEL LOY

Transcendent Purpose

Vision is critical to success, especially in organizational life. Without shared Vision, individual performance and efforts becomes more about survival.

Lives Enriched and Fulfilled. We hear these words often in our organization. They are our drumbeat, our picture of success. All of us come to NCHC for a purpose, most often I've found our individual purposes weave themselves into collective thread of wanting to make the world a better place. Every day, our Vision is coming alive. More often than I'd like to say, we all may feel our individual efforts can go unrecognized but it is when these individual efforts are added together they

become our reputation on the whole. We can have a Vision that says we want to be the biggest, brightest, best but it's people's behaviors that count the most. It is so evident, how much this place cares for people otherwise might be considered to be at the fringes of life.

Across the organization we may have unique diversity in our services. The people we serve have different adversities and the operating environments are certainly varied. Yet, we come together through our shared Vision. Lives Enriched and Fulfilled creates possibilities, it requires leadership at every level of this organization to be real. Every day we each have a choice to lead on this front. Our Vision in action is a belief that the best possible future exists for our patients, clients, consumers and residents. The very heart of NCHC, despite the different ways we may express it, is essentially all in service to a brighter today, the blinding light of Lives Enriched and Fulfilled. I'm very proud to work here. We've come a long way, and yet there is still a very compelling future of possibility ahead.

In all of the animosity of a changing world, the unnecessary political fracture, and the daily struggles we all face, we can find transcendent purpose in our Vision. We can make the world a better place right here. I continue to see the bright future of our Vision continuing to come to life each day, we have so much more commonalty as opposed to differences. We can continue to leverage our commonality for a better future. Please remain encouraged, your effort and its impact matter. They are seen. They are felt. They are evident in the Lives Enriched and Fulfilled because of You. Thank you for your greatness.

Make it a great day,





Details on page 7.

Celebrating American Pharmacist Month..... Thank you for all you do! RISE UP Paint Day! You Are Invited!! Trick or Treating at **Mount View** Care Center Candy Donations Needed Walk to End ALZ Thank You for Your Support! Carnival of Rock Make A Difference Day .. Volunteers for the NCHC Team!



Wayne Walters, Housekeeping

Why: Always friendly - great attitude and helpful. Thanks!!

Submitted By: Jenny McKenzie











October is American Pharmacists **Month**

Monday marked first day of October and the start of American Pharmacists Month, a celebration in support of pharmacists around the country. While the American Pharmacists Association (APhA) has celebrated the accomplishments of pharmacists for decades, the Association launched American Pharmacists Month in 2004. Since then, APhA has used October to further raise awareness among the public, patients, policy makers, and other stakeholders about the broad roles pharmacists play in health care today.

During American Pharmacists Month, we would like to promote awareness of the many services pharmacists offer beyond the safe distribution of medications. Examples of these services include medication reviews to assess safety, effectiveness, interactions and adherence; care management and counseling for disease states such as diabetes, high blood pressure, and high cholesterol; and

The month-long observance recognizes the impact pharmacists have on improving medication use, advancing patient care, and improving patient access and public health across all geographies and throughout all practice settings.

We thank our entire Pharmacy Team at NCHC for the outstanding role they play in keeping our patients, clients, residents, employees and families healthy and safe!

Thank you for all you do Pharmacy Team!

NORTH CENTRAL HEALTH CARE IS HOSTING THE IMMERSION PROJECT ON WEDNESDAY OCTOBER 10 Say Hello to All Our Visitors as They Learn About Issues **Surrounding Mental Health** and Addiction

On October 10, please welcome visitors to the Wausau Campus for the 4th session of The Immersion Project. Our guests will delve into the conversation surrounding mental health and addictions and learn about NCHC as they meet and engage in discussion with program leaders.







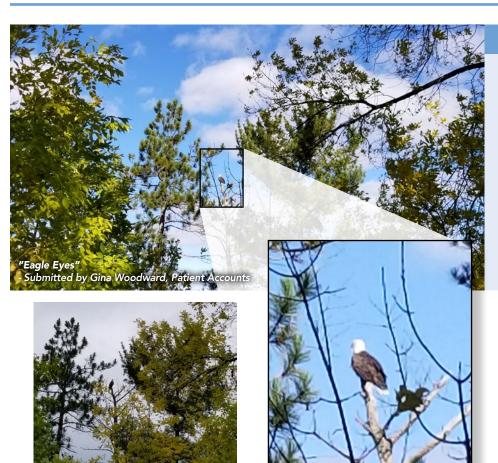


PHOTO OF THE WEEK



Submit A Great Photo From Your Week!

Submit your photo and description to: Email: imeadows@norcen.org or Text: 715.370.1547. Please indicate Photo of the Week and include your name, who/what/where of the photo and why you are submitting. Please remember! To protect the privacy of our patients, clients and residents, photos are not to be taken of any of those we serve without written permission.

This amazing eagle and it's companion were spotted several days in a row on the shoreline of Lake Wausau, along the NCHC walking path. We think he was posing...



WERE YOU UNABLE TO ATTEND 3RD QUARTER **EMPLOYEE UPDATES** OR WANT TO SEE THE PRESENTATION AGAIN?

The Video Recording is Now Available Online

We want all employees to be able to attend the Employee Updates Sessions to connect with leaders, ask questions, and meet with team members you may not regularly have the opportunity to. However, we do know that there are instances in which you are just not able to make it or wish to view the presentation over again.

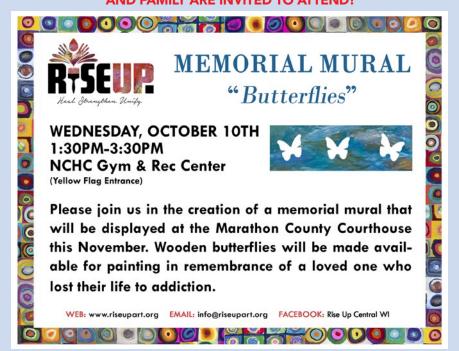
You can now view the 2018 3rd Quarter Updates from September in full format by visiting the NCHC YouTube Channel. Check out some of the other great videos there, too!

https://youtu.be/d-sv6al17K0

The video is also available on the O'drive: Employee Updates folder contains the complete slide shows and videos for all Employee Update sessions.



ALL NCHC EMPLOYEES, CLIENTS, RESIDENTS AND FAMILY ARE INVITED TO ATTEND!









WELLNESS CORNER

By Sherry Gatewood, PA

Flu Shots Are Available for Your Family at the Employee **Health & Wellness Center**

Flu shots available in the Employee Health and Wellness Center clinic for family members 3-64 years old with the Aspirus Arise employee insurance. Please call to schedule a nursing visit appointment.

Please Note:

From Wednesday October 10 to Friday, October 12 Sherry Gatewood will be unavailable for appointments. Calla and Brittany will be in the clinic those dates to provide nurse visits, lab draws, drug screens etc., as well as schedule appointments for when Sherry returns.

EMPLOYEE HEALTH & WELLNESS CENTER

1100 Lakeview Drive, Wausau, WI North Central Health Care Campus Door 25

Schedule an Appointment: 715.843.1256 or MyAspirus.org

Clinic Hours

Monday - Wednesday - Friday: 8:00 am - 4:30 pm Tuesday: 6:30 am - 3:00 pm Thursday: 10:00 am - 6:30 pm



IIIHRinsights

Position Postings

Title: Certified Nursing Assistant

https://bit.ly/2DFrx70

Status: Full-time & Part-time Openings

Location: Mount View Care Center

Make a difference in residents' lives! Bring our nursing home residents hope and cheer. Become part of a team that provides the highest level of rewarding work.

Position Posting

Title: Dietary Aide https://bit.ly/2NP28wq

Status: Limited Part Time and Full Time

Location: Wausau Campus

Work involves resident centered meal service, food assembly, dish room assembly, pot-n-pan clean up, as well as general housekeeping tasks.



Do You Know of A Qualified Candidate?

Refer and earn a \$500 Referral **BONUS!!**

Text "Refer" to 715.598.3663

HALLOWEEN CANDY DONATIONS WANTED! Can You Donate?

Halloween is quickly approaching, and the Activities Department is in need of small wrapped candies for our safe trick-or-treating taking place on Wednesday, October 31 from 3:00 to 4:30pm.

Candy donations can be dropped of in the Mount View Care Center Information Station or 1st Floor Activity Office. Questions can be directed to Sandy at ext. 4305. We thank you for your donations!

TRICK-OR-

Wednesday, October 31, 2018

3 – 4:30 pm **Open to Public!**











NORTH CENTRAL HEALTH CARE **RAISED OVER \$8,000 FOR** THE WALK TO END ALZHEIMER'S!

Way to go team!







Thank you for your support!



That is astounding!! It is so inspiring to be part of a team that not only wants to provide exceptional care for those with Alzheimer's and other dementias, but wants to find a cure for an illness that impacts over 5.7 million Americans and over 115,000 Wisconsinites. Thank you to everyone that supported the cause by buying a pizza, enjoying an ice-cream, giving money towards Casual for a Cause, or just giving some money or time to the effort. Our fearless leaders, Natasha Sayles (Legacies Program Coordinator) and Jen Dixon (Legacies RN) did a really creative job with fundraising and creating awareness. Thank you, for all of your hard work. Lastly, to all of the residents, family members, and staff that attended the walk, thank you. It was a great day!





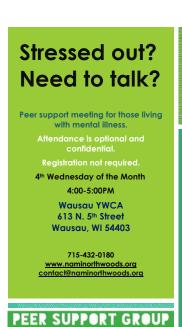


25% OF ALL TICKET SALES **BENEFIT LOCAL SUICIDE** PREVENTION EFFORTS



NCHC IS A PROUD EVENT **SPONSOR OF CARNIVAL OF ROCK!**

www.thecarnivalofrock.com





- Support Group
- ♦ NAMI Trained Facilitators
- ❖ 4th Wed
- SupportValidate





NAMI NORTHWOODS GOLF BENEFIT

NCHC is a Proud Event Sponsor!

North Central Health Care recently sponsored the NAMI Northwoods Golf Benefit. Ryan Thiel, Chad Adams, Bo Johnson and Corey Reetz played on the winning team that finished 11 under par!

NAMI stands for National Alliance on Mental Illness "NAMI Northwoods is an affiliate of NAMI, a non-profit organization that provides support, education, and advocacy throughout the Marathon, Lincoln, and Langlade counties in Wisconsin on behalf of individuals and families affected by mental illness" and is a community partner of NCHC. Interested in more info, please visit http://naminorthwoods.org/, 715-432-0180, or email contact@ naminorthwoods.org





See next page for all NCHC Employee Flu Shot Requirements!

VOLUNTEER SERVICES NEWS

Fashion Boutique Schedule Changes

Starting in October the Fashion Boutique will be open on Mondays from 3:00 – 4:00 pm and Thursdays from 9:00 am - 10:00 am. A volunteer will be available in the Fashion Boutique during these times to assist those who may need help with their clothing selections. The Fashion Boutique will no longer have a volunteer available on Wednesday afternoons.

At the Fashion Boutique, clients, patients and residents are able to obtain clothing and other items at no charge in a discreet shopping environment. All program areas of NCHC are served from the Fashion Boutique. If you have a particular need or questions, please contact Volunteer Services at 715.848.4450.





2018 INFLUENZA VACCINATIONS REQUIREMENTS BY ALL NCHC STAFF

Please read all information below and attachments **SENT VIA EMAIL.** Action is required.

- 1. All NCHC employees are required to complete the Annual Employee Health Questionnaire (attached in email) and receive an Influenza Vaccination by November 1st, 2018.
- 2. The forms sent to you via email are fillable. Please complete and print off both before attending an Employee Update Session or prior to receiving influenza vaccine. The Vaccine Information Sheet (VIS) is for your information only and does not need to be printed.
- 3. Employees that DO NOT complete, by November 1st, 2018 are to be removed from the schedule until both items have been completed and this can also affect your Performance Evaluation Merit Increase.
- 4. Employees that are unable to receive the vaccination due to religious beliefs or medical exemptions, please contact Renee Erickson during her flu shot office hours. (Please see below)
- 5. If your program is listed below, please see the designated person for your flu shot.

ADS/Pre-Voc./Group Homes Jenni Kessen, RN BHS/Crisis/MMT..... Trina Sorce, Nurse Manager Community Treatment/Outpatient ServicesLinda Handrick, Nurse Manager Nursing Home (MVCC)......Amiee Muraski, RN Cheryl Rye, Nurse Manager Deanna Johnson, PM Supervisor Natasha Sayles, Nurse Manager

6. Employees that have received the Influenza vaccination from another provider MUST PROVIDE documentation. The Employee Health Questionnaire will still need to be completed and returned to either, Renee Erickson, Employee Health Nurse or your Program Manager.

RENEE'S FLU SHOT OFFICE HOURS

2:00 p.m. – 4:00 p.m.
11:00 a.m. – 12:00 p.m.
3:00 p.m. – 4:00 p.m.
1:00 p.m. – 2:00 p.m.
9:00 a.m. – 10:00 a.m.
3:00 p.m. – 4:00 p.m.
1:00 p.m. – 2:00 p.m.



NCHC AND UNITED WAY OF MARATHON COUNTY ARE TEAMING UP FOR "MAKE A DIFFERENCE DAY"! **SATURDAY, OCT. 27, 9 AM - 12 PM**

Are you interested in volunteering?

On Saturday, October 27 from 9 am to 12 pm, the NCHC Team will be volunteering at this special United Way Community event to MAKE A DIFFERENCE. We will be raking lawns and doing yard work around the Wausau community at homes that have requested help. ** Please bring your own rake, gloves and warm clothes. Bring your family, friends or team and make it a day to give back together!

Please register for the event with our NCHC United Way Committee at https://goo.gl/forms/ecFvXzpdIRngWcnk1

Thank you for your support and for volunteering. Registration ends October 24, 2018 for our NCHC team (for planning purposes) but feel free to bring more people with you for the event day! If the time frame doesn't work for you but you are still interested in volunteering, please email jmeadows@norcen. org and we can connect you to a time that will work for you!

380 **INFLUENZA VACCINATIONS HAVE BEEN ADMINISTERED** TO NCHC STAFF!



EMPLOYEES HAVE UNTIL NOV. 1 TO **GET THEIR FLU SHOT!**

PLT CASH OUT CHANGES **Updates from Human Resources**

The following information will address modifications to the "PLT Cash-Out Policy" due to compliance requirements of the IRS (Internal Revenue

Employees will still be able to cash out their PLT to avoid losing any unused hours, however the election will be moved to December of each year with the pay out being paid on the last paycheck of the following January. This will allow employees to have a better idea of what exactly they will have in their PLT Banks and what will be subject to being over the max allowed and forfeited.

This change is effective for implementation this year; therefore the September 2018 election will be moved to December of 2018 for pay out in January of 2019.

NOTE: Please be advised that if your balances are over the 240 hours maximum carry over with the 40 PLT Cash-Out, you will need to plan to use these hours prior to year-end.

If this causes an employee undue hardship, please contact Chris Bleck, Human Resources Manager or Lynn Wengelski, Benefits/Compensation Analyst, for alternate options. (This memo was sent out to all-staff via email on September 12, 2018)





WHAT'S 4 LUNCH?

WAUSAU CAMPUS CAFETERIA

Cafeteria Hours: Open 7am – 5:30 pm

A Cashier is on duty from 9:00am - 10:00am , 10:30am - 1:30pm. When a cashier is off duty, an honor system is used for food purchases.

Serving Soup, Salad and Lunch Entrée Option Monday - Friday. All hot sandwiches, hot foods and cold bar items are \$.35/ounce.



Soup: \$1.25 Cup | \$2.00 Bowl

OCTOBER 8 - 12, 2018

MON 10/8 Campbell's Tomato Soup

Taco Bar

Hamburger

Potato Salad **Baked Beans** Snicker Doodles

TUES 10/9..... Navy Bean Soup

Hot Turkey on Croissant with Hollandaise Sauce

Lemon Herb Baked Fish

O'brien Potatoes

Peas

Banana Cream Pie

WED 10/10 Chicken Noodle Soup

BBQ on a Bun

Boiled Dinner

Fresh Dinner Roll Carrots

Peaches

THURS 10/11. Stuffed Green Pepper Soup

Homemade Pizza

Swedish Meatloaf

Mashed Potatoes Peas & Carrots Mounds Bar

FRI 10/12..... Cream of Cauliflower Soup

Reuben

Sweet & Sour Glazed Chicken

Scalloped Potatoes Mixed Vegetables Strawberry Sauce

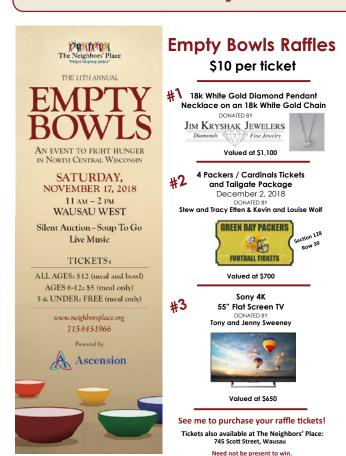


Contact Pete or Apply Online @ www.mcecu.org

Peter.Wolf@co.marathon.wi.us 715-261-7685 400 East Thomas Street • Wausau, WI 54403

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Raffle Tickets are available in the Marathon County Health Dept or contact Eileen at x1902.