

A Weekly Update
For The Employees of
North Central Health Care

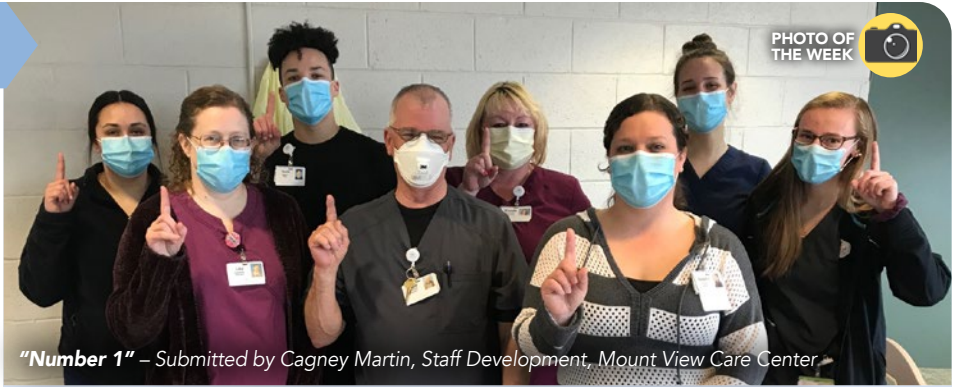


PHOTO OF THE WEEK

"Number 1" – Submitted by Cagney Martin, Staff Development, Mount View Care Center



WEEKLY CONNECTION WITH MICHAEL LOY

Warmer Weather Ahead!

Here we are wrapping up another week in this new normal. Thank you for your continued commitment and dedication to this organization and delivering services during this unprecedented time. You all are truly heroes. We root for you every day and I look forward to when we can all be together again in-person and have that sense of community that is such a huge part of this organization. Until then, you continue to be a light for all to see and I appreciate all that you do for this organization and our community.

As we go forward into the next week, I want to give you a few key updates and reminders. First, as the weather warms up and we all enjoy the sun on our face, a little bit of that fresh air and the opportunity to get outside, it's important that you all continue to maintain social/physical distancing and wear a mask whenever you're out in the community to keep others safe and to limit the spread of Covid-19. This is especially true for our residents here at Mount View Care Center and Pine Crest. We want to encourage them to get outdoors. They've been a little bit cooped up over the last couple months, as we've been keeping them inside for their health and safety. We certainly want to encourage residents to get out and enjoy that sun and fresh air as well, but to do so safely. It's very important that as a team, we keep our residents safe and keep those physical distances from others and one another. Visitation is still not allowed at our nursing homes, but that doesn't mean people can't get outdoors and enjoy the fresh air and the sunlight. You will be seeing signs posted on walking paths and doors to remind everyone of this. We ask all of our team members continue to maintain vigilance and when you can't maintain a physical 6-foot distance, you need to be wearing a mask, especially when you're around other people outside of your household. That is a key consideration in helping limit the spread of Covid-19. Also, we continue to discourage everyone from attending large gatherings and traveling outside of their home community.

All of us are struggling with the stay at home order, what that means for our life and our need and desire to be around others, especially the people we love. We ask you to continue to follow the Safer at Home Order and limit your travel. Exposure levels to Covid-19 are different all over the state and we want to limit community spread here in our local community.

Next, I would like to thank a number of individuals who are leaving our North Central Health Care Board of Directors as well as welcome a few new people to our Board.

- Megan Mattek from Langlade County
2 Years of Service
- Rick Seefeldt, Marathon County Board Supervisor
3 Years of Service
- Dr. Corrie Norrbom – 4 Years of Service
- Dr. Steve Benson – 4 Years of Service
- Bill Metter – 10 Years of Service

All five of these individuals are rotating off of our board as we go into May and I want to thank them for their service. I truly appreciate all that they've done to contribute to this community and be part of our team here at NCHC. Thank you all very much for your dedication.

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ADMINISTRATOR ON-CALL
x4488 or 715.848.4488

In the event of Phone System Outage, reference the O:drive "On-Call Information Folder" for Schedule and Cell Phone #'s.

**Monday, May 4 –
Sunday, May 10**

Michael Loy




Person-Centered Shout out

Cherie Mattson, Housekeeping

Why: Helping us with a Volunteer video!

Submitted by:
Laural Harder





I want to welcome five new members that will be joining our Board.

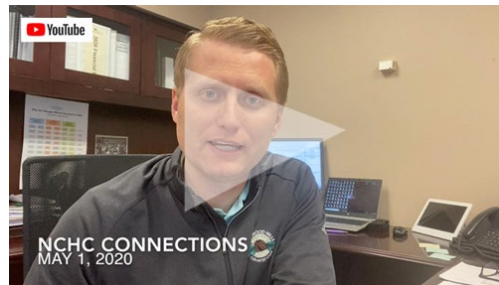
- Kurt Gibbs, County Board Chair of Marathon County
- Lance Leonard, Administrator for Marathon County
- Jason Hake, Administrative Coordinator Lincoln County
- Robin Stowe, Corporation Counsel for Langlade County
- Dr. Gabe Tico, Serving as Medical Staff President

We welcome these five members and we look forward to their contributions in the days ahead.

So, as we wrap up this week and head into next week I want to again say thank you to our team for remaining vigilant. We've still got a number of days

ahead of us and we still have work to be done to keep everyone safe. We haven't had the experiences that other communities have had with this virus, however it doesn't mean that we should let our guard down now. We certainly need to maintain our key safety precautions going forward and maintain the recommended public health measures that are in place to keep us all healthy and safe. Thank you for continuing to stay committed to our organization and community. I look forward to another great week ahead of us as we move into May.

Make it a great day,
Michelle



Watch NCHC Connections
<https://youtu.be/v-F5tLZEcEo>

RETIREMENT NEWS!

OVER 81 YEARS OF COMBINED SERVICE TO OUR NURSING HOMES!



Congrats Cindy Lezotte, RN

We would like to congratulate Cindy Lezotte, RN at Pine Crest on her retirement! Cindy has served our residents for 18 wonderful years. Thank you so much for your service. We wish you all the best as you enter the next chapter of your life. Congrats Cindy!



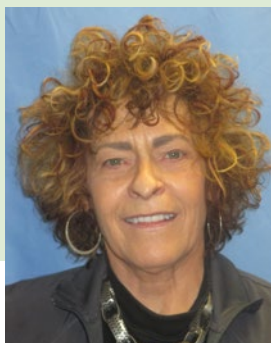
Congrats Lori Koepke, CNA

Lori Koepke is retiring after 33 years of dedicated service as a certified nursing assistant at Pine Crest. When asked what she liked most about working here, she stated, "The residents." She certainly will be missed, but we wish her well! She is pictured with DON, Ryan Hanson. We wish you all the best as you enter retirement. Congrats Lori!



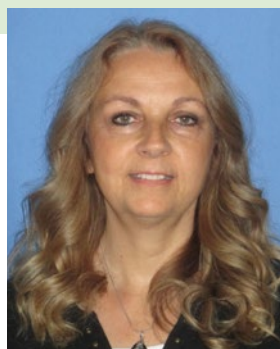
Congrats Sue Sattler

We would like to congratulate Sue Sattler of Health Information in the Wausau Campus. Sue devoted 21 years and 9 months to NCHC in a variety of roles and teams. She most recently worked closely with the inpatient unit's charts as well as provided scanning services for the nursing home. Sue's last day was April 16. Congrats Sue!



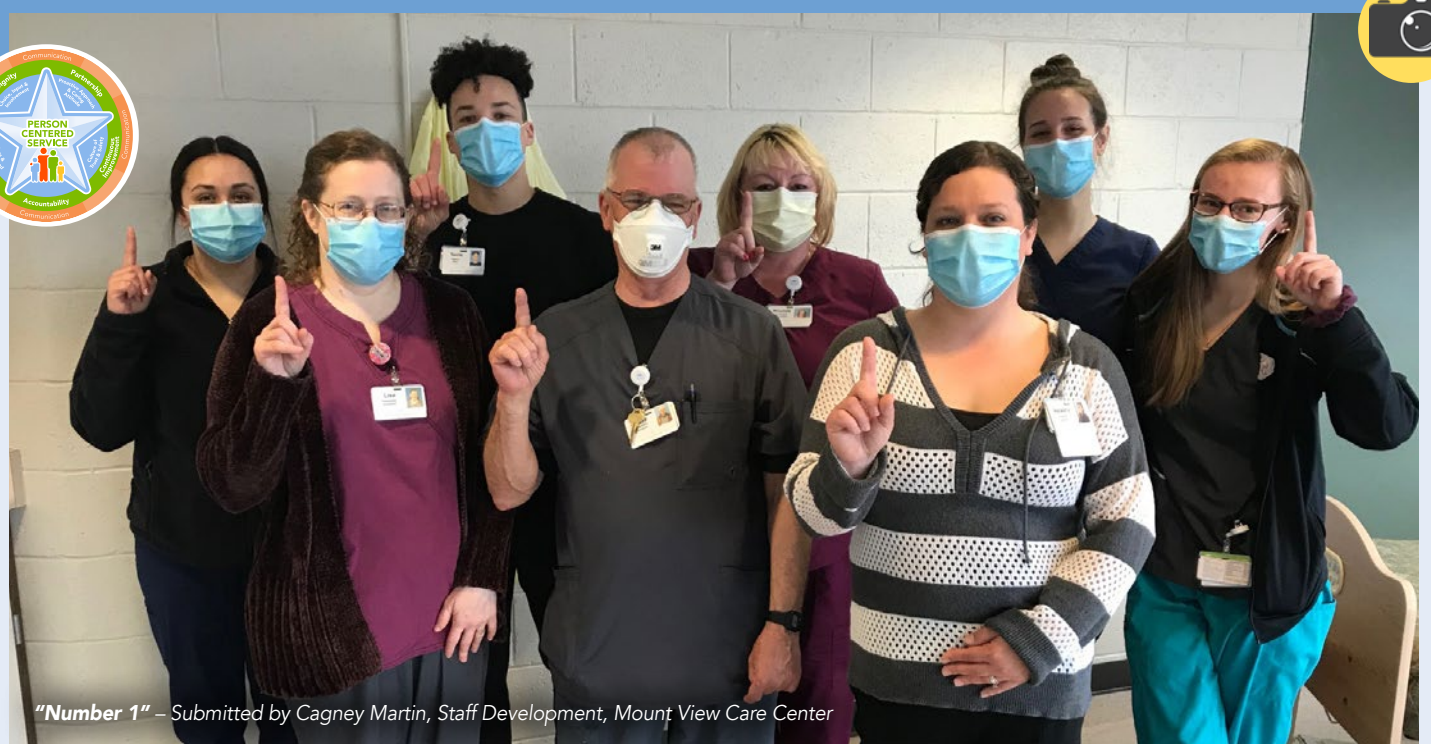
Congrats Kathleen Deau, CNA

We would like to congratulate Kathleen Deau at Mount View Care Center on her retirement! Kathleen has served our residents for 30 years. Thank you so much for your service. We wish you all the best as you enter retirement. Congrats Kathleen!



Congrats Kerrie Huebner!

Health information would also like to announce the retirement of Kerrie Huebner. Kerrie started her career at NCHC on February 12, 2001 and provided her expertise in the scanning world and making records accessible for our employees. Kerrie's last day was April 13. Congrats Kerrie. Best wishes!



"Number 1" – Submitted by Cagney Martin, Staff Development, Mount View Care Center

Advance Your Career At NCHC!

Looking for a new opportunity? NCHC is offering an in-house Certified Nursing Assistant training program!

Complete your class requirements, clinicals and become a Certified Nursing Assistant!



North Central Health Care is providing current NCHC employees and anyone interested in furthering their career in healthcare with an opportunity to complete class requirements, clinicals on-site at Mount View Care Center, and reach your goal of becoming a Certified Nursing Assistant!
CNA Classes begin April 27, 2020!

NCHC Will Sponsor:

- Class cost
- Book cost
- Prep class
- 1st test attempt
- Any other fees* associated with class i.e., gait belts

*NCHC will not sponsor any fees for re-testing, internet access or computer equipment to access course.

\$1,200 Sign-On BONUS!

In exchange for successfully completing the course, test and beginning employment as a CNA with NCHC, you will receive a \$1,200 Sign-On Bonus – \$600 payable in your first paycheck as a CNA and \$600 payable after 90 days of employment as a CNA!



North Central Health Care

Person centered. Outcome focused.

Your Career of Opportunity Awaits!

Call Brad in HR at 715.848.4432 or BBeranek@norcen.org to Get Started!

NUMBER 1

This past week, North Central Health Care began its first internal class of CNA training with current NCHC employees. This inaugural class will run from April 28 through May 15. After completing the class, all participants will be eligible to test with Headmaster but will be able to work as CNAs in the meantime. The instructor is Natasha Sayles, who is also the Legacies by the Lake Nurse Manager. Class members include from left to right: Tatiana Garduno (Dietary), Lisa Borth (Hospitality), Terris Crew (Dietary), David Cany (Hospitality), Rhonda Wooldridge (Unit Clerk), Natasha, Sarah Croker (Hospitality) and Arianna Pfeiffer (Hospitality). A second class is already in the works for end of May/June.

Interested?

Check out the program details to the left! Any and all employees are eligible to enroll! You can also share with interested friends or family as well.

Contact Brad in HR with any questions!

Submit A Great Photo From Your Week!

Submit your photo and description to Email: jmeadows@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.



WAUSAU CAMPUS RENOVATION UPDATES Nursing Home Tower

Thank you to Troy Torgerson, Marathon County Facilities Project Manager for the NCHC Wausau Campus Renovations for sending in these photos of the latest renovations updates!

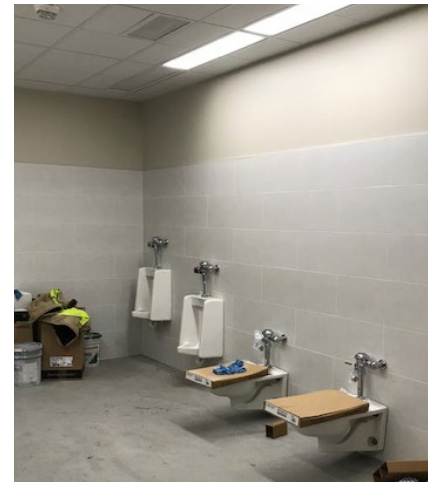
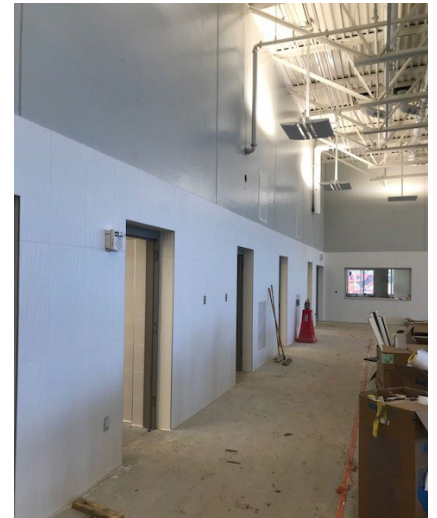
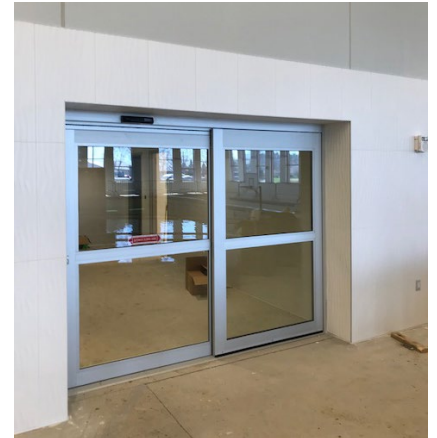


BE SURE TO CHECK OUT THE
NEW LIVESTREAM VIEW
FROM THE TOP OF MOUNT VIEW CARE CENTER.
Watch the Tower go up from a new viewpoint!

Want to Watch Time Lapse? Or Live Video?
www.norcen.org/LiveStream



WAUSAU CAMPUS RENOVATION UPDATES Aquatic Therapy Pool



SHARED ON SOCIAL



Thank You!

Thank you so much for all you are doing this hard time. You all are so brave and strong. I appreciate all the work you are doing and how you are helping the sick. It is truly amazing and I am so grateful.
Thank you and stay safe! ~ Ashley

Thank You!

I know you are exhausted, stressed beyond belief, and possibly scared. You are not alone in this battle. Whether on the front lines by your side, or social distancing in our homes, everyone else stands with you. Thank you for all that you are doing.
Much love ~ Will

Thank You!

Dear Healthcare Worker,
Thank you for everything you and your colleagues have been doing to help us through the current situation. You are truly the heroes on the frontlines helping so many to heal as we work our way back towards normalcy. I have so much respect and appreciation for all that you do, and wish you health and safety during these tough times.
~ Olivia

Thank You!

Thank you all so much for taking care of everyone during these awful times. We greatly appreciate it.
~ Kira

Thank You!

Thank you for all that you are doing to keep the world safe. There are many children that have a new impression of what a super hero looks like. I know I do.
THANK YOU! THANK YOU! THANK YOU
~ Jason

Thank YOU

You were born to win, you're a fighter. Fighting is what you do and we are so thankful to have you fighting for us. Hang in there. You are doing an incredible job, whether you recognize it or not.
Much love ~ Will

THANK A HEALTHCARE WORKER #MCLIVEUNITED



THANK A HEALTHCARE WORKER #MCLIVEUNITED



CELEBRATING 66 YEARS OF MARRIAGE

Pine Crest News

Pine Crest recently celebrated another beautiful milestone for two of our residents. Meet Roy and Jackie who celebrated their 66th wedding anniversary! Happy Anniversary!



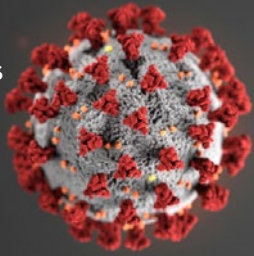
ON THE MOVE!

Congrats on Your Promotion Marne!

Marne Schroeder was recently promoted to Assistant Director of Community Treatment. She was formerly a Community Treatment Team Lead for the Adult Program. Congratulations Marne!



COVID-19
Coronavirus

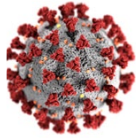


DO YOU HAVE A QUESTION ABOUT COVID-19?

NCHC has an online submission form for employees. You may submit a question online and if you leave your contact information, we will get back to you directly. You may also submit a questions anonymously and we will share the answer with your program or to all-staff through weekly communications.

Please visit www.norcen.org/ForEmployees and click **SUBMIT A QUESTION**

Covid-19: Stay Safe in the Outdoors by Practicing Social Distancing



Why Practice Social Distancing While Outside?

The simple answer is the virus does not care whether you are inside or outside. COVID-19 spreads mainly among people who are in close contact (within about 6 feet) for a prolonged period. Spread happens when an infected person coughs, sneezes, or talks, and droplets from their mouth or nose are launched into the air and land in the mouths or noses of people nearby. The droplets can also be inhaled into the lungs. **This can also happen while you are outside and droplets can travel farther in windy conditions.**



It may be possible that a person can get COVID-19 by touching a surface or object that has the virus on it and then touching their own mouth, nose, or eyes. However, this is not thought to be the main way the virus spreads. COVID-19 can live for hours or days on a surface, depending on factors such as sun light and humidity.

Social distancing helps limit contact with infected people and contaminated surfaces.

Avoid large and small gatherings in private places and public spaces, such a friend's house, parks, restaurants, shops, or any other place. This advice applies to people of any age, including teens and younger adults. Children should not have in-person play dates while school is out.

The Weather is Great! What are Acceptable Outdoor Activities?



Whatever you do outside, practice social distancing, which means keep at least 6 feet away from others to avoid contracting or spreading the virus, the CDC says. You can walk, run, hike and bike in their local neighborhoods as long as they continue to practice social distancing of 6 feet. **Specifically avoid crowded trails and parking lots.** Although adhering to the CDC's social distancing guidelines means group hikes or playing team sports are out, in many cases, you may still have the freedom to explore your local wild trails alone or take a solo bike ride around your neighborhood.



If you are enjoying activities like boating or fishing, remember these activities may involve gas or supply stops and interaction with others in public areas. Always practice social distancing and wear a mask in public areas.

General Outdoor Precautions



- Avoid touching surfaces and touching your face while out.
- Do not touch park benches, pull-up bars, park bathroom sinks and buttons for crosswalks with your hands or wear gloves and wash your hands.
- Carry hand sanitizer with you in case you accidentally do touch something that hasn't been disinfected.
- Avoid drinking from public water fountains, given other people's noses and mouths get close to them.
- Wash your hands when you get home.
- Stay 6 feet apart in public (which is about two arm lengths) and with people who are sick.
- Continue to wear a face covering in public.



Stay Informed with the Latest Information.

Visit www.norcen.org/Covid-19 or www.cdc.gov/coronavirus





2020 Professional Development Opportunities for NCHC Employees



Upcoming Conferences, Trainings & Seminars to help develop each employee's professional skills. These opportunities for continuous improvement include on-site internal and external trainings as well as off-site opportunities. Please submit completed NCHC Professional Development Request Form to Organizational Development or sign-up in UltiPro Learning.

Online Professional Development Opportunities Trainings in UltiPro – Training/Courses

Recommended for Managers

New Topic: Managing Virtual Teams

Time: 10 Minutes
Description: There are many reasons to use a virtual team over an in-house one. Long-distance collaboration. Easier hiring. Reduced costs. That's why there has been an 80% increase in telecommuting staff over the last few years. However, it's something that can so easily go wrong. Find out how to stick with the trend and avoid the pitfalls.

Target Audience: Managers
Limos Heros Training

New Topic: Managing Employee Stress

Time: 15 Minutes
Description: Everyone knows how it feels to be stressed. In the workplace, stress can either motivate an employee to rise to a challenge, or stifle an employee, causing a loss of productivity and, ultimately, revenue. Managers must understand how stress impacts employee performance and find ways to address and manage employee stress in a way that is effective for the individual and the company. In this course, you will learn about managing employee stress, including ideas for lifestyle choices that promote low stress, and ways organizations can reduce it.

Target Audience: Managers
Limos Heros Training

Topic: Lead Through Change

Time: 1 hour
Description: Learn to navigate the interpersonal challenges associated with change management and develop communication and leadership skills. The Lead Through Change eLearning module includes:
• An explanation of how managers can have the greatest impact during change implementation.
• Strategies to identify and respond to emotional reactions to change.
• Methods to communicate effectively through change.
• Approaches for supporting employees at different stages of the change implementation process.
• Opportunities to reflect on personal experience.
• Activities to reinforce learning and apply core principles to change management practices.

Target Audience: Managers
McLean & Company Training

Topic: Coaching for High Performance and Development

Time: 1 hour
Description: Learn to use a behavior-focused coaching model to influence team performance. The Coach Employees for High Performance and Development eLearning module includes:
• Explanations that illustrate what coaching is, the value of effective coaching, and when to implement coaching.
• Key behaviors required for successful coaching.
• Methods to establish a structured coaching process with direct reports.
• Opportunities to reflect on personal experience.
• Activities to reinforce learning and apply core principles to coaching and mentoring.

Target Audience: Managers
McLean & Company Training

Topic: Improve Employee Performance

Time: 1 hour
Description: Managers will learn to handle performance issues and help low performers improve. The Improve Employee Performance eLearning module includes:
• An explanation of the performance improvement process.
• Methods for investigating the root causes of low performance.
• Opportunities to reflect on personal experience.
• Activities to reinforce learning and apply core principles to day-to-day performance management.

Target Audience: Managers
McLean & Company Training

Topic: Ten Principles of Positive Collaboration and Teamwork in Health Care

Time: 30 minutes
Description: This course discusses coworker relationships: how to keep them good when they're good, and how to improve them when they're not. Your contributions to the overall harmony of your workplace and quality of work life can be as personally gratifying as your professional achievements. By taking an active role in creating a productive working environment, and by understanding and respecting your coworkers, you can enhance the quality of your own everyday work experience, while contributing to your organization.

Target Audience: All Staff
Bridgefront Training

Topic: Keys to Professional Email Communication

Time: 30 minutes
Description: This course helps you be more professional and effective in your email communications. We'll review the basics of properly writing an email, how to decide if email is the right form of communication, why it's important to be brief and to the point in email correspondence and the importance of rereading your email before pressing "send."

Target Audience: All Staff
Bridgefront Training

Topic: Essentials of Telephone Communication Skills

Time: 45 minutes
Description: This course helps you take a fresh look at your telephone habits and identify ways to fine tune them so when you're on the phone, you not only get the results, you also leave the person on the other end of the line impressed by you and your organization. The skills presented here take into account your busy schedule as well as the special needs of your external and internal customers.

Target Audience: All Staff
Bridgefront Training

Topic: Your Unique Diversity in the Workplace

Time: 10 minutes
Description: In this course, you'll learn there's no one else in the entire world that has the very same attributes as you. This makes you uniquely qualified to offer your attributes in your workplace, resulting in a positive work environment.

Target Audience: All Staff
Limos Heros Training

Topic: Unconscious Bias

Time: 20 minutes
Description: This course is different to most unconscious bias e-learning modules. We're not going to pretend that after 30 minutes of e-learning, and clicking through scenario slides – you are going to be magically cured of your unconscious biases. No, instead, we want to take you on a kind of unconscious bias journey. We predict, as you discover more about unconscious bias – you're going to go through some key stages. The first being denial – "Me, bias – never!" After... Show More that comes apathy – "If bias does exist – I'm sure it's no big deal." And finally, despair, as the reality of your biases sink in – "I'm a monster – I can't change." It's at this point that we'll provide you with some actionable advice and take away challenges that can help to combat unconscious biases where you work. We really hope you enjoy discovering how your brain works.

Target Audience: All Staff
Limos Heros Training

Topic: Disruptive Behavior in Healthcare

Time: 30 minutes
Description: Healthcare organizations are learning that the negative impact disruptive behavior has on overall performance is too great. There are costs to morale, productivity, patient satisfaction, and even patient safety. When your goal is to create a culture of safety and cooperation, then training on disruptive behavior is essential to success. As this program shows, there are practical steps the industry, and your organization, can take to alleviate the problem and put an end to behavior that borders on "bullying".

Target Audience: All Staff
Limos Heros Training

Recommended for All Staff

New Topic: Managing Stress

Time: 20 Minutes
Description: Many of us experience stress in life, whether this is in the short term from one-off projects, or long-term stress from a high-pressure career. Not only can this be profoundly unpleasant, it can seriously affect our health and our work. However, it is possible to manage stress, if you use the right tools and techniques. This course will show you how.

Target Audience: All Staff
Limos Heros Training

New Topic: Reducing Violence & Suicide Risk in Mental Health

Time: 30 Minutes
Description: This course focuses on two high-risk aspects of caring for patients with mental health issues: the need for controlling violent and agitated patients, and for recognizing and intervening with suicidal patients.

Target Audience: All Staff
Bridgefront Training

New Topic: Becoming a Presenter with Purpose

Time: 60 Minutes
Description: This course introduces how to prepare for a presentation and the key components of a presentation. It will also review several tips and techniques that can help you become a more effective presenter.

Target Audience: All Staff
Limos Heros Training

New Topic: Productive Conflict Resolution – An Introduction

Time: 10 Minutes
Description: When conflict is present in an organization it can cause stress and uncertainty. By reframing how employees think about conflict, and by using team agreements to put a framework for dealing with conflict in place, much of that stress can be redirected into productivity.

Target Audience: All Staff
Limos Heros Training

New Topic: Understanding Conflict in the Workplace

Time: 15 Minutes
Description: Most people are uncomfortable with conflict, but is conflict always bad? There are different types of conflict, resulting in pros and cons within an organization. Perhaps the most important thing to realize is that managing conflict and engaging in effective negotiation are key to nurturing and preserving working relationships and fostering a positive work environment.

Target Audience: All Staff
Limos Heros Training

New Topic: Violence and Bullying in the U.S.

Time: 10 Minutes
Description: OSHA covers many areas relating to health and safety at work, and often provides extensive training. There are some additional areas, outside of OSHA requirements, that need to be addressed to create a safe work environment. For example, many employees are at risk of being assaulted by customers, invaders and even coworkers. Workplace bullying is also a concern; it can seriously impact an employee's emotional and physical safety. It is important that you understand how your company should address concerns like these.

Target Audience: All Staff
Limos Heros Training

Topic: Vulnerable Customers

Time: 20 minutes
Description: The bottom line is the same as with all customers: Empathy. The golden rule – treat others how you'd want to be treated. But is there more to it than that? Our course explores how companies can adopt policies that help them to interact with and service vulnerable customers in a considerate way. We'll make sure everyone taking it understands exactly what vulnerability means, entails and results in.

Target Audience: All Staff
Limos Heros Training

Other Training Topics

- Toolbox Talk: Sharps Injuries
- COVID-19 Unit Education
- Documentation in the Medical Record
- CMS FWA and Compliance Training
- Recognizing Abuse and Violence
- Understanding Latex Allergies
- Multidrug-resistant Pathogens and Preventing Infection
- Practical Tips for Cleaning Up the Downstream Revenue Cycle
- Cost Containment
- Outlook Basic
- Outlook Intermediate
- PowerPoint Basic
- PowerPoint Intermediate
- PowerPoint Advanced



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THANK YOU TO OUR HEALTHCARE WORKERS

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THANK YOU!
Thanks to the heroes on the front line of the coronavirus pandemic. While many of us are facing social distancing, you are sacrificing yourselves to take care of our loved ones. You are the courageous heroes of this worldwide story, knowingly putting yourselves at risk to save lives. And we thank you!



BEHAVIORAL Health TRAINING PARTNERSHIP

Ethics and Boundaries 2019-2021

Please register for this training by emailing the following information
to Curt Matsche at cmatsche@norcen.org

Name, Email, Supervisor, Supervisor Email and Date of Session you wish to attend

Ethics and Boundaries: Stepping Forward When Colleagues Cross the Line

Courses run from 8:30am -
12:30pm each day

4.0 Continuing Education
Hours

Fee: \$15 (full members
only)

This workshop focuses on appropriate ethics and boundaries in client-social worker and peer-to-peer relationships. Use of group discussions and personal reflection will foster understanding of ethical, reflective practice with clients, agency and colleague ethical challenges in the workplace, and building skills in communication, and cooperative confrontation.

Created and trained by Mr. Dana Johnson, who holds a Master's of Social Work degree and is certified to practice social work in the State of Wisconsin

*Continuing Education (4 CEH)
Approved by the University of Wisconsin Green Bay Social Work Professional Programs on August 28, 2018.*

May 15, 2020 – Due to the public health risk posed by the novel coronavirus (COVID-19) and the necessity to both limit its spread and mitigate further impact, **BHTP leadership has decided to move this 4.0 hour in-person training to a virtual experience.**

June 5, 2020 – Due to the public health risk posed by the novel coronavirus (COVID-19) and the necessity to both limit its spread and mitigate further impact, **BHTP leadership has decided to move this 4.0 hour in-person training to a virtual experience**

June 12, 2020 – Due to the public health risk posed by the novel coronavirus (COVID-19) and the necessity to both limit its spread and mitigate further impact, **BHTP leadership has decided to move this 4.0 hour in-person training to a virtual experience**



UNIVERSITY of WISCONSIN
GREEN BAY



tidbits on benefits



Sherry Gatewood, PA

WELLNESS CORNER

Submitted by Sherry Gatewood, PA

HOW TO BE PHYSICALLY ACTIVE AT HOME DURING COVID 19

The COVID 19 pandemic has changed family routines in Wisconsin and Michigan as restrictions get tighter and staying at home is now essential. But how do we continue to keep our healthy habits that we relied so deeply in our routines? How do we start new healthy routines now that we are limited on what we can do?

Staying Physically Active

Now that the fitness centers are closed, what strategies can we use to still have exercise in our lives? Here are some great examples of outdoor activities you can do to stay active.

- Have a family bike ride, or a friendly competitive sports game like a game of horse or tossing around a baseball.
- Have a pet? Grab some fresh air and go for a walk or run.
- Spring cleaning. Clean the yard by raking, picking up sticks, or clean your outside windows.
- If we get late snow, take time to shovel the driveway and sidewalks.
- Clean your garage or shed.
- Help your local community by cleaning up trash on the sides of roads.

What if the snow has not melted enough yet or it's too cold outside still? Indoor activities can increase movement as well. Use this time as an opportunity to get spring cleaning done early or try some of the free exercise apps/YouTube exercise classes.

Why is it so important to stay active during this time? Staying active helps with your overall physical health but also your mental health. As humans we are not used to social distancing and being away from our extended families, friends, and/or co-workers (if working from home) for such long periods. Exercise can help our mental health by reducing anxiety, depression, negative moods, and improving self-esteem and cognitive function.¹ Exercise also helps with social withdrawal symptoms².

Benefits of Regular Exercise on Mental Health:³

1. Improved sleep
2. Increased interest in sex
3. Better endurance
4. Stress relief
5. Improvement in mood
6. Increased energy and stamina
7. Reduced tiredness that can increase mental alertness
8. Weight reduction
9. Reduced cholesterol and improved cardiovascular fitness
10. Help Control blood sugar levels and blood pressure

1 Callaghan P. Exercise: a neglected intervention in mental health care? *J Psychiatr Ment Health Nurs.* 2004;11:476-483. [PubMed] [Google Scholar]

2 Guszowska M.. Effects of exercise on anxiety, depression and mood [in Polish] *Psychiatr Pol.* 2004;38:611-620. [PubMed] [Google Scholar]

3 Sharma, A., Madaan, V., & Petty, F. D. (2006). Exercise for mental health. *Primary care companion to the Journal of clinical psychiatry*, 8(2), 106. <https://doi.org/10.4088/pcc.v08n0208a>

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



HSA Plus

On March 27, 2020, the Coronavirus Aid, Relief, and Economic Security (CARES) Act was signed into law to help address COVID-19-related hardships and expenses. The CARES Act impacts how you can use and access your benefits, including Health Savings Accounts (HSAs), and other healthcare reimbursement accounts. In addition to the CARES Act, there are several other changes that have been enacted in response to the pandemic that will impact your HSA.

We've included highlights of the major changes below.

Extended tax and contribution deadline

The federal tax filing deadline for the 2019 tax year has been extended to July 15, 2020. As a result, you may continue to make contributions to your HSA for 2019 (up to the annual limit, listed below) any time prior to the July 15 deadline. Now is a good time to review your HSA contributions for 2019 to ensure you're making the most of your benefits.

Maximum contribution levels	2019	2020
Individual coverage	\$3,500	\$3,550
Family coverage	\$7,000	\$7,100
Catch up allowed for those 55 and over	\$1,000	\$1,000

Expansion of eligible expenses

The CARES Act has expanded the list of HSA eligible expenses. The following changes are permanent and retroactive back to January 1, 2020:

- Over-the-counter medications are now eligible without a prescription.
- Menstrual care products are now eligible as a qualified medical expense.

More information

We strongly recommend you speak with your tax advisor about how these changes could impact your taxes.

You can also read more about what's changing in the participant education flier, *The impact of the CARES Act on your HSA*, available in the HSA Plus Participant Portal under Tools & Support. Sign in through [AssociatedBank.com](https://www.associatedbank.com).

We're here for you

If you have any questions, please call our Participant Services team at 800-270-7719, Monday - Friday from 7 a.m. to 7 p.m. or email HSAPlusConsumer@HealthAccountServices.com.

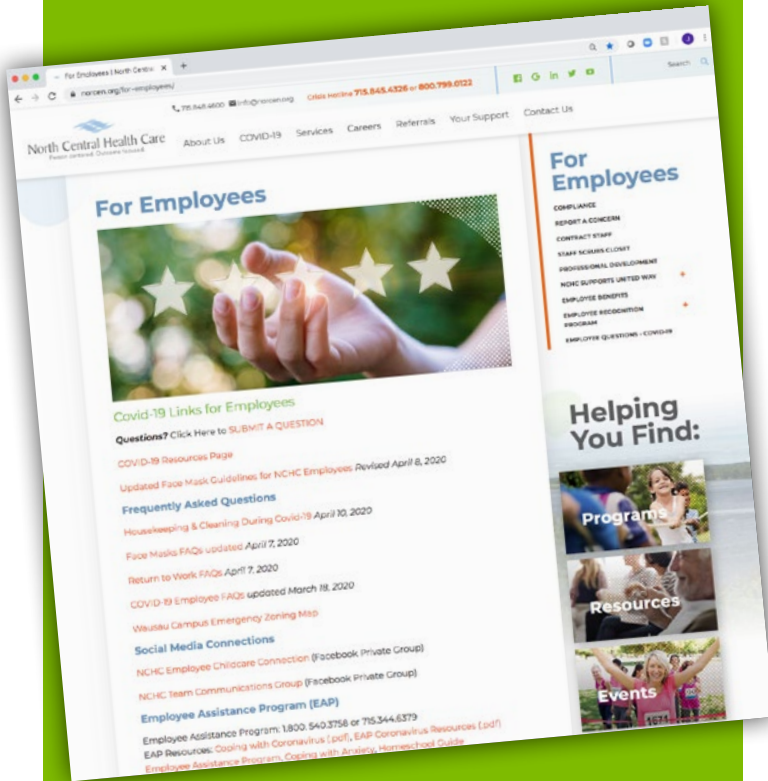
Member FDIC. 16316 (4/20)



Wondering Where You Can Find the Latest Covid-19 Info?

Have a Question? Need Resources? Need a Contact Phone Number?

Available 24/7. Online. For You.



Updated Frequently!
www.norcen.org/ForEmployees

WAUSAU CAMPUS CAFETERIA

The Wausau Campus Cafeteria is Currently Closed

We understand closing the cafeteria and other closures has potentially created a hardship for some. We are committed to working with staff and the people we serve to ensure food security to the best of our ability.

Any staff member who has a concern about their ability and/or their households ability to have food security (access to food) will have the ability to reach out to our Dietary Services Director Jennifer Gorman so we can understand these challenges and hopefully work with you.

Please contact Jennifer at 1-715-851-3966 or jgorman@norcen.org



WISCONSIN DEPARTMENT of HEALTH SERVICES

FROM WI DHS

Wisconsin to Provide Temporary Food Benefits for Children Missing School Meals

In a COVID-free world, more than 400,000 Wisconsin children receive free or reduced price meals through the National School Lunch Program while attending school. To ensure that those same students continue to have access to nutritious meals while staying safer at home during the pandemic, the Wisconsin Department of Health Services is providing more than \$140 million dollars in food benefits to their families for March, April, May and part of June – to cover the days that schools would usually be in session.

These funds were appropriated under the Families First Coronavirus Response Act and provided to states by the United States Department of Agriculture Food and Nutrition Service. The program is referred to as Pandemic Electronic Benefit Transfer or P-EBT because the benefits will be put on cards for families to use to purchase food at grocery stores or farmer's markets, as available.

View the entire news release by visiting <https://www.dhs.wisconsin.gov/news/releases/042920.htm>



Marathon County Employees Credit Union

We Are Still Here For You

As our lives continue to get upended by these unprecedented times caused by COVID-19, know that MCECU is still here. Our lobby may be closed, but staff is on-site and we have many services that will help ease you through these times, such as the use of our drive-up, online banking, remote deposit capture (RDC), electronic loan closings, bill pay, and our mobile app. Do not hesitate to call if you need something - we are still here and only a phone call away!

If you are facing financial struggles due to the Coronavirus (COVID-19), please call us to see if we can help. We are currently offering special loan options to assist you with your financial needs during this time of uncertainty. Possible options include reduced interest rates, short-term loans equivalent to average wages, lines of credit, or deferred payments on current loans.

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

715 261-7680

400 East Thomas Street • Wausau, WI 54403