



**A Weekly Update
For The Employees of
North Central Health Care**



"Moving Up! 2nd Story Concrete Pour!" – Submitted by Troy Torgerson

NEWS YOU CAN USE



WEEKLY CONNECTION WITH MICHAEL LOY

Keeping Our Finger On the Pulse

Over the past two weeks, North Central Health Care participated in the State of Wisconsin's recommended nursing home screening program for staff and residents. The program was voluntary but strongly encouraged. Great news, we had 257 residents and 465 staff participate in the voluntary Covid-19 testing, all negative! We realize the data is only as good as it was the day the test was taken but it does allow us to have a point in time pulse check of where we're at with potential infection.

Speaking of pulse checks, thank you to the 450 employees who completed our Employee Pulse Check Survey. Results will be reviewed and summarized by the HR team. Specific department comments will be shared with program managers. Remember, people can always submit feedback at the Suggestion Box online at www.norcen.org/SuggestionBox.

Our Adult Protective Services is in the news and on the move. We are getting ready for World Elder Abuse Awareness Day which is in 10 days on Monday, June 15, 2020. Being Packer fans, we likely avoid the color purple, but break out and wear your purple, if you have it, on June 15th and share your pictures on our social media sites. The Adult Protective Services Team is wrapping up their move this week to their new location at 2600 Stewart Avenue, Wausau. The move is part of our transition of the Adult Protective Services program to the Aging & Disability Resource Center of Central Wisconsin. We are making the transition because of the alignment of the two service programs in our community and to better coordinate services related to aging and disability resources and supports. This transition will make more sense from a community engagement perspective and the work of both agencies are highly synergistic. We are hoping to complete the transition fully by the end of the year. Same great people, same great service, just a new location.



NCHC Adult Protective Services Office Has Moved from Wausau Campus to 2600 Stewart Avenue, Wausau.

Make it a great day,

- Throwback Fun..... 2
Guess Who and Win!
- Renovation Updates..... 3
2nd Story or Nursing Home
- Meet Our New Employees 4
Welcome!
- NCHC in the News 5
Aquatic Therapy & Sober Living
- HR Insights 6
New Position Postings
- Staff Appreciation..... 7
From Our Community
- Summer Environmental Injury Protections..... 8

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, June 8 –
Sunday, June 14**

Michael Loy



Person-Centered

Shout out

Niki Scheffler,
Activities Pine Crest

Amazing with residents and goes out of her way to makes things fun for them.

**Submitted by:
Jenny Henderson**



PHOTO OF THE WEEK



"Moving Up! 2nd Story Concrete Pour!"
- Submitted by Troy Torgerson

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.



MOVING UP!

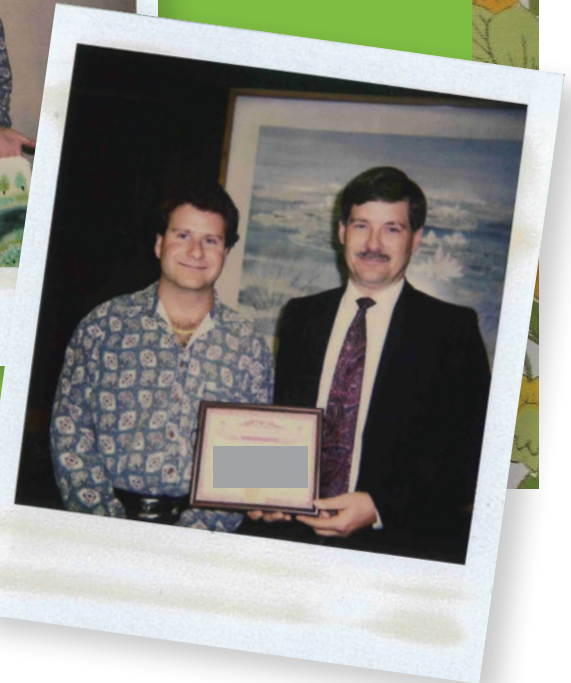
Friday the 2nd story floor concrete was poured for the new 4-Story Nursing Home Tower on the North Central Health Care Wausau Campus.

For more pictures, turn to page 3!

THROWBACK FUN!

Guess Who This Is?

Having some fun with throwback photos. Take a guess at who these 2 people are! Bonus points if you can tell us which year! **Submit your answer by Wednesday, June 10th to NCHCmarketing@norcen.org for a chance to win a prize.** Winner will be announced in the June 12 News You Can Use!



HAVE A FUN THROWBACK PHOTO?

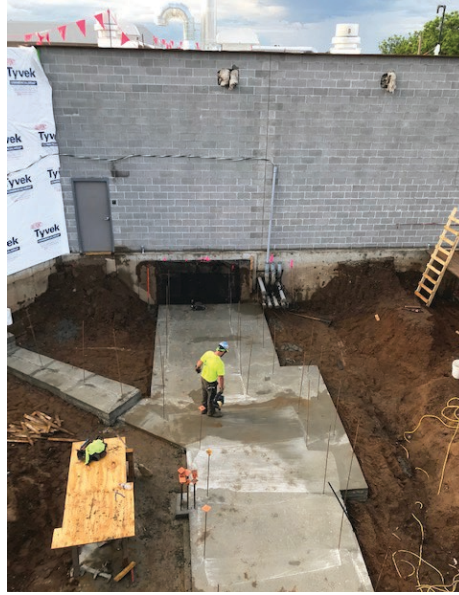
Email NCHCMarketing@norcen.org or text to 715.370.1547 to have people guess who is in the picture?



RENOVATION UPDATES

Nursing Home Tower Pour 2nd Floor Deck!

www.norcen.org/LiveStream





WELCOME THESE NEW EMPLOYEES TO THE TEAM!

Food Services



Lauren Bohm
Dietary Aide – Wausau

Behavioral Health Hospital



Mya Boucher
Behavioral Health Tech – Wausau

Laundry



Mai Xiong
Laundry Worker – Wausau

Mount View Care Center



Miki Gould
Registered Nurse
Post Acute Care, Wausau



Jade Luckman
Hospitality Assistant
Legacies By The Lake, Wausau

Pine Crest Nursing Home



Crystal Dearth
Hospitality Assistant
Long-Term Care, Merrill



CONGRATS!

RETIREMENT NEWS Congrats Brenda Franck

Brenda Franck of Dietary Services on the Wausau Campus has retired after 22 years of service. Thank you Brenda for all your service and we wish you all the best in your retirement!

“Individuals served by North Central Health Care will have excellent outcomes as a result of a stable, highly qualified and competent staff who take pride in their work and the organization.”





NCHC IN THE NEWS

Aquatic Therapy Center Opening

This week WSAW TV 7 shared an inside look at the NCHC Aquatic Therapy Center. Thank you to Manager Brenda Budnik as she talked with Brennen Scarborough about the new facility and the soft open!

<https://bit.ly/PoolWSAW>



Langlade County Sober Living Home Update

Michael Loy discussed the Antigo Sober Living Home plans with WSAW TV 7 Naomi Kowles. Plans were discussed at the May 28 NCHC Board of Directors meeting regarding the renovations to the sober living home. For a full update, catch the link at WSAW TV 7.

<https://bit.ly/AntigoLivingHomeWSAW>



FARMERS TO FAMILIES FOOD BOX

When: Thursdays in June (4, 11, 18)
5:30 p.m. - 7:30 p.m.

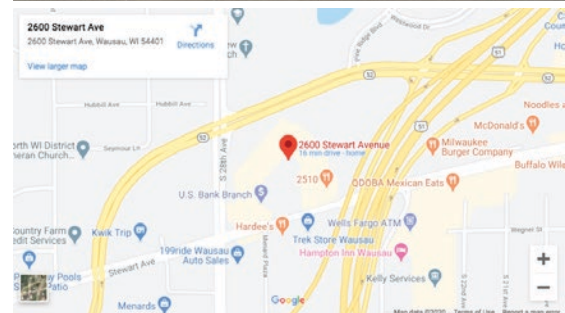
Where: The Farmers Market Lot,
390 River Dr, Wausau

The Marathon County Hunger Coalition, in partnership with The Neighbors' Place and USDA will be handing out pre-supplied boxes of food. The boxes contain produce as well as cheese and meat (meat and cheese will be included while it lasts).

One box per family or proxy.
First-come, first-served basis.
No income requirements.

Directions are as follows:

- Please pull up through the south entrance.
- State how many members are in your family.
- Receive your box.
- Exit the lot through the north exit.



NCHC ADULT PROTECTIVE SERVICES HAS MOVED!

2600 Stewart Avenue, Suite 22

The NCHC Adult Protective Services program has moved. The office is no longer located at the Wausau Campus by the Marathon County Health Department and is fully moved to their new location at 2600 Stewart Avenue, Suite 22 in Wausau. Being located in the same building as the Aging & Disability Resource Center (ADRC), this new location will help individuals access services from both programs by visiting one location. APS remains a program of NCHC at this time and serves Marathon, Lincoln and Langlade Counties. The ADRC is not operated by NCHC.

The phone number for APS is not changed and remains 715.841.5160 or 1.855.487.3338 (toll-free). Staff should still be able to reach the office and all APS staff by using the 4-digit extension to transfer calls within the CCITC network.

The fax number has been changed to 715.848.4498.

If you have any questions about APS or the move, please contact Brenda Christian bchristian@norcen.org



NEW Position Posting

Title: Clinical Coordinator – Community Treatment

Status: Full Time **Location:** Wausau Campus

Apply Online! <https://bit.ly/ClinicalCoordCommTx>

The Clinical Coordinator provides clinical guidance, oversight and direction to the Community Treatment Program.

Education and Experience Requirements

- Licensed Clinical Social Worker, Licensed Professional Counselor or Licensed Marriage and Family Therapist
- Three to five years relevant experience

NEW Position Posting

Title: Environmental Services Coordinator

Status: Full Time **Location:** Pine Crest, Merrill

Apply Online! <https://bit.ly/PineCrestEVSCoord>

The Environmental Services Coordinator assists the ESS manager with environmental services duties and assignments necessary to provide a safe clean environment and linens.

Education and Experience Requirements

- One to three years housekeeping experience in a health care setting
- Valid Wisconsin driver's license and appropriate auto insurance coverage as required by North Central Health Care.

HAVE YOU SEEN THE LATEST REALISTIC JOB PREVIEW VIDEO?

See what it's like to work at North Central Health Care as a Behavioral Health Nurse. Victoria Avila-Hughes and Kristi Newton takes us on a behind the scenes look as we walk in their shoes for a day.



Find Out by Watching Our Realistic Job Preview Video!
www.norcen.org/YouthBHCareers



Thank You!

To the brave, kind and compassionate doctors and nurses who are working tirelessly to help save someone's mother, son, brother or sister. You exemplify the very best in our society. As a mother, I would like to thank you for taking care of the children who are suffering from covid. They are our future, and the roots in our hearts. Please try your very best for our children. They are young and still have their whole lives to live, plus, they are what matters the very most to us. You should feel so proud about yourselves for being compassionate, kind and selfless individuals. Without all of you, so many more would be lost. You are commended from the very bottom of our hearts.

~Andrea D.



Thank You!

Thank you for your bravery and strength during these difficult times. I appreciate your selfless acts during this time, they are truly heroic acts. Please know that your sacrifices will always be remembered!

~Megan B.



THANK A HEALTHCARE WORKER #MCLIVEUNITED



thank you

Thank you so much for all of your hard work. We're living in crazy times, but your compassion for those in need have shown all of us that there is hope. Thank you for showing putting your life on the line everyday to take care of others, and thank you for showing our world how to love during this time. Please continue to stay safe and healthy.

~Bettina V.



THANK A HEALTHCARE WORKER #MCLIVEUNITED

thank you

Dear healthcare workers,
Thank you so much for your dedication. I am really in awe for how many of you guys are risking your health to help others. It is such a selfless deed that benefits the lives of many. Thank you so much for all the hard work you guys do to help these patients and their families. It has inspired me to be like you guys one day with the same amount of dedication and efforts to help so many people. Again, thank you so much.

~Rohsien



THANK A HEALTHCARE WORKER #MCLIVEUNITED

Thank YOU

Thank you very much for everything you've done, I know it's not easy and it can be scary, thank you for everything!

~Alexia F.



THANK A HEALTHCARE WORKER #MCLIVEUNITED

Thank YOU

Dear healthcare worker,
I understand during times like these you are probably working hard and do not have time to read these letters but I hope if you guys do read them, they mean a lot to you the same that it means a lot to me. Thank you for everything that you do for your patients and people that you do not even know well. You make sure they are in the best condition they can be in, and you guys help them in every possible way that you can. I admire the way you guys are still staying positive through all this because it rubs off on your patients. Without your positive attitude, the world would not be the same right now. Thank you.

~Rohsien



THANK A HEALTHCARE WORKER #MCLIVEUNITED



tidbits on benefits

WELLNESS CORNER

Submitted by Sherry Gatewood, PA

Summer Environmental Injury Prevention



Finally, the sun is shining on a regular basis. The temperatures are warm enough to spend time playing outdoors without wearing layers. Nature is in full bloom and trails are prime for hiking. Our lawns and landscapes need weekly maintenance. Minor injuries can occur as we enjoy the summer. Take these small steps throughout the summer to avoid the aggravation of mishaps.

Sun burn – The sun is the hottest between 10 a.m. and 2 p.m. Avoid outdoor work at this time if you can. Wear sunblock with 15 SPF or higher and apply frequently when sweating and/or swimming. Cover the skin to protect it. Wear a wide brimmed hat, long sleeves and pants, or use an umbrella for shade if needed.

Insect bites -- Mosquitoes, ticks, and wasps. Ensure properly dressed for outdoor activities. This includes shoes and socks when hiking in the woods. Use an insect repellent, as directed. Check your body for ticks when coming in from the woods. For best results, shower and change clothes as well. Comb/brush pets frequently to check them. Check areas around the house for wasp nests and get rid of them using wasp spray. Be careful when working in sheds and look up.

Heat stress -- The body normally cools itself by sweating, but when humidity is high and sweat does not evaporate quickly, body temperature can rise rapidly. Very high body temperatures may damage the brain or other vital organs. Stay hydrated even when you are not expecting to go outside. Do your outdoor work in the early morning or later in the evening. If you are not able to do that, take frequent breaks in the shade and drink fluids. Drink powerade or gatorade to replace minerals lost through sweating.

* If you start to feel sick while working outdoors, take a break in the shade or a cool environment with air conditioning and drink water. If you are sweating excessively and getting cramps, you may need to also replace the salt in your body with something like Gatorade. If the symptoms do not improve, seek



care in a medical facility. Do not ignore the symptoms of heat stress and try to work through it as it can lead to heat stroke which can be life threatening. Call 911 if someone who has been working outdoors is confused, dizzy and not sweating.

Cuts and punctures that can occur while doing yard work put one at risk for a secondary infection and pain. Wear gloves while working and wash hands as much as possible. Seek medical care for further evaluation if you have a cut that is turning red, swelling and/or oozing. Seek medical care right away if you think you need stitches. If you have not had a tetanus shot in 5 years with a dirty cut, you may also need a tetanus shot to prevent a worse infection.

Don't forget Poison Ivy/Oak. If you come in contact with poison ivy/oak, wash the skin right away. The oils from these plants can cause itchy blisters that can sometimes become painful and infected.

Take care of yourself to prevent potential environmental injuries.

If you have any questions, contact the Employee Health and Wellness center at 715-843-1256.

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



North Central Health Care
Person centered. Outcome focused.

Employee Recognition Awards

Nominate a Coworker Today!

Nomination forms, selection criteria, award details and more are available online at

www.norcen.org/Recognition



Ascension Read Online at www.norcen.org/ForEmployees

FrontLine

Frontline | June 2020

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

Three "To-Do's" with Your New Boss

Making a good impression in a new job and with the boss is everyone's goal. Unfortunately, being a new employee means missteps are going to happen, so focus on gaining an overall view of your job, the work culture, and especially patterns of communication. That's a lot to handle the first week, so set the stage for a positive relationship with your boss using these three quick tips. Observe which workplace issues create unease and concern for your manager—you'll gain empathy for what they face and potentially understand their priorities. Ask your manager the form and frequency of communication they prefer. And show positivity. Managers live for it and feel validated when they experience it from those they supervise.



You're Committed, So Show It

Employers know what a committed worker looks like. It's not those who simply perform duties and assignments well. Committed workers bring something extra that helps advance the work unit's mission. 1) They solve problems; they don't just point them out. 2) They show enthusiasm rather than casual acceptance. 3) They are proactive in reporting progress on what they are doing. 4) They demonstrate initiative—they act on perceived needs that fit with their duties before being asked. If you want to show you are a committed worker, walk the talk with these distinguishing work habits.



Fried Food and Focus Don't Mix

Skip the burger and fries at lunch. You will have a clearer head and better focus in the afternoon. New research shows one meal of fried food high in fat can zap your ability to stay focused on an important task or project shortly after it is consumed. At work, that means choosing fewer fatty and fried foods at lunch in favor of more nutritious choices may help you score that big win or big deal, or deliver a more effective presentation!



Source: www.academic.oup.com/jgn/advance-article-abstract/doi/10.1093/jgn/naaa014/5748414 [search "saturated fat"]

Avoid Aggressive Driving

Celebrate National Safety Month by putting the brakes on aggressive driving. National Highway Traffic Safety Administration research shows that aggressive driving plays a role in 56% of fatal crashes. Aggressive driving is "operation of a motor vehicle that endangers or is likely to endanger persons or property." (Road rage is a criminal form of aggressive driving.) Riding bumpers, using your vehicle to "teach someone a lesson" (like blocking their ability to pass you), zooming around a slow driver, laying on the horn, using hand gestures—these behaviors point to how your driving practices may be influenced by anger. Learn about triggers, behaviors, and prevention at bit.ly/aggressive-driving.



Lessons from Social Distancing: Loneliness as a Health Concern

"Flattening the curve" with social distancing is the world-wide intervention being used to reduce coronavirus infections and death, but it has also created social isolation. For millions, social isolation is a risk factor for loneliness, and loneliness is a demonstrated health concern. Are you feeling the effects of loneliness that include symptoms like low self-esteem, depression, anger, nightmares, or anxiety. Humans are hard-wired to be social creatures, so when they are deprived of this innate biological need to engage with others, physical symptoms result. Symptoms of loneliness feel as if they are of mental origin, but they are physiologically driven, according to researchers. Before the coronavirus pandemic, loneliness was hot research news. Medical researchers call it the "new smoking" because of its adverse health effects. Note that loneliness is not equal to being alone. Loneliness is your body saying, "Find people with whom to socially interact!" The inability to get to your favorite gym, gather with friends at a favorite hangout, or mingle with coworkers who bring meaning to your life can have natural health consequences. Learning about loneliness is a key lesson of our collective experience with the coronavirus. Social distancing is likely to end in the future, but connecting to a mental health counselor now—even if it means one more Zoom session to do it—is worth the effort if it can help you lessen the impact of loneliness. Learn more at <https://news.gallup.com/home.aspx> [Search: "adults less worry"]

Stress Management for Pandemic Heroes

If you are an essential service employee and working face-to-face with the public during the COVID-19 pandemic or you are in a job placing you at higher risk of contracting COVID-19, you can count yourself among the heroes. (Loved ones who support you and worry about you—they're heroes, too.) It's likely your employer has striven to reduce the risk of your contracting COVID-19, but it's not a 100% worry-free time. You've answered a higher calling so others can live as normally as possible during this time. If worry, anxiety, exhaustion, sleeplessness, family stress, and fear affect you, contact a professional, a support network, or your EAP for help. Tips like getting enough sleep, avoiding alcohol before bedtime, and practicing relaxation exercises are verified ideas for reducing stress and remaining resilient. They work, and you can learn more about them at heart.org [search "stressed essential workers"].



Curb Impulse Purchases to Save Money

If the household budget is stretched, cutting costs without added hardship can be difficult. Consider curbing impulse purchases as a path to finding more dollars. You could save over \$5,000 a year by decreasing this behavior. Impulse purchasing is the tendency to engage repeatedly in spontaneous, on-the-spot purchases without consideration of the potential consequences. Sixty-four percent of us do it. The risk of an impulse purchase begins as soon as you enter a store, not when you see the item of interest. Most impulse purchases are groceries, not clothing. Try these tips: 1) Shop with a buddy. 2) Use cash. 3) Check out the following studies: www.ncbi.nlm.nih.gov/pmc [search "eyes wide shopped"] and B) www.slickdeals.net/corp/impulse-spending.html.



Bored with a Great Job?

With over 30 million newly unemployed in the U.S., imagine having a great job you can't stand. Don't feel guilty. All of us have a need for fulfillment as much as we have a need for food, clothing, and shelter. Without fulfillment, you will cast a wandering eye toward whatever might help you feel more alive. If boredom and feeling unmotivated have lasted for months or years, step one is to get a depression screening to rule out this disease. Boredom and blahs may be a symptom, not the problem. Engaging a career coach, starting new projects, taking a vacation, volunteering in the community—any of these activities could help energize our life. But if nothing is lighting your fire, a medical issue like depression could underlie it all.



WISCONSIN DVR

HELPS PEOPLE WITH DISABILITIES FIND MEANINGFUL CAREERS



CELEBRATING 100 YEARS OF VOCATIONAL REHABILITATION

Visit <https://youtu.be/0LeOedkSDzc> for WI DVR Video

This month, join North Central Health Care, DWD and U.S. Department of Education in celebrating 100 years of vocational rehabilitation in the United States. We're proud of our role in supporting Wisconsinites with disabilities in employment through our Division of Vocational Rehabilitation (DVR)! Our programs in Community Treatment, Community Corner Clubhouse and Pre-vocational Services work with DVR to connect so many people with disabilities with meaningful employment.

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

The Wausau Campus Canteen is currently closed, but will reopen at the same time the Cafeteria reopens. Watch for future announcements!

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

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

www.norcen.org/ForEmployees

Information in FrontLine is for general informational purposes only and is not intended to replace the counsel or advice of a qualified health or legal professional. For further help, questions, or referral to community resources for specific problems or personal concerns, contact a qualified professional. Add "http://" to source links to follow. Link titles are always case sensitive.