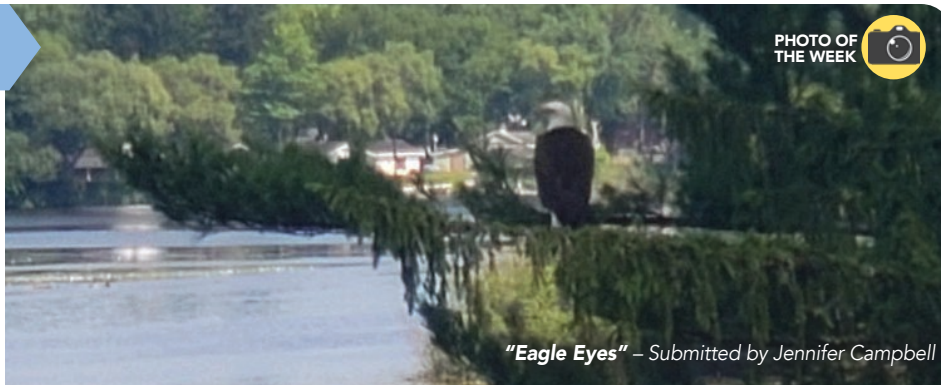


A Weekly Update For The Employees of North Central Health Care



"Eagle Eyes" – Submitted by Jennifer Campbell

NEWS YOU CAN USE



WEEKLY CONNECTION WITH MICHAEL LOY

Increasing Vigilance

Thursday, July 9th was a new record in the State of Wisconsin with the highest new cases of COVID-19 to date. There were 754 new cases in Wisconsin and the % of active cases relative to total confirmed cases is increasing. NCHC's Incident Command Team's belief is it's going to continue to escalate from here over the next several weeks. Data supports that the spread is increasing but we are also triaging increases in the daily calls from staff who are reporting symptoms and potential contact exposures. Given these trends, effective Monday, July, 13th we are moving from

Alert Level 3 to Alert Level 4, increasing our protective actions to keep the people we serve and our employees safe. For our Restricted Zones, there really are no new significant protocols but we need to be prepared to very likely start to care for COVID-19 cases within our units. We are prepared as we have built a large supply of Personal Protective Equipment (PPE). Next week we will revisit our preparations to open our COVID-19 positive units if needed. Outdoor visitation for our nursing home residents will continue at this time.

For staff in our non-restricted zones, the major change is that we will be moving to our Remote Work Level C, which essentially means that all staff who have the capacity to do their job from home is now required to do so unless granted permission by senior leadership. At this time, we anticipate being at Alert Level 4 or higher through the end of summer. For our treatment teams working in outpatient or community settings, this also means we want you to be limiting your in-person contacts to the minimum necessary to still deliver effective quality care. Shifting a number of our staff to work from home allows us to continue to get the job done and have a contingent workforce if we need to redeploy staff if we start to have large numbers of caregiving staff out with COVID-19.

We've done a really great job with our response so far, but we need to keep our vigilance. The reality is, we are not out of the woods on this at all. We may have even gone deeper into the thick of things. Program Directors will be reviewing Alert Level 4 considerations with their teams. Please reach out to the management team with any questions. The most important actions you can take is to wear a mask (properly), wash your hands, and maintain a distance of 6 feet or more when out in public. At our NCHC locations and when working out in the communities, masks must be worn by employees at all times unless you're in a private, unshared office. Most importantly of all, if you don't feel well, stay home. Be smart, stay safe.

We are in a very difficult point in history for our generation and like you, I just want to get back to the normalcy before COVID-19. If we let our guard down, it may negate the successful effort we've had thus far. I for one do not want to live the reality that so many other communities, facilities and families have had to experience with this pandemic. We have that chance if we remain vigilant.

Make it a great day,

Michael Loy

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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, June 13 –
Sunday, July 19**

**Dr. Robert
Gouthro**



Person-Centered
Shout

out



**Hanna Olson,
Northwinds Vent**

Thank you for setting a
resident's hair to help
her feel good. You
made her day!

**Submitted by:
Melissa Stockwell**





Welcome Our 4th Class of Psychiatry Residents to NCHC

Three Psychiatry Residents Join Our Central Wisconsin Community

As tradition follows here at NCHC, this past week the fourth wave of psychiatry residents were donned their white coats, however due to Covid-19, we were unable to have a large gathering to welcome our residents. Referred to as PGY1's, Dr. Boris Berman, Dr. Ania Fida and Dr. Joshua Shupe we introduced to the Psychiatry Residents and staff as they get to know North Central Health Care and our community. We welcome our residents with open arms and hope they enjoy living, working and carrying out our Mission and Vision at NCHC.



DR. BORIS BERMAN

Dr. Boris Berman is an MCW Central Wisconsin grad who did his undergraduate work at UW Milwaukee and UW Madison with a degree in Business. He worked in HR before med school. He was involved in the Joseph Project which works to achieve job placement for individuals with barriers to hire. He taught himself to play the guitar and drums, is an avid hiker, snowboarder and lover of the outdoors.



DR. ANIA FIDA

Dr. Ania Fida trained at King Edward University in Pakistan. Currently lives in Michigan. She has done research on Ketamine in the treatment of depression and stigma in psychiatry and has multiple poster presentations and papers to her credit. She enjoys cooking, listening to music and spending time with her dogs.



DR. JOSHUA SHUPE

Dr. Joshua Shupe is a graduate of the University of Minnesota and the MCW Central Wisconsin Med School. He received the Bridge Builder Award from MCW for his work in building relationships with faculty and students and received the Community engagement grant for his Pathways project. He coaches wrestling, runs marathons, plays acoustic guitar and enjoys caring for his two cats for companionship.



Additionally, Chris Bleck, Scott VanErmen and Jennifer Peaslee participated as actors/actresses for Mock Interviews with the new PGY1's. While it was anxiety provoking for some, all three of them embraced each "role" and did an amazing job! It was a fun day with many great memories.



Above, left to right: Linda Cotton, PGY4 - Amy Butterworth, MD, Ryan Stever, MD, PGY3 - Tsarina Van Wieren, DO, Christian Ryser, DO, Shweta Karve, MD; PGY2 - Kirubel Woldemichael, MD, Luba Kats, DO, Brittney Harding, MD, PGY1 - Ania Fida, MD, Boris Berman, MD, Joshua Shupe, MD, Dr. Robert Gouthro, NCHC



"Eagle Eyes" – Submitted by Jennifer Campbell

PHOTO OF THE WEEK



Submit A Great Photo From Your Week!

Submit your photo and description to Email: jmeadows@nrcen.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.

EAGLE EYES

Watching Over Mount View

Our eagle keeping a close eye over Lake Wausau. This majestic bird was perched beautifully for our residents to view out by the patio on the Wausau Campus.

WAUSAU CAMPUS PARKING NOTICE

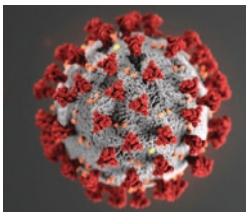
Yellow Flag Entrance Parking

If you park near the Yellow Flag entrance on the Wausau Campus, we ask that you park to the far SOUTH end of the lot, nearer to the airport, so that pool users needing to park close to the pool, do not have to walk as far for their appointment arrival. We appreciate your assistance in making each patient's experience a positive one.



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.nrcen.org/ForEmployees
and click **SUBMIT A QUESTION**

NCHC IN THE NEWS PTSD and July 4th

Thank you to Caitlin Baldauff, Outpatient Therapist at the Wausau Campus, who provided some great information for those living with PTSD and the impact the fireworks can have during the 4th of July celebrations. Great work Caitlin! Catch the story here at <https://bit.ly/PTSDJuly4>



Caitlin Baldauff, NCHC



REGISTRATION TODAY FOR THESE AMAZING VIRTUAL EVENTS!

RecoveryWorks

a program of apricity

The Impact of Addiction

It's estimated that more than 20 million Americans suffer from addiction, or about one in every 10 adults in Wisconsin. According to the Substance Abuse and Mental Health Services Administration, approximately 75% of those battling addiction go to work. The cost of addiction to an employer's bottom line is significant and results in higher absenteeism, higher health care costs, higher turnover and greater likelihood of work-related safety incidents.

Apricity has been helping people with addiction for over 35 years. We know firsthand the impact that addiction can have on the workplace and the systems that can be implemented to support people seeking recovery. By implementing our Recovery Works Initiative, your organization will receive the education, training and recovery support needed to help your employees and their family members get the help they need. Investing in employee wellness and offering appropriate recovery options has helped many organizations realize substantial savings.

Virtual Seminar

July 29-30, 2020
8:30a.m. - 11:30a.m.

Cost: \$40
6 CEUs

Get Started today

To register visit www.ntc.edu/ce/conferences



Wisconsin Area Education Centers Present:

OVERCOMING ADDICTION *together*

SPONSORED BY ASPIRUS HEALTH FOUNDATION

ADDICTION RECOVERY, & DIVERSITY IN HEALTH EQUITY



Presented by:
Dr. Jorja Jamison, PhD, LP
Associate Professor & Faculty Coordinator at Hazel/len Betty Ford Graduate School of Addiction Studies, as well as a practicing Licensed Psychologist in rural Minnesota

Educational Partner:



REGISTER FOR THIS VIRTUAL EVENT AT
<https://bit.ly/OATS2020>

COURSE OBJECTIVES:

- Learn how best to support the health and growth of the populations attendees serve.
- Understand concepts of cultural competence and cultural humility in substance use disorder treatment.
- Gain strategies for improving awareness, knowledge, and skills within the context of evidence based practice.

Thursday, Aug. 27
9:30am-12pm

Community: \$10 (no CEUs)
Professional: \$20 (2 CEUs)

For information on scholarships available email gkell@wnhahec.org by 8/14

Supported by:



Sponsored By



With Support From

Health Foundation



Why should employers care?

- Healthcare costs are 3x higher for workers with addiction
- 500 million work days lost annually due to substance use problems
- Americans with addiction miss nearly 50% more work
- Workers with addiction function at only 2/3 capability
- Costs US employers \$442 billion each year

REMOTE WORK

Tips and How-To's

If you have been advised to work from home or work remotely, we want you to have the best experience possible by providing resources and information that will make your work days more successful. The following links include remote work tips and how-to's to help you be your best and feel your best while working remotely.

Think with Google: Work From Home Tips

<https://www.thinkwithgoogle.com/marketing-resources/organizational-culture/work-from-home-tips/>

The Muse: Work From Home Tips for Success <https://www.themuse.com/advice/coronavirus-work-from-home-tips>

Best Practices for Working at Home from Webex <https://www.webex.com/webexremotework.html>

Technology How-To's from CCITC <http://intranet/CCITC/WorkingRemotely.aspx>



UltiPro Learning Links: Log into UltiPro and navigate to UltiPro Learning. Click on Content (at top of screen). Search for Remote.

You can also navigate to the Category Menu on the right of the screen. Click Technology for easy how-to videos and pointers. <https://nw14.ultipro.com/Login.aspx>

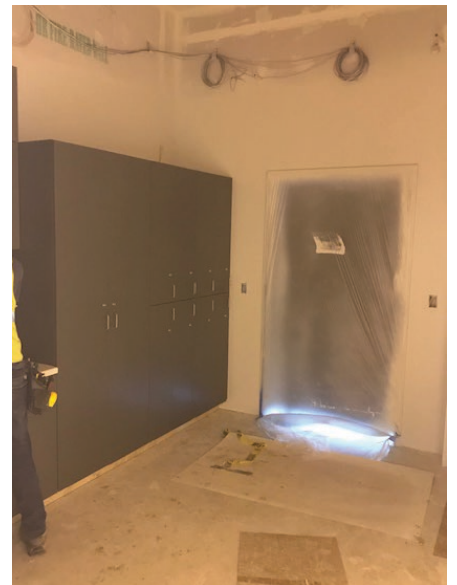
Remember, these resources (along with other helpful tips and FAQ's) are always available 24/7 at our For Employees page of our website at www.norcen.org/ForEmployees.

This page is dedicated to the employees at North Central Health Care. You will find resources, benefits, links and information to connect you with what you need to be a successful employee and community member.



WAUSAU CAMPUS RENOVATION UPDATES

Youth Hospital





HRinsights

Position Posting

Title: Safety & Security Officer

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

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

The Safety & Security Officer (SSO) is responsible for the day-to-day operation of North Central Health Care's Security Program under the guidance of the Law Enforcement Liaison & Security Supervisor. The SSO is expected to work free from direct supervision and to be able to handle and respond to normal problems and questions that arise during daily operation.

Education and Experience Requirements

- One to three years relevant experience
- Preferred: 3-5 years relevant work experience

AWESOMENESS WANTED!

DO YOU KNOW SOMEONE WHO IS AS AWESOME AS YOU?
Text "Refer" to 715.598.3663 and you are eligible for a referral bonus when they join our team!

NEW BENEFIT FOR NORTH CENTRAL HEALTH CARE HEALTH INSURANCE PLAN MEMBERS:

Tria Health!

Tria Health provides one-on-one, confidential telephonic counseling with a pharmacist to make sure your medications are working as intended and you can afford them. Tria Health's pharmacists are your personal medication experts and will work with you and your doctor(s) to make sure your conditions are properly controlled without the risk of medication-related problems.

Who Should Participate?

Tria Health is recommended for members who have the following conditions and/or take multiple medications:

- Diabetes
- Heart Disease
- High Cholesterol
- High Blood Pressure
- Mental Health
- Asthma/COPD
- Osteoporosis
- Migraines

Participating Members Can Earn up to \$150

Active participants will receive up to \$150 by attending three consultations within a 12-month period. You are not required to change your medications, pharmacy or doctor to receive this benefit.

Free Diabetes Test Strips & Wireless Meter

Identified members with diabetes are encouraged to participate in Tria's diabetes program. Participating members can receive free wireless blood glucose meters, testing strips and a mobile app designed to help manage their diabetes, along with personalized consultations with a Tria Pharmacists.

Ready to Get Started?

To schedule your first appointment of the phone, call 1.888.799.8742 (TRIA) or visit www.triahealth.com/enroll

If you have any questions, please feel free to call Tria Health at 1-888-799-8742. You may also call Lynn Wengelski, in NCHC Human Resources at 715-848-4438.

This information is available online for you and your family 24/7. Visit www.norcen.org/EmployeeBenefits or www.norcen.org/ForEmployees



tria HEALTH

**FREE CONFIDENTIAL CONSULTATIONS
WITH PHARMACISTS TO MAKE SURE YOUR
MEDICATIONS KEEP YOU HEALTHY & ACTIVE!**

YOUR TRIA HEALTH PHARMACIST CAN HELP:

- Ensure your medications are working properly, without the risk of side effects
- Identify ways to save money on the cost of your medications
- Answer questions you have about your medications or health
- Communicate with your doctor(s)

Tria Health's pharmacists work one-on-one to develop a personalized plan to help improve your health!

HOW DOES IT WORK?



SIGN UP

There are three ways to sign up:
Call 1.888.799.8742 | Visit www.triahealth.com/enroll | Mail your form



SCHEDULE AN APPOINTMENT

Submit your appointment preferences at www.triahealth.com or call the Tria Health Help Desk at 1.888.799.8742



CONFIDENTIAL CONSULTATION

Your Tria Health pharmacist will call you and review all your medications, preventative services and lifestyle habits.



CARE PLAN

Your pharmacist will develop a personalized care plan and coordinate any recommended changes with your doctor and pharmacy.



Helping You Turn
Over a New
Retirement Leaf



Check your NCHC email for clickable
links or visit the Facebook NCHC
Employee Communications Page!

Retirement Planning Webinars 2020

The Wisconsin Deferred Compensation Program is excited to be hosting virtual webinars on a variety of topics. By clicking on the desired date and time below, you will be directed to WebEx to register for your selected webinar(s). On the event date, you may be prompted for a password. Enter "Retirement" (case sensitive).

Your Journey to Retirement: *Learn about the benefits of the WDC program and the benefits of saving and investing for your retirement.*

- [Thursday, July 9th, 2:00 – 2:30 pm](#)
- [Tuesday, August 18th, 9:30 – 10:00 am](#)
- [Tuesday, September 1st, 12:30 – 1:00 pm](#)
- [Monday, September 21st, 11:00 – 11:30 am](#)

Retirement Planning: *What steps do you need to take to get ready for and enjoy your retirement?*

- [Monday, July 13th, 10:00 – 10:30 am](#)
- [Thursday, August 20th, 11:30 – 12:00 pm](#)
- [Thursday, September 10th, 1:00 – 1:30 pm](#)
- [Thursday, September 24th, 9:30 – 10:00 am](#)

Market Volatility: *Learn the importance of staying the course and riding out the market volatility.*

- [Tuesday, July 14th, 1:00 – 1:30 pm](#)
- [Monday, August 3rd, 12:30 – 1:00 pm](#)
- [Wednesday, September 16th, 11:00 – 11:30 am](#)

Women and Investing: *How to use the WDC program to be more confident about your financial future.*

- [Wednesday, August 5th, 1:30 – 2:00 pm](#)
- [Monday, August 10th, 11:00 – 11:30 am](#)
- [Wednesday, October 7th, 11:30 – 12:00 pm](#)

Basic Investing: *Information to assist you in pursuing your investment goals.*

- [Tuesday, July 21st, 12:00 – 12:30 pm](#)
- [Wednesday, August 26th, 12:00 – 12:30 pm](#)
- [Tuesday, September 29th, 11:00 – 11:30 am](#)

Advantages of Budgeting: *Learn steps to get you on the road to successful budgeting.*

- [Wednesday, July 29th, 10:00 – 10:30 am](#)
- [Thursday, September 3rd, 1:30 – 2:00 pm](#)

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tidbits on benefits

WELLNESS CORNER

Submitted by Aspirus Business Health

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



EMPLOYEE LIFE INSURANCE PREMIUM ADJUSTMENT

News from Human Resources

Each year, as of July 1st, our life insurance carrier, Securian, updates the life insurance premiums for employees. If you are enrolled in the life insurance plan, the amount of coverage is based on your annual earnings and the premiums are based on your age. The pay check dated, July 3, 2020, will include a premium increase, only if you have moved into a new age bracket and/or your annual earnings have increased. If your earnings have not increased and you have not moved into a new age bracket, you will not experience a premium change. If you have any questions regarding your life insurance premiums or the amount of coverage please contact, Lynn Wengelski, in Human Resources at ext. 4438.

PAYROLL NOTICE TO ALL-STAFF

July 4th Holiday

NCHC observed the July 4th holiday on Friday, July 3rd. Payroll wanted to clarify to staff that you will see your holiday benefits paid on July 4th on your timesheets, instead of the 3rd. THIS WILL NOT AFFECT ANYONE'S PAY. Ulti-Pro was not allowing Payroll to shift the designated holiday pay to the observed day, so the decision was made to just pay it out on July 4th. You will see this on your timesheet in Ulti-Pro and the pay on your July 17 paystub.

If there are any questions or concerns, please contact Melissa LaPorte in Payroll at 715.848.4409 MLaPorte@norcen.org

The Importance of Lyme's Awareness



Lyme disease

is an infection that is transmitted through the bite of a tick infected with a bacterium called *Borrelia burgdorferi*. Ticks typically get the bacterium by biting infected animals, like deer and mice. Most people who get tick bites do not get Lyme disease. Not all ticks are infected, and the risk for contracting the disease increases the longer the tick is attached to the body.



How to Avoid Lyme's Disease

- Avoid tick bites whenever possible by staying clear of grassy or wooded areas.
- Cover your body head-to-toe when entering possible tick-infested areas.
- Apply an insect repellent containing DEET directly to your skin.
- Insect repellents containing permethrin can be applied to clothes to kill ticks on contact, but **never apply to the skin**.
- When coming in from outdoors inspect your body thoroughly for ticks; do the same for pets.
- Wash your skin and scalp to knock off any ticks that are only loosely attached.



How to Remove a Tick

If you have a tick, it is important to remove it properly. Using fine-tipped tweezers, grasp the part of the tick that is closest to your skin -- you want to grab the head, not the belly. Slowly pull the tick straight out, without twisting it. Wash the bite site with soap and warm water.



Treatment

Treatment in the early stage, usually consist of an oral antibiotic for both children and adults. Treatment in the later stage of Lyme's disease may require IV antibiotics, if not treated earlier in the disease with an oral antibiotic.



Post-treatment Lyme Disease (PTLDS)

In most cases a 2 to 4-week course of oral antibiotics cures a patient, however in some cases the patient continues to complain of pain, fatigue or difficulty thinking that can last up to 6 months after they finish treatment. These symptoms usually resolve on their own, however, if they persist you should talk to your healthcare provider.

Symptoms

Early Stage

Within one to four weeks of being bitten by an infected tick, most people will experience some symptoms of Lyme disease. A circular, expanding rash (called erythema migrans) at the site of the bite develops in about 70%-80% of cases. Some people report flu-like symptoms at this stage, including fever, chills, headaches, fatigue, swollen lymph nodes, joint pain, and muscle aches.



As the Infection Spreads

If the disease is not detected and treated in its early stages, it can extend to more areas of the body, affecting the joints, heart, and nervous system (after several weeks to months after the initial bite). Additional rashes may occur, and there may be intermittent periods of pain and weakness in the arms or legs. Facial-muscle paralysis (Bell's palsy), headaches, and poor memory are other symptoms at this stage, along with a rapid heartbeat and some loss of control of facial muscles.



Late Stage Disease

This is the most serious stage of the disease when treatment was either not successful or never started (usually occurring many months after the initial bite). Joint inflammation (arthritis), typically in the knees, becomes apparent, and may become chronic. The nervous system can develop abnormal sensation because of disease of peripheral nerves (peripheral neuropathy), and confusion. Heart problems are less common but can include inflammation of the heart muscle and an irregular beat.



Is there a vaccine?

Currently, there is no human vaccine for Lyme disease. There is a Lyme's vaccine for horses and dogs.

<https://www.cdc.gov/lyme/index.html>

Aspirus Business Health
Custom Solutions for Every Workplace

businesshealth@aspirus.org
844.888.5873 | aspirus.org/businesshealth





**Marathon County
Employees Credit Union**

There is No Better Time to Say Thank You for All You Do.



**Our credit union is proud to serve members who keep
others safe, now and every day.**

Thank You!

**Your Dedication Does Not Go Unnoticed.
A Sincere Thank You from All the Staff at MCECU.**

**We are Here for You During These Unprecedented Times and Always.
Thank you for allowing us to serve NCHC since June 9, 1965 when we
were started by nurses as a place to borrow and to save.**

**715 261-7680
400 East Thomas Street • Wausau, WI 54403
www.mcecu.org**

RETIREMENT NEWS!



Karen Rainville

Karen Rainville, Nursing Home Housekeeping has announced her retirement from NCHC on July 31, 2020. Karen has 21 years of service at NCHC. Thank you for all that you do for our organization and our residents. Congratulations and best of luck with your retirement plans!



Stuart Mikul

Stuart Mikul, Purchasing recently retired from NCHC. Stuart's last day at NCHC was July 2. He gave 18 years of service to our organization and community. Best of luck in your retirement Stuart!

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!**



Teresa Schmidt

Teresa Schmidt, CNA at Pine Crest has announced her retirement. Her last day will be August 2, 2020. Teresa worked for Pine Crest for 11 years. Congrats on your retirement Teresa!