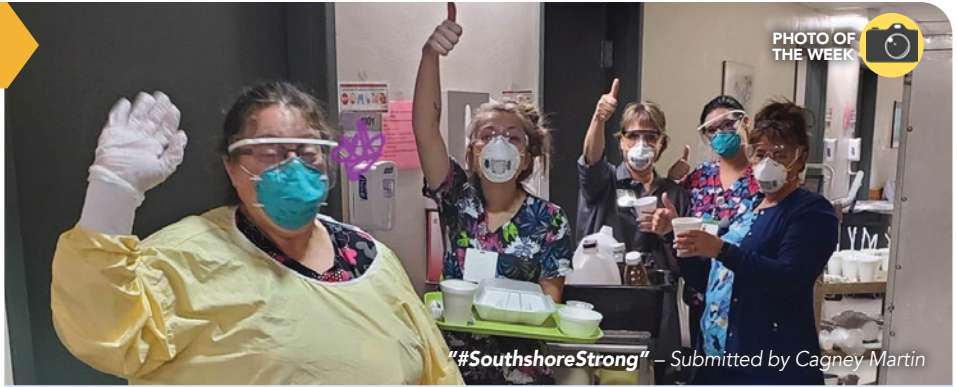




A Weekly Update
For The Employees of
North Central Health Care



"#SouthshoreStrong" – Submitted by Cagney Martin

NEWS YOU CAN USE



WEEKLY CONNECTION WITH MICHAEL LOY

Words of Encouragement and Appreciation

The world around us feels like it's full of disorder, disruption, and degradation. It would be easy for us all to tap out versus lean in. Protests, unemployment, school closures, elections, etc., it all seems like there is nothing COVID-19 isn't impacting now. Last night, my oldest daughter was upset saying that Coronavirus ruined everything. My middle daughter quickly quipped, "you've been crying for like an hour", implying for her to get over it. We all want our lives back, while at the same time wondering what life will look like on the other side of this all. The question

many of us may be asking is, given all that is going on around us, who will we choose to be? We believe we are all choosing to be great, to be more than we have to be. Making this choice each day is more important than ever, the people we serve need us to do our very best for them. We are going to continue to give them that through it all.

Choosing to serve others with your life is one of the most incredible gifts we can give one another. At times this gift demands every ounce of our being. Our work requires a deep passion for serving others in normal circumstances. Our organization has a tremendous history of service to this community and we still have a lot ahead of us. Most of you know that this organization has been around for over 125 years. In the last 100 years, this means our organization has persisted through a number of other pandemics. This includes H1N1 in 2009, H3N2 in 1968, H2N2 from 1957-1958, and H1N1 in 1918. We've persisted, and we've not come across even a mention of these pandemics in our organization's historical documents. This too will become a memory for us all, soon enough.

Remember the adage, it's the darkest before dawn which essentially boils down to encouraging each other not to give up during hard times because things are hardest right before they get better. We will get through the coming days together.

As an Executive Management Team we wanted to extend our appreciation for the sacrifices each of you are making. Your commitment helps keep this organization running, which provides employment to nearly 1,000 individuals and families in our community, and together we serve well over



10,000 unique individuals each year. We realize the demands each of you are facing. Each day we talk about how we can support our workforce, how we can ensure the people we serve get the very best care in this unusual time, and we continue to talk about our bright future. We see your efforts, we feel your passion. Each of you inspire us; that drives each of us to do more and to be more for you.

We want you to know that we continue to plan daily on how we can keep you safe, how we can help each of you deal with stressors of the situation such as school closures in the fall, and what

– continued on page 2

- Screening Changes 2**
Effective August 3 - Wausau
- Covid-19 Virtual Open Forum 3**
All Staff Invited
- Spotlight Award 4**
Congrats Skye Mucha!
- Renovation Photos 5**
Youth Hospital & Adult CBRF
- Oh Baby! 6**
Congrats Jessica Aderman!
- Welcome Our New Employees... 10-11**
July New Employees

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, August 3 –
Sunday, August 9**

Tom Boutain



Person-Centered

Shout out

Adult Protective Services Team

Thank you for such an awesome surprise for SW Month. Such an awesome team. Your support means the world!

Submitted by: Brenda Christian





we need to do to be two steps ahead. Our team here is our priority and there are many important considerations we take seriously. Each of you is top of mind. Please continue to communicate with our Management Team on how we can best support you in the coming days.

We want to thank our entire NCHC Team for all your efforts. We know you're the ones who are going to get this organization through it all and we deeply appreciate you for that dedication.

We're hopeful, because of each of you.

Michael Loy

Michael Loy, CEO

Tom Boutain

Tom Boutain, IMS

Jaime Bracken

Jaime Bracken, CNO

Dr. Rob Gouthro

Dr. Rob Gouthro, CMO

Jill Meschke

Jill Meschke, CFO

Jarret Nickel

Jarret Nickel, Operations

WAUSAU CAMPUS EMPLOYEE SCREENING CHANGES TO RESTRICTED ZONE #1 ONLY

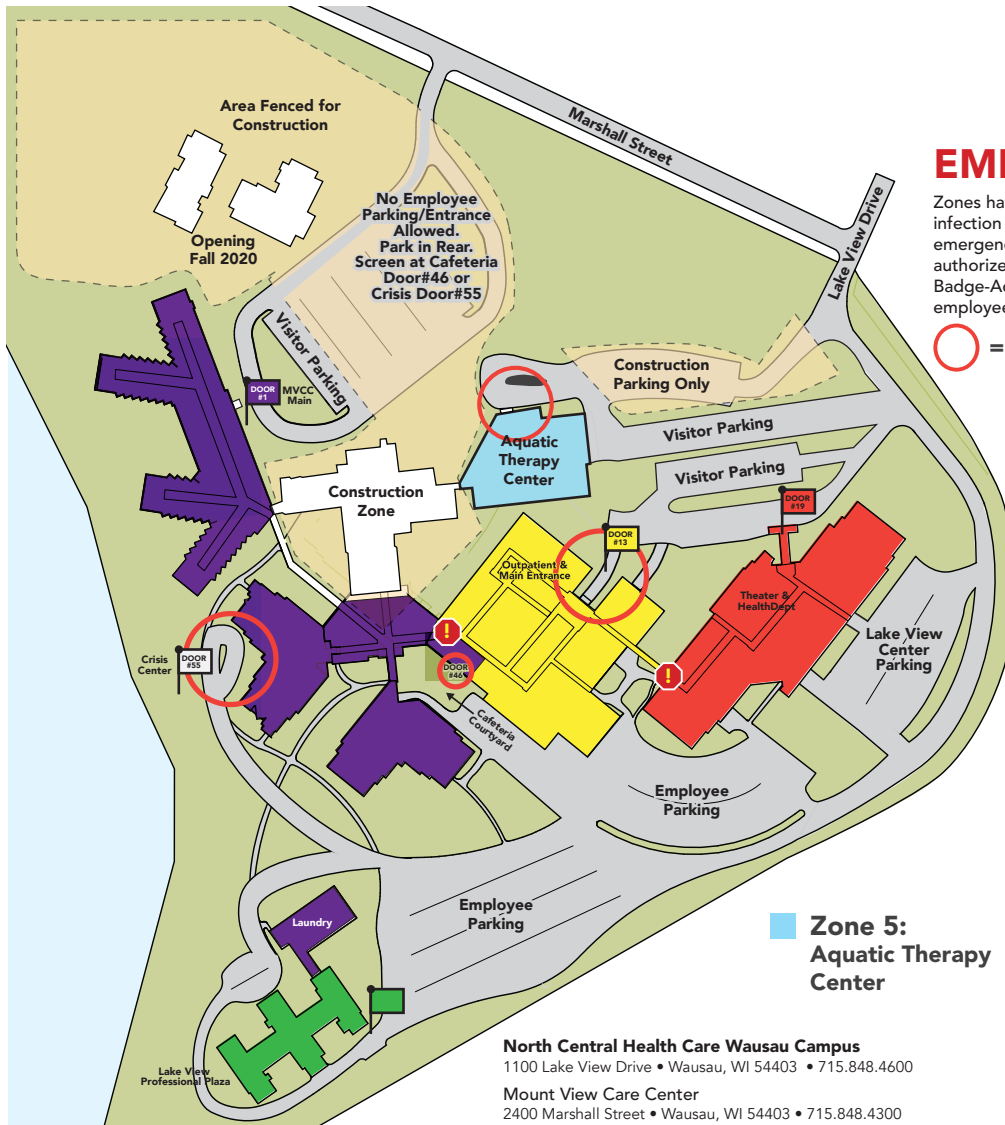
Effective Monday, August 3

Due to the increased clients access and traffic in the Crisis Center, effective Monday, August 3 all employees who report to work in the Restricted Zone #1 will complete employee screening at the Wausau Campus Cafeteria at Door #46. The entrance is in the cafeteria courtyard and employee screening will be available 24-7. Please park in the rear lot and enter at the Cafeteria Courtyard.

This includes all programs in restricted zone: BHS, CBRF, Crisis, MVCC, Food Services, NH-Housekeeping and other staff who may be working as screeners in this area or runners. Screening will be available 24-7 at this entrance for staff.

Note: Southshore staff are still required to use the private employee screening entrance onto the Southshore unit, and will not screen in the cafeteria.

There are no changes to the screening for the unrestricted Zones #2-5. See map below.



North Central Health Care
Wausau Campus

EMERGENCY ZONE MAP

Zones have been established to limit the exposure and risk of infection across departments on the Wausau Campus during an emergency. Employees may not cross into other zones without authorized permission from their department manager. Employee Badge-Access doors are available for employees only. Non-NCHC employee access limited to doors marked as screening points.

○ = Screening Point ! = Closed Fire Door
Zone Door

- ZONE 1:** All Mount View Care Center Programs, Crisis Services, Inpatient Hospital, Crisis CBRF, Lakeside Recovery, Food Services, Laundry
- ZONE 2:** Outpatient Services, Community Treatment Main Office and All Support Programs within zone.
- Zone 3*:** Adult Day Services (Clients Screen at Program Level), Community Treatment Youth Office (Employees Screen at Yellow Flag), MC Health Dept., Employee Health & Wellness Center
- Zone 4*:** Lake View Professional Plaza
*Not access point for NCHC visitor screening.

North Central Health Care Wausau Campus
1100 Lake View Drive • Wausau, WI 54403 • 715.848.4600
Mount View Care Center
2400 Marshall Street • Wausau, WI 54403 • 715.848.4300

Revised 7/23/20

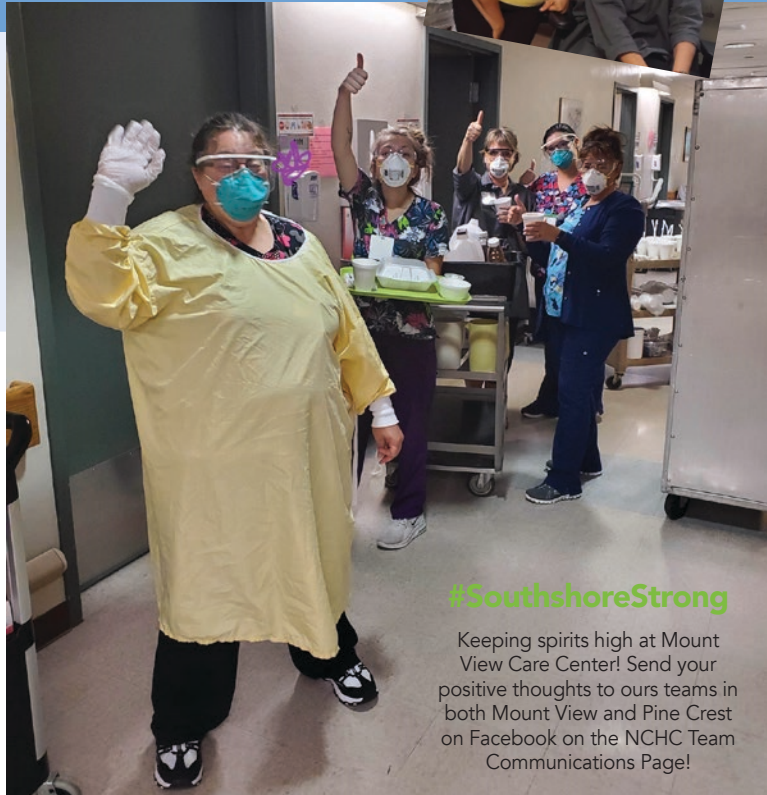


PHOTO OF THE WEEK



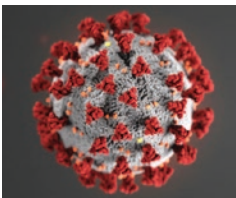
Submit A Great Photo From Your Week!

Submit your photo and description to 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.



#SouthshoreStrong

Keeping spirits high at Mount View Care Center! Send your positive thoughts to ours teams in both Mount View and Pine Crest on Facebook on the NCHC Team Communications Page!



HAVE A QUESTION ABOUT COVID-19?

NCHC has an online submission form for employees. You may submit a question 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. We use these questions to populate our FAQ's for all staff.

Use this form to submit your questions for our live virtual open forum.

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

ALL-STAFF ARE INVITED TO ATTEND Virtual Open Forum

Covid-19 & NCHC

Wednesday, August 5 2:30 pm



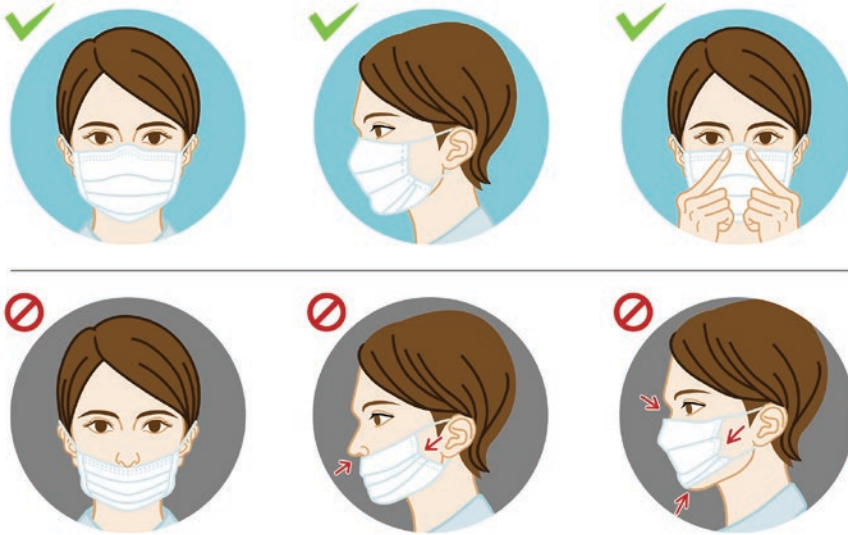
Michael Loy



Dr. Robert Gouthro

Join Michael Loy, CEO and Dr. Robert Gouthro, Chief Medical Officer of NCHC in an open live question and answer virtual forum to answer your questions about Covid-19 and North Central Health Care.

Questions may be submitted in advance using the submission form at www.norcen.org/ForEmployee or you may ask questions during the forum. The forum will be available through Webex. A meeting link will be emailed to all staff and available on our Facebook Team Communications Page soon. Computer or smart phone required to attend. Event will be recorded for those who cannot attend.



HOW TO WEAR A MEDICAL/SURGICAL MASK PROPERLY

The mask should cover your nose, mouth, and chin as illustrated above. If you see someone who is not wearing their mask properly, please remind them immediately to fix the positioning of their mask to cover their nose, mouth and chin. If you are uncomfortable with that conversation, please speak with a management team member immediately. They will assist with the situation.

Wearing a mask properly is required by all NCHC staff.



COMMUNITY TREATMENT/ OUTPATIENT SERVICES JUNE SPOTLIGHT AWARD Congratulations Skye Mucha

Congratulations to Skye Mucha for being the Community Treatment/ Outpatient Services June Spotlight Award recipient! Skye is a Service Facilitator on the Marathon County Adult team and was nominated for her continued collaboration with community partners and with programs at NCHC to provide quality services. She demonstrates strong collaboration and partnership to support her consumers' recovery. She is respectful and professional and always has her consumers best interest in mind so they can live their best life.



Skye has also taken on the "fun" yet tedious task of the Quarterly Picture Context. We appreciate all the work she has done to support our teams and the Employee Partnership Committee.

"Do the right thing, work to the best your ability, and care about people."

One of our Southeast Side neighbors in Wausau submitted this photo she took earlier this year. She said, "You can see the love at Mount View!"





WAUSAU CAMPUS RENOVATIONS 3rd Floor Concrete Pour





Oh, BABY!



WELCOME BABY ADERMAN

The APS Team is excited to welcome a new team member! Jessica Aderman and her husband Tom welcomed Scarlett Mae on 7/7/2020, weighing 6 lbs 1oz. Everyone is happy, healthy and enjoying time at home as a family.



Do you have a birth announcement you want to share with our NCHC Family? Send your announcement and picture (if desired) to your manager for sharing in the News You Can Use. Monthly, we will include all the newest members of our NCHC family. Be sure to include: Employee's Name, Department, any other family member names (spouse, partner, siblings) and the name and birth date of your little one. We love photos, too, but we respect your privacy, so share what you wish, if you wish!

Wisconsin Area Health 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 Hazelden 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:



ATTN: PHISHING EMAIL WARNING

Recently many staff received this email below which looks to be from "Alisa Morrison at State of WI Dept of Health Services". If you received this email, DO NOT OPEN OR CLICK on any links. CCITC has confirmed this is not a legitimate email. Please delete the email immediately.

Any required training notices at NCHC would come from our UltiPro system or MyPolicies.

From: Morrison, Alisa M - DHS (HP) [mailto:Alisa.Morrison@dhs.wisconsin.gov]
Sent: Friday, July 31, 2020 10:37 AM
Subject: [EXTERNAL] Training Requirement.

Good morning

Our records show that your Discrimination & Sexual Harassment Training will expire within the next 24hrs. In order to keep your training updated, you may register on our Training Calendar for a live training session or take the online training intranet/online/training/hrtraining.htm, please see policy for details on which session you must attend/take.

The Updated Anti-Harassment Policy requires:

- Every non-supervisory employee must attend the County's "Discrimination and Sexual Harassment Prevention Training for Employees" upon hire and every year thereafter during the course of their employment with the County. While non-supervisory employees have the option of completing the training online via the online training intranet, it is required that in-person training are completed at least every other training to ensure a thorough understanding.
Every supervisor must attend the County's "Discrimination and Sexual Harassment Prevention Training for Supervisors" upon hire and every year thereafter during the course of their employment with the County. Supervisors have the option of completing the training online and must attend an in-person training each time the training is due.

Your attention to this matter is greatly appreciated. Have a great day.

Thank you,
Human Resources Training & Development





RETIREMENT NEWS! Congrats Teresa Schmidt

Teresa Schmidt, CNA at Pine Crest has announced her retirement! Teresa was hired at Pine Crest November 7, 2008 and provided 11 years of amazing service. Congrats on your retirement Teresa!



FROM THE FAMILY OF SCOTT OWENS

"The outpouring of love and support from Scott's (and my and Carrie's former) co-workers since his passing has been incredibly touching. Thank you to all who came to his visitation, gave hugs, sent cards, or reached out in other ways. Memorials to Scott will be directed to NCHC's Mental Health Services. He touched many people, and will be missed by many, especially his family. Thank you, again."

– Paula Hawkins, Carrie Genrich, Wayne Owens, and all of Scott's family.

Thank You!

I want to say thank you to all healthcare workers. You guys have all worked so hard during these times and made so many sacrifices. Thank you !!

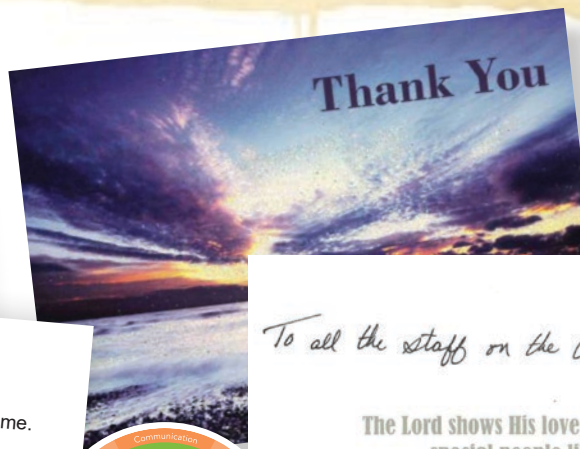
~Darren C.



Thank You!

Thank you for your services during this time. Hope you stay safe and healthy!

~Eden W.



To all the staff on the Cruise Unit, 7/23/2020

The Lord shows His love for us through special people like you!

Thank you for your kindness & thoughtfulness.

Feeling much better!





North Central Health Care Employee Health & Wellness Center

Great News!!

The onsite Health & Wellness Center continues to be available for your immediate health care needs and now, if preferred, you can also choose to designate your Onsite Care Provider as your Primary Care Provider to take care of all of your annual and ongoing health care needs.

Convenient Clinic Location

Services provided to you

- Primary Care Services
- Acute Care Services
- Medical Care Services
- Chronic Condition Support
- Physical Examinations
- Wellness Care
- Lab services available



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



Marathon County
Employees Credit Union

Summer VISA Balance Transfer Special Going On Now!

CREATE SIMPLE JOYS together

Keep your future bright and lighten your financial load while enjoying our summer transfer promotion rate.

3.99% APR* FOR 14 MONTHS

When you transfer an existing balance to our credit union credit card between June 1, 2020 and August 31, 2020

Balance transfers completed 6/1/2020 through 8/31/2020 will receive 3.99% APR* for 14 months from date of transfer. After the promotional time frame expires, remaining balances will migrate to the standard APR applicable on your account. Contact the credit union for complete details. *APR = Annual Percentage Rate

Transfer your existing credit card balances to a Marathon County Employees CU credit card. Transfer any balance between 6/1/2020 and 8/31/2020 and receive 3.99% APR for 14 months from date of transfer. After the promotional timeframe expires, remaining balances will migrate to standard APR applicable on your account. Contact the credit union for complete details.

APR = Annual Percentage Rate, All loans are subject to MCECU'S normal credit requirements.

Apply Online @ www.mcecu.org

Don't already have a MCECU Credit Card? Contact Pete to Apply!

715 261-7680

400 East Thomas Street • Wausau, WI 54403

**Proudly Serving NCHC Employees
& Their Families Since 1965.**

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!



WELCOME THESE NEW EMPLOYEES TO THE TEAM!

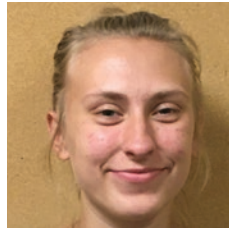
These employees were welcomed at General Orientation on July 13-15, 2020

Crisis CBRF



Crystal Harmon
Certified Medical Assistant – Wausau

Food Services



Kalissa Janikowski
Dietary Aide - Wausau

Hospital BHS



Francis Stella
Registered Nurse – Wausau

Information Management Services



Jennifer Moore
Informatics Analyst I - Wausau

Medical Services Administration



Jamie Bracken
Chief Nursing Officer

Youth Hospital



Rebecca David
Behavioral Health Tech – Wausau



Holly Jaecks
LPN – Wausau

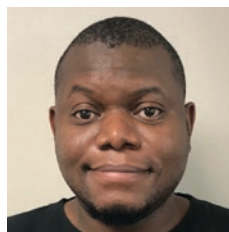


Kelli McDonald
Registered Nurse - Wausau

Mount View Care Center & Pine Crest Nursing Homes



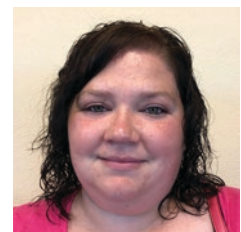
Brynn Dahlby
CNA – Long-Term Care
Merrill



Christopher Jackson
Hospitality Assistant –
Long-Term Care – Merrill

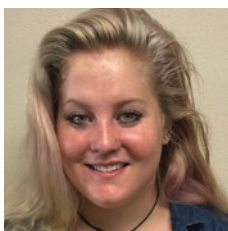


Haylee Radtke
Hospitality Assistant –
Post-Acute Care – Wausau



Angela Schultz
CNA – NH Ancillary
Merrill

Residential



Skylar Wise
Hospitality Assistant –
Long-Term Care – Wausau



Brittney Longmire
Residential Care Assistant –
Riverview, Wausau

Riverview Terrace



Paula Wood-Koehler
Personal Care Worker – Wausau





WELCOME THESE NEW EMPLOYEES TO THE TEAM!

These employees were welcomed at General Orientation on July 27-29, 2020

Community Treatment Youth

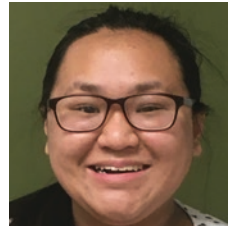


Brooke Peterson
Case Manager - Wausau

Food Services

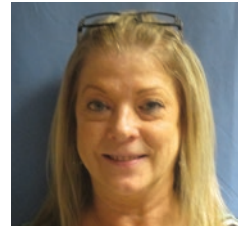


McKenna Skic
Dietary Aide - Pine Crest



Gaotsang Evelyn Thao
Dietary Aide - Wausau

Laundry



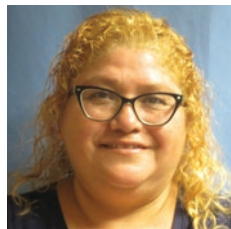
Linda Parrish
Laundry Worker - Wausau

Marketing & Communications

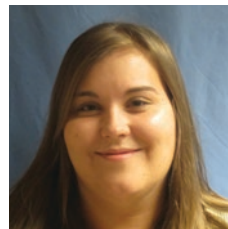


Alex Eichten
Marketing & Communications Specialist

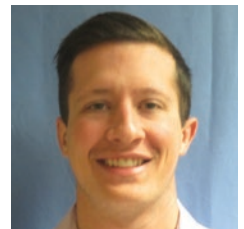
Riverview Terrace



Lourdes Alvarez
Residential Care Assistant
Wausau



Brittany Solt
Residential Care Assistant
Wausau

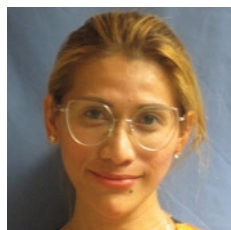


Mitchel Veverka
Residential Care Assistant - Wausau

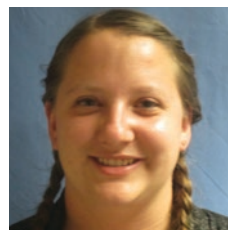
Mount View Care Center & Pine Crest Nursing Homes



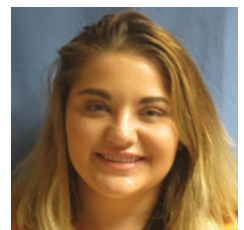
Kaitlyn Johnson
CNA - Long-Term Care - Merrill



Angel McCracken
CNA - Legacies by the Lake - Wausau



Sara Polacek
Hospitality Assistant - Legacies by the Lake - Wausau



Alexis Rhode
Hospitality Assistant - Nursing Home Rehab, Wausau

Outpatient Services



Cassie Graveen
Mental Health Therapist - Wausau

Youth Hospital



Lauren Westermeier
Registered Nurse - Wausau

Welcome to the team!

