

# NEWS YOU CAN USE



## WEEKLY CONNECTION WITH MICHAEL LOY

### Thank You For Your Superpowers!

It's a wrap for our Annual Employee Celebration Week for 2020. Thank you to everyone who made the week possible. I want to especially thank you, our NCHC Superheroes, for all your superpowers! Thank you for all that you do for our community.

Our COVID-19 outbreak in Mount View Care Center appears to be behind us. Our Mount View Care Center team has done an incredible job managing a really difficult situation. Huge round of applause! We now have had firsthand experience that reaffirms how important it is to stay home if you have symptoms or have been exposed to COVID-19. We witnessed how COVID-19 can move through a vulnerable population. There is no doubt our Mount View team saved lives in how they responded and managed the situation. Unfortunately, we knew we'd have to deal with COVID-19 at some point and this outbreak didn't come without cost. There were 11 residents infected, two of which who've passed away as a result of complications, and one employee who contracted the virus as well. Much like what is happening across the world, those who are vulnerable, and especially those with underlying health conditions can be in a fight for their life if they're exposed. We will overcome and continue to manage through this pandemic. We have just shown that we can respond well. To continue to be successful, we need you, our Superheroes, to make sure you're following the appropriate public health recommendations. Especially, staying home if you have symptoms or have been exposed to COVID-19. What you decide to do in your private life is something you own, but our collective choices have an impact on the most vulnerable amongst us. Together, we can get through this pandemic.

School is about to start in the next couple weeks. For me personally, this means I have daughters in two different school districts and my wife working in a completely different one. I know the challenges many of you are facing in deciding to send your children to school and managing life if/when schools are closed.

We successfully got through the end of last school year by working together. We can do it again if we have to. Our Marketing and Communication's team has put together an excellent tool kit for you and your family to plan for what the fall may bring. Visit [www.norcen.org/Back2SchoolToolkit](http://www.norcen.org/Back2SchoolToolkit).

Please reach out to your Manager to understand your options and how we can work with you to get through the days ahead. We have a job to do here, but we also realize family is the first priority. Thank you all for your personal sacrifices in making sure you're available for work while meeting these new demands.

Stay safe, and make it a great day,

**Employee Celebration Week Fun** ..... **2-4**  
Submitted By All of YOU!

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Show Your Support!

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For NCHC Employees & Families

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A View from the 4th Floor!

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Emotional and Mindless Eating

### 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, Aug. 24 –  
Sunday, Aug. 30**

**Jarret Nickel**



**Monday, Aug. 31 –  
Sunday, Sept. 7**

**Dr. Robert Gouthro**



Person-Centered

**Shout**

**out**

**Shout Out to All NCHC Employees**

We hope that you enjoyed the many fun activities and videos that we put together for you for Employee Celebration Week!

**THANK YOU FOR ALL THAT YOU DO!**



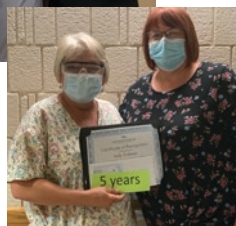
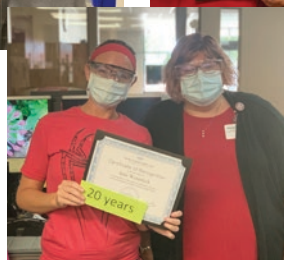
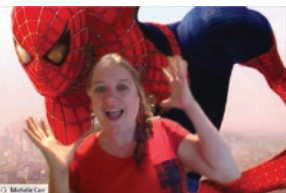
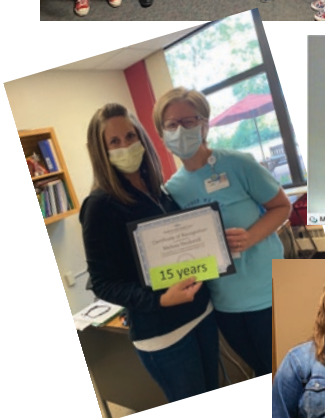
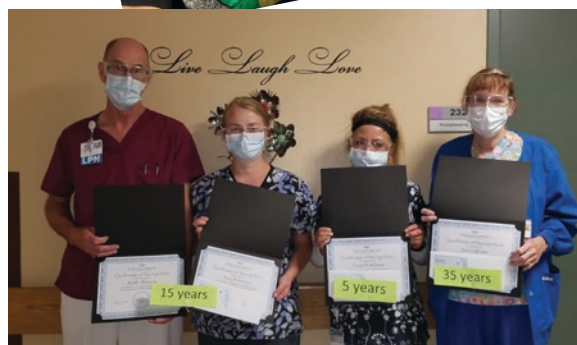
## PHOTOS OF THE WEEK



### Submit A Great Photo From Your Week!

Submit your photo and description to [jmeadows@norcen.org](mailto: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.





THANK YOU



FOR ALL YOU DO!



#NCHCsuperstaff #iamNCHC

Check Out All the Photos, All the Fun and All the Videos on  
Our NCHC Team Communications Group Facebook Page and at

[www.norcen.org/ECW](http://www.norcen.org/ECW)





#iamNCHC  
#NCHCsuperstaff



2020 NCHC  
**EMPLOYEE**  
CELEBRATION WEEK

North Central Health Care is a special place because of the people who dedicate themselves to our Mission and Vision. We appreciate all that you do to further our impact and serve our communities in Marathon, Langlade and Lincoln counties.

**THANK YOU**  
to our Superhero Employees!  
We appreciate YOU!

  
**North Central Health Care**  
Person centered. Outcome focused.



Check Out Our Employee Celebration Week Videos & Fun at [www.norcen.org/ECW](http://www.norcen.org/ECW)  
Interested in joining our team? Visit [www.norcen.org/Careers](http://www.norcen.org/Careers) to learn more!



Tracy Heiting    Alicia Elsner    Steve Lipinski    Rose Amundsen    Jon Phelps    Katie Kretschmer



Mikki Sitte    Anna Vanderleest    Jordan Imoehl    Ceceilia Upton    Kathryn (Katie) Garcia    Monica Mynsberge

## OUTSTANDING TEAM PARTNERSHIP AWARD Forest Jackson Team & Redeployed Staff

Congratulations to the Forest Jackson & Redeployment Team, recipient of NCHC's Outstanding Team Partnership Award. These employees were recognized for their outstanding team work. Nominated by a manager and a new employee, the team have shined in the face of adversity through Covid-19.

*"The Forest Jackson staff are completely incredible, they have taken us under their wing teaching us the ropes, seeing as this wasn't a regular employment position. The staff have patience with asking questions, learning the ropes and getting to know all the residents and their needs. Just observing them makes me appreciate being able to help where I can. This experience of being able to work with the Forest Jackson staff provided a whole new view of NCHC and what it offers."*

Congratulations to Transportation who was also nominated for this award.



Kevin Traeder    Rebecca Mattmiller    Jaxon Seeger



## OUTSTANDING SERVICE EXCELLENCE AWARD Jessica Baumann, HIM

Congratulations to Jessica Baumann, recipient of the NCHC's Outstanding Service Excellence Award. Jessica was nominated by staff in her department. Jessica recently volunteered to take on tasks in the HIM department when several employees recently retired. Jessica know every aspect of the job and she is willing to learn and teach others. She has become a true leader in the HIM team and is the go-to person for incoming calls, walk-ins and training staff.

*"Jessica is always willing to help clients and coworkers with any questions and does with much compassion and patience. Jessica truly made my retirement transition easier with her quick learning capabilities and attention to detail."*

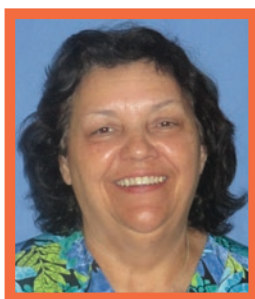
Congratulations to Linda Bever, Patient Financial Services and Nancy Schultz, Food Services who were also nominated for this award.

## OUTSTANDING PERSON-CENTERED SERVICE AWARD Linda Stankowski, Food Services

Congratulations to Linda Stankowski of Food Services, recipient of the NCHC's Outstanding Person-Centered Service Award. Nominated by a member of another team who feels Linda goes above and beyond to forge new connections with residents and families.

*"Linda is an employee in food services but she goes beyond the call of duty to make sure families and residents feel cared for. Linda sews as a side job. A hospice resident was requesting to wear long night shirts, but was unable to due to their physical needs. Linda was very gracious and was able to use her skills to adapt night shirts on her own time so the resident was able to wear them. This act of kindness meets all our Core Values and shows the importance of relationships even when Linda did not know the residents or family."*

Congratulations to Pam Mack, Pine Crest who was also nominated for this award.



## OUTSTANDING LEADERSHIP AWARD Scott Van Ermen, Pharmacy

The Outstanding Leadership Award recognizes a director, manager or supervisor who inspires, influences and conducts themselves in a professional manner, acting as a role model for others to follow in the workplace and our community. Congratulations to Scott Van Ermen of Pharmacy. Scott was nominated by staff in another program.

*"A Highlight Reel: 1. When Covid-19 was announced her personally made 14 gallons of hand sanitizer. Character isn't found in job descriptions. 2. In our logistics and supplies subgroup he always stays on top of current news and is volunteering to help. 3. Tracking and controlling overtime in Pharmacy - 2017 - \$13,000, 2018 - \$1,500, 2019 - \$200. In 2 years he saved \$24,300! 4> Revenue expansion - 2017: \$4.3 mil 2018: \$4.9 mil 2019: \$5.3 mil. Journey!"*

Congratulations Scott! Thank you for your outstanding leadership. Congratulations to Chris Bleck, Human Resources who was also nominated for this award.



**Nominate a Coworker or Team today! [www.norcen.org/Recognition](http://www.norcen.org/Recognition)**



# ALZHEIMER'S AWARENESS WALK

T-SHIRTS NOW AVAILABLE FOR PREORDER!

SEPTEMBER 26, 2020

ORDER & PREPAY BY  
**FRIDAY, AUG 28**

T-shirts to arrive in September  
Watch email for pick up dates  
and times.

**PROCEEDS BENEFIT**

The Walk to End Alzheimer's

Join our  
NCHC Walk Team  
by visiting

[www.norcen.org/WalktoEndALZ](http://www.norcen.org/WalktoEndALZ)



North Central Health Care

Person centered. Outcome focused.



\*Exact Colors May Vary

ONLY  
**\$15**

Payment must accompany order form. Checks payable to NCHC.

ORDER FORM	S	M	L	XL	2XL	3XL	Total #Shirts	Total \$
Adult Shirts								
Color	<input type="checkbox"/> Black <input type="checkbox"/> Blue	<input type="checkbox"/> Black <input type="checkbox"/> Blue	<input type="checkbox"/> Black <input type="checkbox"/> Blue	<input type="checkbox"/> Black <input type="checkbox"/> Blue	<input type="checkbox"/> Black <input type="checkbox"/> Blue	<input type="checkbox"/> Black <input type="checkbox"/> Blue		
Price	\$15	\$15	\$15	\$15	\$15	\$15		\$

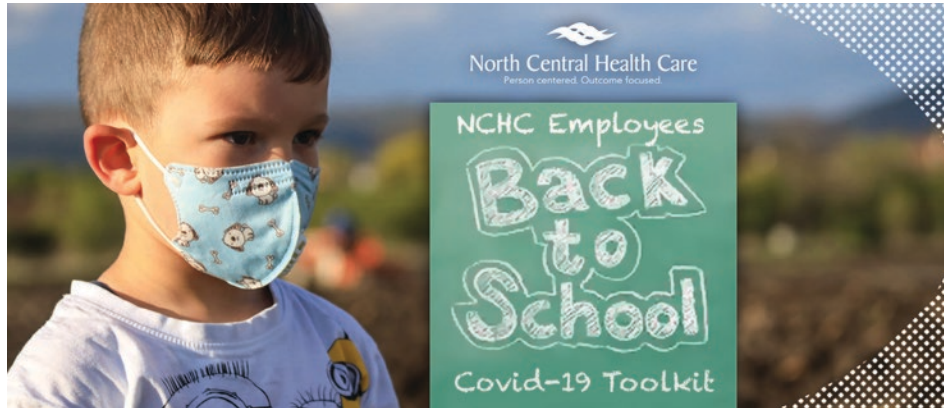
Your Name: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Department: \_\_\_\_\_

**DELIVER ORDER WITH PAYMENT TO NATASHA SAYLES**

Contact Natasha with any questions at 715-848-4437 or text 906-281-1008



[www.norcen.org/Back2SchoolToolkit](http://www.norcen.org/Back2SchoolToolkit)

## A TOOLKIT MADE FOR NCHC EMPLOYEES & FAMILIES

**Check Out This New Page  
for Our NCHC Parents!**

With the school year starting, many employees already know how their schools or daycares will be operating this fall and into the near future. While it is impossible to know exactly what will (or won't) happen at your individual school or daycare, it IS possible to plan ahead for scenarios that may occur if Covid-19 impacts you. Start planning now. Here's how....visit our new page created for you to help you plan, communicate and have a successful school year with your family! It includes planning checklists, tips, tricks, resources and frequently asked questions specific for NCHC employees to help you plan ahead. If you have kids and work at NCHC, you will want to bookmark this page!

Have suggestions to include? Let us know. Visit the The Suggestion Box and we will include and share with our team!

[www.norcen.org/SuggestionBox](http://www.norcen.org/SuggestionBox)

## BACK TO SCHOOL FAQ'S

If only we had a crystal ball that would tell us what next week will look like. Until that day, we talked with NCHC Employee Health to anticipate a few of the common scenarios you may encounter with kids at school. Here are just a few FAQ's that may be asked. This is not an inclusive list, just a start. We recommend calling Employee Health at 715.848.4396 to discuss your unique situation. Download or print all these FAQs below by visiting the Back to School Toolkit online!

**Q: My child is in a classroom with another child who tested positive, however was not in close contact. Can I come into work?**

**A:** Yes. The school told you your child was not in close contact with the child that tested COVID positive. Since they all are wearing masks and they were not in close contact of less than 6 feet for more than 15 minutes you can come to work. Contact Employee Health to discuss at 715.848.4396.

**Q: My child has a positive case in their cohort at school, do I need to stay home from work?**

**A:** No. The school did not tell you your child was exposed to the COVID positive child. Since they all are wearing masks, were not in close contact of less than 6 feet for more than 15 minutes, you can come to work. Contact Employee Health to discuss at 715.848.4396.

**Q: My child is sick and sent home from school, do I need to stay home if I am unsure if it is Covid-19 or not?**

**A:** Contact the school to see why your child was sent home and continue to monitor their symptoms. If they have been in close contact with a confirmed positive COVID person and they have become symptomatic, stay home. If they have not been in contact with a confirmed positive COVID person, continue to monitor symptoms and you are allowed to come to work. Contact Employee Health to discuss at 715.848.4396.

**Q: If my child is sick and being tested for Covid-19, can I come to work?**

**A:** No. If they are being tested for COVID-19, you will both need to quarantine, monitor symptoms, and you cannot come to work until they have received negative test results.

**Q: I was notified by public health or my school that my child had close contact and was exposed to a Covid-19 positive student (on bus, in classroom, on playground, etc).**

**Scenario 1: My child is asymptomatic, can I come to work?**

**A:** Stay home. If your child was within 6 feet, not wearing a mask, for longer than 15 minutes to someone positive for COVID, your child and you will need to quarantine and monitor for symptoms for 14 days. Contact Employee Health to discuss at 715.848.4396.

**Scenario 2: My child is symptomatic, can I come to work?**

**A:** No. If your child was within 6 feet, not wearing a mask, for longer than 15 minutes to someone positive for COVID, and now is symptomatic, you should notify your primary care provider for possible testing of your child. Contact Employee Health to discuss at 715.848.4396.

We anticipate many scenarios that will occur this school year. Each scenario will be unique to you, your child, your family and your work situation. Contact Employee Health to discuss your situation. We are here to support and help you succeed.



## WAUSAU CAMPUS RENOVATIONS

Views from the 4th Floor!





## WAUSAU CAMPUS RENOVATIONS Views Inside the Youth Hospital



Marathon County  
Employees Credit Union



## Looking Back...

### I Should Have Borrowed From the Credit Union

Looking back, it's easy to see that you made a bad deal financing your car anywhere but the credit union.

It's not too late to get out of reverse and drive forward. Talk to a loan officer about refinancing that loan.

We may be able to save you hundreds of dollars.

**See MCECU for all your financial needs!  
We are here to serve you and your family.**

**[www.mcecu.org](http://www.mcecu.org)**

**715 261-7680**

**400 East Thomas Street • Wausau, WI 54403**



## Employee Assistance Program

Care for you and your family is very important, and NCHC wants to make sure that you have access to Employee Assistance Services when you need them.

Employee Assistance Program (EAP) services through Ascension are available to all NCHC employees and their immediate family members.

**If you or a family member within your home could benefit from counseling support, connect with Ascension Employee Assistance Program (EAP)**

**Phone: 1-800-540-3758**

**Email: [eap@ascension.org](mailto:eap@ascension.org)**

**Online: <https://ascensionwieap.org/>**

**The services for you and your family are free, private and strictly confidential.**

EAP is available in multiple offices throughout our communities and can be reached at the contact information above. Due to Covid-19, services are being offered virtually. Please use the contacts above to connect with EAP.

This information is always available on our website at

**[www.norcen.org/ForEmployees](http://www.norcen.org/ForEmployees)**

If you have any questions about the EAP Services, please contact Human Resources at 715.848.4419.



**Data Collection:** Information will be gathered in a standard format that allows Cerner to configure the system to meet our needs. Consultants will review the project workbook(s) with our team members, review expectations for completion, and discuss next steps relating to configuration activity.

**System Design & Build:** Complete data collection gathering and transition information into system design and build conversations. NCHC and Cerner teams will collaborate to complete system configuration.

## PULSE SURVEY

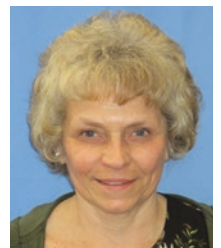
### Thank You for Participating

The August Pulse Survey is now closed. We had over 480 responses! Pulse survey results have been reviewed with managers to determine action items and key areas of focus based on your responses. Thank you for your feedback. If you have specific questions, talk with your manager!

## RETIREMENT ANNOUNCEMENT

### Barb Gierman

Barbara Gierman, Pharmacy Tech in Wausau, has announced her retirement on September 8, 2020. Barb has been at NCHC for 20 years. Thank you for your many years of dedicated service. We look forward to hearing about your future plans. Congrats Barb!





## tidbits on benefits

### WELLNESS CORNER

Submitted by Aspirus Wellness

#### 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



### FROM THE EMPLOYEE HEALTH & WELLNESS CENTER

**Additional Parking Available  
at Onsite Clinic**

Two new additional spaces at the Employee Health & Wellness Center on the Wausau Campus will be available soon. The four available handicap accessible parking spaces will be reduced to two spaces due to non-use. Facilities will be spraying black paint over the graphics to designate these new open spaces.

Week 3

## Emotional & Mindless Eating

### Emotional Eating |

When you eat in response to feelings, rather than eat to fuel your body, this is Emotional Eating. Emotional eaters may lose track of what they are eating and consume a large amount of comfort food thinking it will make them feel better.

For articles on emotional eating, go to:

<https://www.healthline.com/health/emotional-eating>  
[www.mayoclinic.com/health/weight-loss/MH00025](http://www.mayoclinic.com/health/weight-loss/MH00025)

### Mindless Eating |

When you eat without thinking or connecting to your body, this is Mindless Eating. You may eat more in a social situation or celebration because people tend to eat more when everyone is eating. You may grab a bag of chips, sit in front of the TV, and consume the entire bag! Both mindless and emotional eating habits are self-destructive and can be changed once you are aware of them.

Brian Wansink, a researcher at Cornell University, has done extensive research on mindless eating. He believes that if we better control our environment and the way our food is presented to us, we can avoid mindless eating. He recommends the following:

- Buy the large bag of chips, but package them into single servings at home to avoid grazing.
- Hide the candy and cookie jars at your home and use a smaller plate at dinner. Limit yourself to one helping unless those seconds are non-starchy vegetables like broccoli, carrots, cauliflower, etc.
- Fill your plate in the kitchen and avoid the family-style bowls of food at the table.
- Avoid eating at your desk, in front of the TV, or other distractions.

For more interesting information on mindless eating and Wansink's research, go to [www.mindlesseating.org/](http://www.mindlesseating.org/)



### A-Day Challenge



#### Tips for Success

Think about whether you are a mindless or emotional eater, or both. Every time you eat this week, ask yourself if you are truly hungry. Then, pay attention to eating, and only eating. Enjoy the food and think about what you are tasting.

Make a change to avoid mindless eating in your environment. Choose an idea from the list or go to the websites listed on the left and find an idea that suits you.

Ask yourself before eating something "am I really hungry" or "is this worth the calories" when it comes to food we know are not as healthy.

Aim to consume more vegetables than you do fruit daily.



#### Quick Tip

##### Be Fruitful — Don't Multiply!

Reaching for the fruit bowl more often could help keep your weight from creeping higher. Keep fruit and vegetables on hand as ready companions for your weight maintenance efforts. Keep hunger pangs in tow by filling up on fruits and veggies at snack time or as appetizers before your meal. This will ensure you get your personal serving goal before you fill up on empty calories from sweets, salty snacks, or alcoholic drinks.



## prevent suicide

MARATHON COUNTY  
PARTNERS SAVING LIVES IN WISCONSIN

## SUICIDE PREVENTION SUPPORT GROUP FACILITATOR NEEDED

**Prevent Suicide Marathon County**

Prevent Suicide Marathon County is in need of a support group facilitator. The Survivors of Suicide Support Group is designed for those who have lost loved ones to suicide to provide a safe and comforting place to talk among others who have dealt with such loss. Members come from Marathon and surrounding counties. The group has been on hiatus due to the COVID-19 pandemic, however, we will be reconvening in September, or as soon as a new facilitator can be found.

The facilitator need not be a licensed professional, but having a mental health background is highly recommended. This person will set up the room for the group sessions and be the last to leave. Social distancing and safety during this time will be required. This person needs to know how to facilitate a group of people so that all who wish to talk have opportunity and feel welcome and safe. This is a volunteer position at this time.

The group meets at Northcentral Technical College on the third Tuesday of each month at 7 pm. Anyone interested in facilitating this wonderful group of people may contact Debi Traeder at [traeders@charter.net](mailto:traeders@charter.net).