

A Weekly Update For The Employees of North Central Health Care



# **NEWS YOU CAN USE**



#### WEEKLY CONNECTION WITH MICHAEL LOY

#### It's Beginning To ...

I bet a number of you finished the tune...but without snow it doesn't seem as though Christmas is as close as it really is. This week brought my first email salutation wishing someone Happy Holidays and Happy New Year. With all that 2020 has been to this point, to say Happy New Year felt pretty darn good. Truly, something to look forward to. Christmas is an important

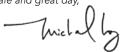
holiday in my family and there are many traditions at the Loy household. Our Elf, Sparkle McJingles in back on the shelf. The Christmas tree is decorated and our girls started opening their Advent calendar. If you're not familiar with an Advent calendar, it's a calendar that helps countdown the days until Christmas. When I had them as a kid, the really great ones had a chocolate for each day. Apparently Lego has gotten into the business and my girls are busy constructing a Christmas Lego scene day by day. Each morning there's a negotiation about who opens window for the day and who puts together the Lego pieces. So far

there has been great cooperation, perhaps because Sparkle is watching. Even though the days are shorter and winter can be dark, there is magic in the air.

Here's what I love about the Advent calendar. It emphasizes that each day is treasure, and it's great to start each day with sweetness.

The countdown is on – a New Year is ahead. A big year for NCHC. We will be turning the corner in major ways so let's close 2020 on a high note and be ready for the bright lights ahead.

Make it a safe and great day,



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, Dec. 7 – Sunday, Dec. 13	
Tom Boutain	

Covid-19 Status Report.. Staff Cases & Operations Pandemic Pete ..... **Holiday Smiles Pine Crest Star** of Month..... Congrats Angela Schultz December Anniversaries.....

**Meet Our** New Employees......

Thank You for Your Service

Shout out **Jayne** Waksmonski, Food Services/ Redeployed

Why: Jane made sure that a family received all their loved ones belongings and returned the cart to Southern Reflections AND returned the flat

bed cart to purchasing. Jane is AWESOME!!!!.

**Submitted By: Merry Wimmer** 







#### Wear a Mask - Maintain Social Distance - Wash Your Hands Stay Home If You Are Sick – Report Symptoms to Employee Health and Manager

Cases reported below are current active employee cases. All employee cases previously reported that are no longer shown below have been cleared to return to work from NCHC Employee Health and local health officials based on a review of the individual case details.

#### **PPE GUIDELINES**

Visitors: Cloth face covering or surgical masks required. Visitors will be screened using the COVID Screener (Version 3).

**Employees:** Face coverings <u>required</u> while entering the building. Self-screening required using temperature kiosks procedures. Surgical masks at a minimum required while within all NCHC buildings. Staff may remove masks while working alone in private offices.

#### **Employees Working in Direct Patient/Resident Care:**

Each patient/resident care area will be designated as being in Standard or Enhanced Precautions. Units on Enhanced Precautions must have it clearly posted on the entrance to the unit.

- o COVID Standard Precautions Surgical Mask, Gloves and Eye Protection (Face shield, goggles or safety glasses) required.
- o Enhanced Precautions N95 Mask, Eye Protection (Face shield, goggles or safety glasses), Gloves and Gown during patient encounters required.

#### NCHC COVID-19 WEEKLY STATUS REPORT

#### Confidential Employee Report

**Employee Cases Reported through December 3, 2020** 

Program	Current Active Employee Cases	Date Reported
New Cases		
Pine Crest – 900 Unit	1	12/3
Residential – Forest	1	12/3
Pine Crest – Hosp. Aide	2	12/2
Pine Crest - Food Services	1	12/1
Laundry/Housekpng Pine	Crest 1	11/30
Residential – Forest	1	11/30
Food Services – Wausau	1	11/30
Patient Access – Wausau	1	11/30
Pine Crest – 100, 200, 700,		
900, SC, Reha	b 2	11/30
MVCC Northwinds	1	11/29
Laundry - Wausau	1	11/29
MVCC – Life Enrichment	1	11/28
Residential – Chadwick	1	11/27
Purchasing – Wausau	1	11/27
Pine Crest – Long Term Car	e 1	11/27
Previously Reported		
MVCC – Northwinds	1	11/25
<del></del>	40	

**Total Active Employee Cases** 

**Program Hours and Operations Online:** www.norcen.org/Covid-19

#### **GENERAL OPERATIONAL STATUS GUIDELINES:**

- Virtual visits and treatment whenever possible.
- Essential visitors and contractors only compassionate care visits may be approved by a Program Director. Volunteer programming remains suspended.
- In-person meetings are allowed only if each of the participants can maintain appropriate social distance or if there is a physical barrier between individuals.
- Group sizes for meetings or treatment must be limited to 10 or less. On-site interviews and Orientation are allowed with an option for virtual participation provided.
- Current Remote Work guidelines remain. Please work with Manager and Human Resources.
- Program admissions, closures, opening of COVID units, and staff redeployments will be determined by Incident Command daily. Updates provided to staff at least weekly.

### PROGRAM-SPECIFIC OPERATIONAL STATUS UPDATES:

MVCC - All Units on Enhanced Precautions. Currently not accepting new admissions unless covid-recovered. Lake View Heights is currently all Covid-positive unit, 2x Weekly Testing Staff & Residents. No Outdoor, Window or Patio Visits allowed. Virtual/Compassionate Care Visits Allowed.

Pine Crest - All Units on Enhanced Precautions. Accepting admissions upon review and referral. 400 Unit is currently all Covid-positive unit. 2x Weekly Testing Staff & Residents. No Outdoor, Window or Patio Visits allowed. Virtual/Compassionate Care Visits Allowed.

BHS Adult Hospital - Open and operational. No visitation allowed.

BHS Enhanced Precautions Unit - Closed.

BHS Youth Hospital - Open and operational.

Crisis Center - Open and operational.

**Crisis CBRF** - Open and operational. No visitation allowed.

**Adult Day Services – Wausau** – Open and operational.

Adult Day Services - Antigo - Open and operational.

**Prevocational Services** – Wausau - Open and operational.

**Adult Day/Prevocational Services** – Merrill - Open and operational.

**Residential Services** – Open and operational. No visitation allowed. Locations on enhanced precautions: Forest Jackson, Fulton Street and Andrea Street.

**Lakeside Recovery** – Closed. No Admissions.

Outpatient Clinics - Open and operational. TeleHealth appts. as much as possible. No in-person groups.

Community Treatment - Open and operational. TeleHealth interactions as much as possible.

Aquatic Therapy Center - Open and operational.

Adult Protective Services - Open and operational.

Clubhouse - Open and operational.

Hope House - Open and operational.

Pharmacy - Open and operational.

Transportation - Open and operational for medical, grocery and employment appt transportation for elderly and developmentally disabled.









3.45% APR+ \$20,001 and above

4.45% APR\* \$10,001 - \$20,000

4.95% APR\* \$5,001 - \$10,000

5.95% APR\* \$1,001 - \$5,000

6.95% APR \$1,000 and below

\*Promotion valid from 11/01/2020 until 01/08/2021. \* Annual Percentage Rates (APRs) accurate as of 11/01/20.

APRs are available for borrowers with credit scores of 680 and above, and only for new money borrowed from Marathon County Employees Credit Union. Scores under 680, add 1.00% to the rates. Loans under \$1000 have a maximum term of 24 months.

Loans of \$1,001 to \$20,000 have a maximum term of 36 months. Loans over \$20,000 have a maximum term of 48 months

All loans are subject to MCECU'S normal credit requirements

Apply online at www.mcecu.org 715 261-7685 • 400 East Thomas Street, Wausau, WI 54403

### PHOTO OF THE WEEK



Meet Pandemic Pete, a friendly Christmas tree at MVCC that greets employees when they arrive. Pete has good reminders to practice good hand hygiene and wear your PPE. Not to mention, he makes everyone smile.



#### **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.

### **FACE MASK PROJECT**

**Approaching 5,000 Masks** 

The NCHC Face Mask Project that began earlier this year to collect cloth face covering is approaching 5,000 donated, hand made masks! This is a tremendous effort by staff, volunteers and our community to prevent the spread of illness. If you would like to participate and sew some cloth masks you can contact volunteer services by phone at 715.848.4450 or fill out the form on our website and we will reach out to you to coordinate pick-up/drop-off of materials. Visit www.norcen.org/FaceMasks

#### LOOKING FOR CHILDCARE? Check the NCHC Database of Providers

Earlier in November, we put out a notice asking those available to provide childcare to essential healthcare workers to sign up in a database to provide to our NCHC staff. We have a few child care providers who have signed up through our online signup form to provide childcare locally in Merrill and Weston, as well as an agency who assists families in locating childcare providers. If you are looking for childcare, please view their information here:

#### https://bit.ly/3g9O7EA

You can always find this link on our For Employees page of our website at

#### www.norcen.org/ForEmployees

Additionally, you can post your childcare needs on our private Facebook Group NCHC Employee Childcare Connection. If you have kids or grandkids of babysitting age or family who are willing to provide childcare, you can post that information here as well.

All arrangements and vetting are responsibility of the parent and are not affiliated with NCHC.





### **EMPLOYEE SELF-SCREENING KIOSKS Kev Updates!**

All Employees are required to self-screen before coming to work by asking themselves the 3 questions about exposure and symptoms.

Upon arrival to work, use the Self-Screening Kiosk. For those who are required, you also can use screening kiosk for your multi-shift temp checks also.

#### If facial recognition does not work:

- Employees MUST sign the employee temperature log and record a temperature with a back up temp device.
- Employees MUST contact Human Resources to get a new badge photo taken so facial identification works. HResources@norcen.org or call 715.848.4419.

Please write clearly on the temp log sheets. If we have to contact trace and cannot read the temp log for a name, this is a problem.

#### If facial recognition works and your temp is within normal range:

• Employees do not need to sign the temperature log. Proceed to your

Thank you for your time to make this technology work for us!

### NCHC EMPLOYEE WELLBEING

#### **INTEREST SURVEY Complete by December 15!**



NCHC would like your input to help identify what wellbeing initiatives would be of interest to you. As the concept of Wellbeing may mean different things to different people, the purpose of this survey is to obtain your input and suggestions. Your feedback will assist NCHC in furthering a culture that supports healthy lifestyles through education, resources and activities that are most important and are of interest to you.

This survey will be processed by Gallagher Benefit Services, Inc. and is confidential. The results from this survey will be summarized and given to NCHC to help further the wellbeing initiatives.

Take the survey online by visiting this link:

#### https://bit.ly/WellBeingSurveyNCHC

Please complete this survey by end of day Tuesday, December 15. Thank you for your feedback and input!

### **United Way Campaign Update:**

- So far Employees have pledged \$19,930 through the 2020 Workplace Giving Campaign!
- 107 employees have responded to the email to contribute through payroll deduction!

Got Junk Lights?



Look for collection boxes across the Wausau Campus!

Other locations can interoffice junk lights to Communications & Marketing!

to benefit Habitat for Humanity!



Bring in your old, junky, burnt out strings of lights. Habitat for Humanity of Wausau will recycle the materials and use the proceeds to benefit our local Habitat for Humanity efforts here in Central Wisconsin.











#### PAID LEAVE TIME CASH-OUT REQUEST FORM

Employees have the opportunity to elect PLT Cash-Out. Please use the attached form to complete your request. **All forms are due to Payroll Office by Saturday, December 12, 2020**. If you have questions or need assistance, please talk with your manager or contact Human Resources:

For employees in Wausau-based programs, please contact Human Resources Office at 715.848.4419 or hresources@norcen.org. For employees in Antigo or Merrill-based programs, please contact Jacque Krause, HR Generalist at 715.539.2514 or jkrause@norcen.org.



### Paid Leave Time Cash-out Request Form

Please complete this form and return to Payroll by Saturday, December 12th.

Employee Request Section			
Employee	Name:	Employee Number:	
Job Title:	70 - C	Program:	
Requeste	d PLT Payment (Hours):		
1.	<ol> <li>The minimum request for PLT cash-out is sixteen (16) hours up to a maximum of forty (40) hours, in one hour increments.</li> </ol>		
2.	2. Eighty (80) hours of PLT must remain in the bank after the payout.		
3.	Hours will be paid at the employee's	base hourly rate.	
P <del>roduction</del>	Employee signature	Date	
	Payroll Administra	ation Section (Payroll Only)	
Eligible:	□ Yes □ No (reason)	PS CM SEPT SOCIALISE PROSESSOR STREET SOCIAL SOCIAL STREET SP.	
Current P	LT Balance:	PLT Hours Paid:	





### RETIREMENT NEWS **Congrats Pam and Lorin!**



Pamela Mack, RN on the Long-Term Care at Pine Crest has announced her retirement on December 25, 2020. Pam has been a valuable member of the Pine Crest team for 14 years! Thank you for all your service Pam and enjoy your retirement!





#### **BOOKS ARE FUN BOOK FAIR**

#### **Open at Wausau Location!!**

Come to the book fair! We offer gifts and books at 40-70% off retail prices. We accept: Post Dated Checks (for up to three weeks past book fair date); Checks, and Credit Cards (MasterCard, Discover, Visa, American Express)

Our address is 2100 Grand Ave., Wausau (we are in the strip mall with Young Pharmacy, Halo Salon, and Kin & Kind Public House, or in between the cemetery and Lee's Chicken if you are driving on Grand Ave.)

Wednesdays in December 9, 16, 23 from 12:00 p.m. - 6:00 p.m.

Saturdays in December 5, 12, and 19 from 10:00 p.m. - 2:00 p.m.

You can come in to see the products. Or you can visit the website listed below to order the products and pick up inside or pick up at curbside! The website is https://bookfaironthemove.com/

If you are ordering "curbside" please enter "curbside" as "Company" when filling out the information in the ordering form. (We will email you back with our phone number and you can call us when you are curbside).

Sign up on our Facebook page for updates.

https://www.facebook.com/Books-Are-FunCollective-GoodsBook-Fair-On-the-Move-1728291557481955/

If you know of anyone who receives our mailings, please let them know about our Wednesday and Saturday events, our website and Facebook page so they can keep up-to-date with us.

We hope all of you stay in good health during this time. Take care! As always, please email or call us with questions! We miss everyone!

Thank you, Darlene and Debbie







### LOOKING FOR A GREAT GIFT IDEA OR STOCKING STUFFER?

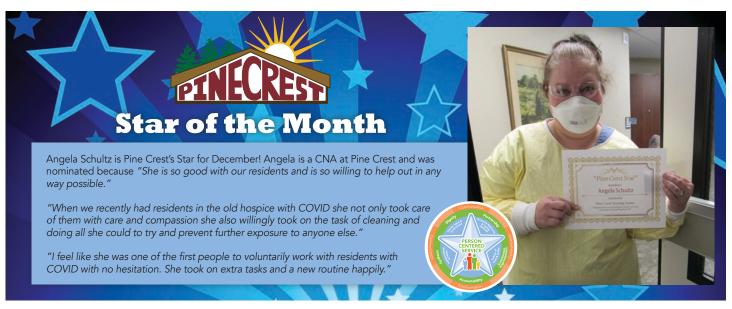
Kwik Trip Gas & Gift Cards are available to purchase and proceeds benefit the Aquatic Therapy Program Patients! Visit the Cashier's Office on the Wausau Campus or the Aquatic Therapy Center Reception Desk.



**GET SOCIAL!** #lamNCHC









#### **DONATION SUGGESTIONS**

Below are donation suggestions for clients and residents of North Central Health Care. These items will directly benefit individuals and families receiving services. Donations will be delivered to Mount View Care Center, Adult Day Services, Prevocational Services, Group Homes, Community Treatment for Children and Adults, Community Corner Clubhouse, Crisis Services, Lakeside Recovery and Wausau, Merrill, Antigo and Tomahawk office clients. Items with an asterisk are most needed.

#### **Personal Items**

- Wallets and Coin Purses
- Sweat shirts or flannel shirts all sizes
- WARM winter gloves and mittens\*Winter caps and scarves
- Socks\*
- Sweat pants\* (M, L, XL, 2XL, 3XL, 4XL)
   Men's Undershirts, Underwear\* size medium and up
   Women's Underwear\* size S-4XL
- Women's fashion scarves
- Watches (slip-on type preferred)
  Costume jewelry\*, necklaces especially with long chains
  Rubber soled slippers only all sizes
- Men's belts and suspenders, caps Thermal Underwear
- Fleece blankets

#### Toiletries

- Body wash/ Bars of soap\*
- Shampoo & conditioner\*
  Hair accessories (brushes, barrettes, hair ties, rattail combs)
- New Make-up (lipstick, powder, blush, ChapStick, etc.)
- Men's shaving items
- Hand Cream\* small or medium bottles only • Deodorant\*
- Nail Polish\*, polish remover, cotton balls
   Toothbrushes & Toothpaste\*
   Cologne\* for men and women or Aftershave
- Disposable Razors\* for men and women
   Feminine Napkins/Tampons
- Polygrip
- Small bottles of dish soap or bleach
- Laundry detergent, pellet packs and fabric softener sheets

#### **Paper Products**

- Bibles (Large print or regular)
- Stationary (small sets) and stamps for mailing
   New greeting cards

#### **Unique Suggestions**

- Small FansSewing kits
- Anything Green Bay Packers, Badgers, Brewers, Bucks
   Cans of Soda (caffeine-free only) or juice
   Small packages of snacks, gum and candies
- (sugar-free or regular)
  Gift Certificates to McDonald's, Subway,
- Walmart, Kwik Trip, Target, etc.

  Complimentary tickets to a movie or concert
- Bus passes or tokensThumb drives
- Dish Towels
- Towel sets: 1 bath towel, 1 hand towel, 2 wash cloths

#### Recreation/Craft

- Colored construction paper\*
   New 100-300 pieces or less Puzzles
- or therapeutic puzzles with large pieces\*
   Word Search\* and Crossword Puzzle Books\*
- Adult Coloring Books
- Adult Coloning Books
   Colored pencils, markers, crayons
   Board games (Pictionary, Scrabble, Sorry, Yahtzee, Life)
   Trinkets (almost any small object) for Bingo prizes
   Inexpensive canvases (all sizes), art paint & brushes
   Glue or glue sticks\*

- Tissue Paper
- Yarn
- Large Print Books Fiction/Nonfiction
   Decks of Cards
- Pony Beads

\*Items with an asterisk are most needed.

#### Interested in adopting a client for the holidays?

Please, contact the Volunteer Office at 715.848.4450 or volunteer@norcen.org

### **SPREAD A LITTLE HOLIDAY CHEER THIS YEAR...ADOPT** A CLIENT OR RESIDENT

North Central Health Care is looking for individuals, families or organizations to "adopt a client or resident" this holiday season. Adopting is simple and rewarding. All you need to do is purchase a gift, wrap it and return it to NCHC for proper distribution for Christmas. If you would be interested in making someone's holiday brighter please reach out to the Volunteer Services Office at 715.848.4450 or volunteer@norcen.org and we will provide you with a name and the requested gift items. Thank you for considering our clients and residents! Happy Holidays.

### **NEW PRESCRIPTION CARRIER & CARDS FOR 2021**

#### **Update Your Info with Pharmacy to Avoid Delays**

NCHC insurance is changing from Express Scripts to Navitus. Remember to bring in your new insurance cards to pharmacy once you receive them, or call the pharmacy directly with their processing information off of their card. This will ensure that there will be no delays in patient's receiving their medications in a timely manner come the beginning of 2021.









### **New! Position Posting**

**Title: Registration Specialist** 

Status: Full Time Location: Wausau Campus Apply Online! https://bit.ly/3mGK5po

Professionally greets, registers, and assists clients. Schedules appointments for clients receiving mental health and substance abuse services. Responsible for answering all phone calls, providing accurate information to customers and transferring calls to appropriate individuals or departments in a professional manner.

### **New! Position Posting**

Title: Prior Authorization Representative Status: Full Time Location: Wausau Apply Online! https://bit.ly/39G59Jd

The Prior Authorization Representative shall be responsible for monitoring and submitting selected prior authorizations for NCHC.

#### **Education and Experience Requirements**

- Associates degree in Health Care Business from an accredited school.
- One to three years' experience in medical billing or prior authorizations.

For Full Job Description, Education and Experience Requirements, please go online to job listing at the links provided.

### **Questions?**

Contact Bo or Brad in Human Resources at hresources@norcen.org



Do You Know of Experienced, Qualified and Reliable Candidates to Join Our Team?

### Here's your chance to earn

You could earn the following REFERRAL BONUS...

When your recruit joins the NCHC Team and after you have both met the referral requirements.\*

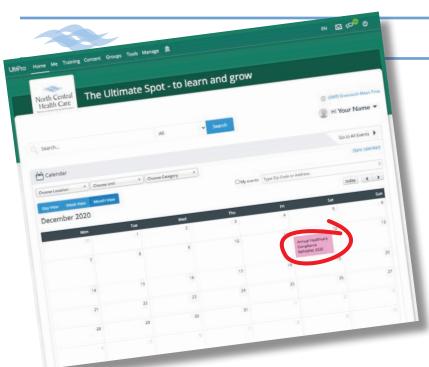
How to Apply? TEXT "Refer" to 715.598.3663 or complete the referral form located in Human Resources. Submit to Human Resources at the time your recruit applies for employment at North Central Health Care.

\*Referral requirements: Half of payment is disbursed after 6 months and the remainder after 1 year. You and your recruit must be in good standing throughout this period. What does that mean? No written warnings for attendance or other performance issues.



**Referring Someone** for a Job is As Simple As Sending a Text!

Refer A Friend or Colleague! Text "Refer" to 715.598.3663





#### UltiPro \*\*\*ALL STAFF NOTICE\*\*\*

### **2020 ANNUAL COMPETENCIES** REFRESHER COURSE DUE IN ULTIPRO **ON DECEMBER 12!**

This Course is REQUIRED by ALL Staff

All staff are required to complete the

2020 Annual Competencies Refresher Course that is due on December 12.

Please log into your UltiPro account and make sure you are up to date on all your assigned learning modules.

If you have already completed these, great work!

If you need assistance, please talk with your manager or contact Organizational Development at 715.841.5162.







### **North Central Health Care** Well-Being Program 2021

For All Employees and Health Plan Enrolled Spouses!

### Earn Incentives for **Taking Care of You!**

Employees enrolled in an HSA Health Plan will earn an additional \$350 HSA contribution for 2022 for completing Steps 1 - 4. Employees enrolled in the Traditional Health Plan will earn a \$350 Medical Flexible Spending Account contribution for 2022 for completing Steps 1 - 4.

Spouses enrolled in an HSA Health Plan will earn an additional \$150 HSA contribution for 2022 for completing Steps 1 - 4. Spouses enrolled in the Traditional Health Plan will earn a \$150 Medical Flexible Spending Account contribution for 2022 for completing Steps 1 - 4

Employees not on the health plan will be entered into a drawing for prizes for completing Steps 1 - 4 below



### Follow these 4 easy steps on your personal online well-being portal to earn rewards!

#### Step 1

Register at to begin the program. Learn how to register by following #1-7 on the next page

#### Step 2

Sign up and complete a January 22, 2021. Learn more on the next page under #8a-c.

#### Step 3

Complete the online January 31, 2021 after your biometric screening results have been uploaded into your account (You will receive an email notification when this is ready.)

#### Step 4

Farn 100 points by October 31, 2021 by completing a variety of well-being activities shown on the next page



#### How to Register for The Aspirus Well-Being Portal

Aspirus Business Health-Wellness is excited to partner with North Central Health Care to provide you with access to a new resource, www.managewell.com. This website features valuable health programs and tools as well as a central location for storing and tracking your well-being efforts.

To participate in the Well-Being program, go to the website www. .com or download the Managewell 2.0 App and follow the instructions below to register. Contact Aspirus Business Health-Wellness if you have any questions

- 1. Click "Sign up".
- Enter your Unique, employer provided ID. This Unique ID is "NCHC", followed by your employee ID number. An example is: NCHC012345. Covered Spouse/Domestic Partner will add SO after this (for significant other).
- 3. Enter your date of birth (month, day, year), confirm your timezone and select "Continue".
- 4. Confirm your name.
- 5. Read through and accept "Terms".
- Enter a unique and valid email address and password. Remember these for the next time you log in to the website
- 7. Select "Continue" to read through "Notice Regarding Wellness Program", select "Continue to Your Portal" and it will take you to your Home/Dashboard page.
- your Home/Dashboard page.

  Choose one of these options to complete your biometric screening by January 22, 2021. Please make sure to read all the details under the option you choose below on its corresponding activity page on your well-being portal.

  a. For an Onsite Biometric Screening. Complete the "2020 Onsite Biometric Screening Consent" then go to "Sign up for O Biometric Screening Aponiment" activity page to schedule your appointment at the NCHC Employee Health & Welne Center, or Pine Crest Nursing Home. then go to "Sign up for Onsite Employee Health & Wellness
- Center, or Pine Crest Nursing Home.

  b. To Use the Biometric Screening Woucher Go to the "Biometric Screening Voucher" activity page and follow directions to print a voucher and schedule at the NCHC Employee Health & Wellness Center or another Aspirus Business Health Contion.

  C. To Submit your Results from a Provider Go to "Submit Biometric Screening Results from your Primary Care Provider (PCP)" activity page and follow directions if you have had this completed with your provider since 11/1/2019. We do not automatically get the results from your Aspirus provider, it is your responsibility to submit them to Aspirus Business Health-Wellness before January 22, 2021.

#### **Well-Being Activities**

Activity	Point Value	Bonus for NCHC Employee Health & Wellness Center Completed Service
Health Coaching (includes Care Management) (can earn up to 2 times)	15/session	
Preventative Visit with Primary Care Provider	20	15
Physical Activity Challenge	10	
Stress Management Challenge	10	
Monthly Online Educational Activity	5/month	
Online Tracker for Physical Activity Track 75 minutes of activity per week Track 150 minutes of activity per week	1/week 2/week	
Nutrition Challenge	10	
Flu Shot	5	
NCHC Sponsored Events (events added throughout the year)	5 -20/event	
Early Bird Biometrics completed prior to December 31st	15	

More information can be found on the Aspirus Well-Being Portal at www.managewell.com

Contact Aspirus Business Health-Wellness if you have any questions or need help. 844.309.1269 | wellness@aspirus.org

Check the Aspirus Well-Being portal at www.managewell.com to schedule your Biometric Screening appointment!







#### WELLNESS CORNER

Submitted by Sherry Gatewood, PA

#### **WELLNESS PROGRAMS WORK!**

I wanted to share some positive responses to the Wellness program from employees enrolled through their company.



"I really value Wellness Program because it helps me stay accountable and keeps me on track health-wise. When I received the results from my biometric screening in the spring of 2018, I saw that some of my levels had gone up quite a bit from the previous year. Seeing the hard data of these results really sparked an instant desire in me to break my bad habits and improve my results in 2019 (which, I'm happy to report, I was able to do!) Without the biometric screening and our employee wellness program, I would not have seen these results and known I had to improve them. Through the water tracking challenge and other initiatives, I've now established some good routines that I hope to keep up so that my results are even better in 2020!"

"When my company first started the wellness program, I was taking a medicine to lower my cholesterol. I made some life decisions and talked with the health coach about my goals. I made goals to lower my cholesterol and completely get off the cholesterol medicine and exercise at least 4 times a week. I started packing meals instead of going out to eat. After about 8 months, I redid my labs and my doctor stated that my cholesterol had fallen a significant number of points. After a couple of more months, the doctor stated that I could stop taking the cholesterol medicine all together. Today I am off and I will hopefully stay off the medication. Remember it's a process and takes time to see results."

"Over the past several years, I have experienced increasing demands on my personal time related to my children becoming more involved in activities, having increased homework, trying to manage a full time job, as well as, keep a household running. I've also had increasing time commitments with my aging parents. During this time I've been especially aware that my stress level has increased while my patience in all aspects of my life has decreased yet I often felt powerless to change this. I felt that time was always my enemy as there wasn't enough of it in the day.

Through the Wellness program and attempting to set goals, I've always felt that I needed to focus on exercise - the logical part of my brain knows that it relieves stress as well as helps to maintain or shed weight. However, the stressed part of my brain always found this to be yet another stressor - yet another task to fit into days that already don't have enough hours. Sitting down at the health coaching sessions and discussing my frustrations with her, I was able to reconsider the fact that maybe my goal needed to be setting aside time for myself. Time to breath, think, not think. . . just be. If that time includes exercising, all the better. For now, I just need to be aware that I need moments that are mine.

As you see, the wellness program can open your eyes to conditions you did not know you had, help you to turn things around, help you with accountability for things you want to change and help you just breath. The wellness program will also help with management of chronic conditions. You may see a savings in your insurance premiums in the short term but the long term effects are priceless. Enroll today!

Trisha Backhaus	12/11/2017
Alliesion Barden	01/01/2020
Kristine Benson	01/01/2020
Scott Bever	12/02/2019
Reyne Blaise	
Alissa Brown	12/16/2013
David Cameron	01/01/2020
Keesha Campbell	
Linda Champine	
Duclanot Charles	
Melissa Chrudimsky	12/14/2015
Jacie Cihlar	
Gina Colasacco	12/07/1998
Tammy Cote	12/03/2018
Anna Dalton	12/02/2019
Dana Desmond	12/11/2017
Lucille Dodge	01/04/2016
Kendra Eisner	
Jillian English	12/09/2019
Michelle Gleason	
Nicole Goffin	12/12/2011
Shannon Graff	12/02/2019
Faye Grosskreutz	
Diane Grund	09/24/2020
Ben Guss	01/01/2020

www.norcen.org • Lives Enriched & Fulfilled.



### **DECEMBER EMPLOYEE ANNIVERSARIES** Thank you for your service!

Nancy Hall	12/02/2013
Sheryl Hemp	12/05/1988
Kayla Huber	
Michael Jaeger	12/11/2017
Grant Bo Johnson	
Kathleen Kalinoski	12/15/2014
Laurie Kleinschmidt	12/16/2013
Erika Koch	12/04/2018
Debra Kondzela	12/16/2005
Megan Kruzicki	12/13/2017
Leandrea Lamberton	12/31/2018
Brooke Larkee	01/01/2020
Nancy Larson	12/11/2017
Brenda Leiskau	12/02/2019
Danielle Mazzoni-Halverson	12/03/2018
Jenny Mckenzie	12/02/2002
Brittney Mengel	12/15/2015
Mai Ger Moua	

Mitchel Narlock	12/10/2019
Steven Nelsen	12/11/2017
Melissa Niedfeldt	12/12/2016
Deanna Nowak	12/12/2016
Kellie O'laughlin	12/15/2014
Joseph Osswald	12/28/2020
Rachel Place-Vachowiak	12/03/2018
Kelly Raymond	12/09/1985
Michelle Rose	
Emily Schillinger	12/02/2019
Susan Schmidlkofer	
Catherine Schultz	12/12/2011
Sheri Sczygelski	01/01/2020
Linda Stankowski	12/16/2002
Susan Thompson	01/01/2020
Mark Timken	
Angela Uhl	12/12/2011
Lue Vue	
Jayne Waksmonski	12/12/2005
Jorgi West	
Candy Wieloch	12/03/2018
Ruby Ann Williams	12/11/2017
Mark Woller	12/13/2010
Daniel Zaborsky	01/01/2020





### WELCOME THESE NEW EMPLOYEES TO THE TEAM!

These employees were welcomed at Orientation on November 30 - December 2, 2020

#### Food Services



Sharise Adsit, Dietary Aide, Wausau

#### **Youth Crisis Stabilization**



Tristan Azevedo, Youth Care Professional

#### **Behavioral Health Services**



Krystal Berlin, Registered Nurse



Adam Hoppe, Registered Nurse



Kayla Huber, Behavioral Health Tech

#### **Behavioral Health Services**



Jordan Kribbs, Registered Nurse



Kelsey Quarton, Social Worker (MSW)

#### **Outpatient Services**



Erin Wachtendonk Registered Nurse

**Youth Crisis Stabilization** 

#### **Community Treatment**



Danielle Ojala, Case Manager



Danielle Truman, Registered Nurse

#### **Pine Crest**



Jeremiah Jerzak, LPN, Long Term Care



Cassandra Rausch, Registered Nurse, Long Term Care



**Britney Taggart**, Youth Care Professional







## WAUSAU CAMPUS CAFÉ



Monday - Friday | 10:30 AM - 7PM or Until Sold Out

### **Self-Serve and Ready to Eat!**

All menu items are pre-made in our kitchen and individually packaged for you to grab and go! Sandwiches and soups are cold and ready to heat at your convenience. No hot foods will be available.

#### **Limited Quantities**

Food will be available in limited quantities each day and will not be restocked. When it is sold out, it's sold out.

#### Self-Check Out

Employees are required to pay with Quick Charge or Credit Card. No cash exchanged. Employees will follow a self check out style purchase by using a touch pad kiosk and swipe badge or credit card to complete transaction. No meal tickets accepted.

### **Safety Precautions**

Hand sanitizer required before entering and after using self-check out stand. Only 3 people allowed in food selection area at a time to maintain social distancing requirements. Masks required at all times. No eating in Cafeteria. Please Grab and GO! Beginning November 30, crossing Zones will be allowed to access Café.

**Parfaits** 

Nuts

**String Cheese Greek Yogurt** 

Cookies

**Assorted Bakery** 

**Homemade Soup** Tuesday –Friday Only (Packaged and Ready to Reheat)

**Assorted Cold Sandwiches** 

**Assorted Wraps** 

Milk, Juice, Coffee, **Bottled Water, Tea** 



Click on the quickcharge icon on any NCHC Network Computer desktop and enroll online today!

NCHC Employees, to start using quickcharge\*, you must enroll online.

> Your username and password are the same as your network login information.









### **OUTSTANDING TEAM PARTNERSHIP AWARD** South Shore Post Acute Care, Mount View

Congratulations to the South Shore Post Acute Care Team, recipient of NCHC's Outstanding Team Partnership Award. The team was nominated by several employees for the response, care and willingness to adapt to adversity during the initial resident Covid-19 outbreak. The team is comprised of CNAs, nurses, housekeepers, MDS coordinator, Activities, Social worker, unit

clerk, nurse manager. All coming together from different disciplines to make sure the residents are kept safe and continue to have the highest quality of care.

"The team on South Shore really stepped up. Upon finding out about positive residents and staff the team on South Shore banded together to ensure the residents of that unit where cared for. That first weekend many staff were asked to work extended or additional hours and continue to do so. They are working, sometimes 12 hour shifts, with a tight N95 masks that instantly makes you hot. PPE is put on and off constantly throughout the day going in and out of resident rooms. Every three days they are tested (which is not a pleasant experience), some coming in on their day off just to be tested. They are performing multiple job duties as other disciplines cannot go on the unit. They are working with residents who have the potential to be very sick and change instantly. And even though you can't see it (b/c of the mask), there are still smiles!'

"They are supporting each other through the tears as the long hours and stress of COVID drains them at times. They are pulling the residents through as they are isolated from their families and their other resident friends. They are smiling and happy as they walk in each resident's room, even though they know the risk of transmission is high."



#### **OUTSTANDING SERVICE EXCELLENCE AWARD**

### Michelle Lorbiecki, Community Treatment Team Lead

Congratulations to Michelle Lorbiecki, recipient of the NCHC's Outstanding Service Excellence Award. Michelle was nominated by staff in Community Treatment. Michelle makes others feel inspired, empowered and supported. She focuses on solutions rather than problems and brings unique perspective to our meetings. She holds people accountable and takes time out to help everyone

"Michelle has made a lasting positive impact for numerous youth and families for over 11 years here at NCHC. Now that she is in a team lead role, she is able to help even more families by guiding all of our staff to provide the same exemplary service that she provides to the families they serve. She has made a huge impact on my life as well-she has inspired me and has uplifted me daily for over a decade and for that I am truly grateful."

### **OUTSTANDING PERSON-CENTERED SERVICE AWARD** Tricia Klemp, **Community Treatment**

Congratulations to Tricia Klemp of Community Treatment, recipient of the NCHC's Outstanding Person-Centered Service Award. Nominated by a member of her team who feels Tricia works with the most challenging individuals and does so always with a smile on her face.



"Tricia is creative with suggestions and able to reframe things for her colleagues to help re-energize and motivate them. Her skill set after the DBT training she went through has taken her service delivery to another level and has really impacted the consumers she is working with in a positive way. Tricia was the first service facilitator to advance her motivational interviewing (MI) skills and take on a coaching role in our implementation of MI, despite the additional time commitment. She not only is interested in her own personal growth and change, but in motivating others to do the same for our consumers. Continuous Improvement is the core value Tricia represents most and she is motivated by her passion to advocate for and improve the lives of those we serve."

#### **OUTSTANDING LEADERSHIP AWARD**

### Connie Gliniecki, **Director of Nursing, MVCC**

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 Connie Gliniecki, Director of Nursing at Mount View Care Center for being honored with the award this quarter.



- "Throughout this pandemic, Connie's leadership at the Incident Command level, daily workday, and with partners and other agencies has been nothing short of spectacular.'
- "She has done an exceptional job dealing with the complex issues we have faced and personally has given everything she can to the organization to keep our residents and staff safe."
- "I have worked closely with her on Covid issues and she has made my job so much easier."
- "She is pushed and pulled a million different directions and always had time to ask how people are doing.

Congratulations Connie! Thank you for your outstanding leadership.

Nominate a Coworker or Team today! www.norcen.org/Recognition