

# NEWS YOU CAN USE



## WEEKLY CONNECTION WITH MICHAEL LOY

### Happy New Year!

Happy New Year to our entire North Central Health Care Team! On nearly the last day of the year, we began our first COVID-19 vaccination clinics and vaccinated our first 70 employees. It was a very successful test run. Jaime Bracken, our Chief Nursing Officer, did an exceptional job working with our clinical and infection prevention teams to be well-prepared to run our clinic. If you haven't read, the deployment of the vaccine is very controlled and is different based on where you work. For example, our Nursing home residents and staff must participate in the Walgreens vaccine clinics to obtain the vaccine, while everyone else participates in the Department of Health Services (DHS) vaccine deployments. The timing of these deployments is different, and we must work in a very thoughtful and coordinated fashion to maximize our total allotment of the vaccine while not wasting it. As a result, Walgreens ended up deploying vaccines for our nursing homes after DHS had more quickly deployed the vaccine directly to NCHC for other program areas. This is how we received our initial 200 dose shipment before the end of the year, a little unexpectedly actually. Despite the balancing act, we were able to start before the end of last year and are still among the first nursing homes in the area to deploy the vaccine. As of Friday, January 8th, we have vaccinated over 300 employees and every Mount View Care Center resident who wanted it. I expect all staff who will want the vaccine will have the opportunity in the next 1-3 weeks and would encourage each of you to consider it.

The day of our first clinic was a scheduled vacation day for me, but I decided it was too important of an occasion not to witness. The day felt surreal, we finally had a vaccine and people were here to get it. When I arrived at the start of the clinic, I stood near the entrance to talk to each employee waiting to get their vaccination. I was there with Scott Jackman, one of our Adult Day Services team members who was the first NCHC employee to receive the vaccine. I talked with others who told me they cried when they found out they could receive the vaccine that day, they were so happy. We all were. It was exciting, and it felt like the start to turning the corner back to normality.

At the end of the first clinic, there were a few extra doses that needed to be administered or they would be wasted. I was in my office among the few working in the building that day with the long holiday weekend only hours away. I struggled on whether I should volunteer. I believe in the science and the product, but I didn't want to jump ahead of anyone. I was assured that no one else was on their way and the clinic was closing.

I decided to go ahead because I felt it would be important to show that I believe in the vaccine to encourage others to get it in the days ahead. I also decided to get it because it will soon allow me to be able to go back into our clinical areas to talk with staff, residents, and patients. Social distance isn't easy for me. Over the last several months, this has been a real void in my daily routines. I miss interacting with each of you, and the people we serve, but I understood the importance of the public health guidelines to keep everyone safe.

**Turn to Pages 3-4 for  
Vaccine Clinic Photos & Read About  
Employee's Experiences!**

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Wausau Campus Cafeteria

I'm feeling fine after the vaccine, a bit of a sore arm, but that's all. Again, I would encourage you to consider getting the vaccine yourself. Next week I anticipate we will be vaccinating another 200-400 staff and residents on top of all the people we've already vaccinated. Please be part of this next wave. We will get through our vaccination program around the end of February and life will continue to feel more and more normal with each day.

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, Jan. 11 –  
Sunday, Jan. 17**

**Tom Boutain**





### North Central Health Care COVID-19 Notification



## **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 required 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 January 7, 2020**

Program	Current Active Employee Cases	Date Reported
<b><u>New Cases</u></b>		
MVCC - Southern Reflections	1	1/7
BHS Wausau – Adult Hospital	1	1/6
Patient Access - Wausau	1	1/6
Pharmacy - Wausau	1	1/5

#### **Previously Reported—**

BHS Wausau - Adult Hospital	1	12/30
Organizational Dev. - Wausau	1	12/30

**Total Active Employee Cases      6**

Program Hours and Operations Online:  
[www.norcen.org/Covid-19](http://www.norcen.org/Covid-19)

### **COVID-19 PAID SICK LEAVE UPDATE: EFFECTIVE 1/1/21**

Emergency Paid Sick Leave (Coronavirus) Policy #205-1140 provisions ended December 31, 2020. Currently, there is no legislation that supports extending those provisions into 2021. Staff will continue to screen appropriately, report symptoms and not report to work if experiencing any signs of illness. As a result of no supporting legislation, staff will be required to use PLT or take unpaid leave.

### **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** – Units on Enhanced Precautions – Northwinds Vent. Accepting admissions. 2x Weekly Testing Staff. Northwinds Residents only 1x weekly testing. No Outdoor, Window or Patio Visits allowed. Virtual/Compassionate Care Visits Allowed.

**Pine Crest** – Units on Enhanced Precautions – None. Accepting admissions. 2x Weekly Testing Staff. 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.

**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.





## COVID-19 VACCINE UPDATE

The COVID-19 vaccination clinics are underway and have been going well. In the last 2 weeks, we have vaccinated 312 NCHC staff and 117 residents at MVCC. No residents have reported any side effects or reactions to the vaccine and 4 employees have reported not feeling well, but no serious or adverse reactions have been reported. If you do receive the vaccine and are experiencing any side effects or reactions after you leave the clinic, please report these to Employee Health and your manager. A Safety Zone report is required as the CDC is tracking any reports of side effects and/or reactions.

Next week, Pine Crest will be holding their Covid-19 Vaccine clinics for staff and residents on January 13. Additional clinics are scheduled in January with clinics for the second dose of the vaccine scheduled in February.

Clinics have been planned based on a phased approach offering to direct care staff first, however we are now at the point where vaccines can be administered to all NCHC staff. If you are interested in receiving the Covid-19 vaccine, please talk with your manager to determine a time that will work best for you. Managers were sent the latest schedules. You can then contact Tim Holzem in Infection Prevention to schedule your vaccination at [tholzem@norcen.org](mailto:tholzem@norcen.org). Email is preferred or you can call Tim at x4523 or Shelley at x4503.

**Have questions? Visit [www.norcen.org/Vaccine](http://www.norcen.org/Vaccine) for vaccine FAQs and information.**

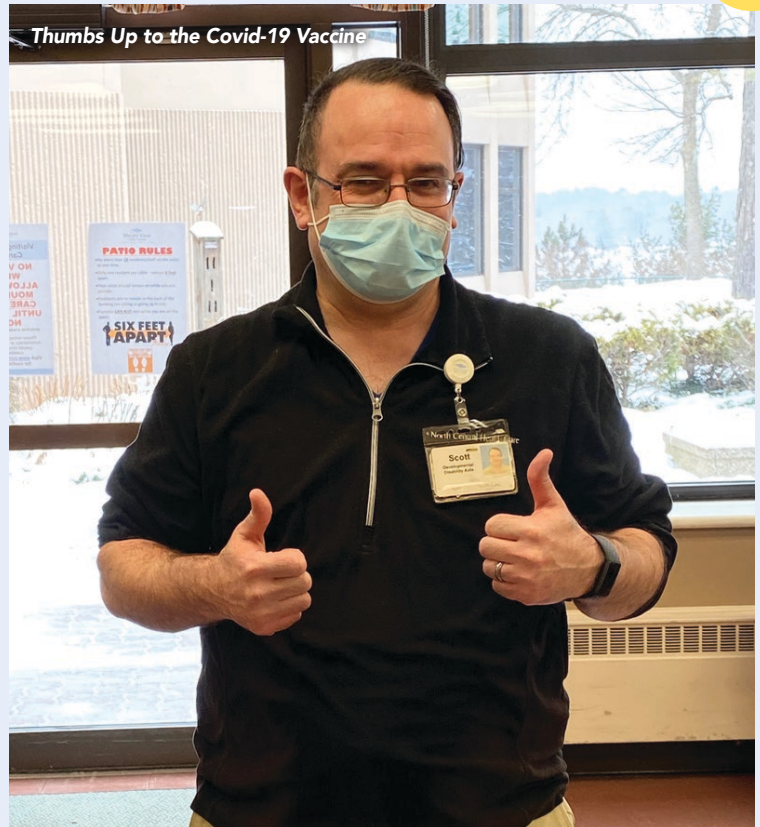


Employees and residents who received the vaccine were excited to sign the poster on the wall – You Call the Shots!



Tim Holzem, Infection Preventionist, received his Covid-19 vaccine from Renee Erickson, Employee Health Nurse.

## PHOTO OF THE WEEK



Scott Jakel, DD Aide, was the first NCHC Employee to receive a Covid-19 vaccine at our clinic held at MVCC.

### 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.



Connie Gliniecki, Director of Nursing at MVCC, receives her Covid-19 vaccine from a Walgreens Pharmacist at our clinic on January 5.



**MORE LINKS, STORIES, PHOTOS, VIDEOS!**  
**NCHC EMPLOYEES COMMUNICATIONS GROUP**  
[www.facebook.com/groups/NCHCTeam/](http://www.facebook.com/groups/NCHCTeam/)

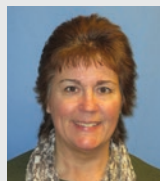


**Laurie Bauer, CNA - MVCC**

"I received my shot today. As I sat waiting to leave I was in awe of the teamwork that was happening. What an amazing job they did getting everyone taken care of in a timely efficient manner. It was no small task. Bravo!!"

**Karissa Nelson,  
Community Treatment**

"I got my shot Wednesday and didn't even feel it! About 7 hrs later started having some soreness in my arm and felt fatigued the next day (could be the kids though!). Today I'm feeling great with just a little soreness in my arm still."



**Jamie Clark,  
Patient Access, Wausau**

"Got mine yesterday. Arm is sore just a little today. Otherwise no other symptoms!"

**Sheryl Hemp,  
Therapist, Outpatient**

"Unfortunately not the best reaction but slowly doing better. I had the vaccine yesterday and had a pretty significant stretch of fever, headache and a sore throat. I'm just being honest about my reaction but please don't let this dissuade you from getting the vaccine. Being vaccinated is an important step for all of us!!"



**Michelle Gleason,  
Community Treatment**

"Received my first dose Wednesday... it didn't even hurt. No side effects other than a little soreness in my arm"

**Karen Klos, Therapist, Outpatient**

"Got mine yesterday too, my arm is a little sore, but that's it."

**Reminder:** If you received your vaccine and are experiencing any symptoms, please report them to Employee Health by calling 715.848.4396. Renee and team will review any questions or concerns you may have.



## Share Your Experience!

These NCHC Employees got their first dose of the Covid-19 vaccine and shared their experience on our NCHC Employees Group Communications Page!

**Marne Schroeder,  
Community Treatment**

"Got mine this week. I'm so thankful for NCHC's efforts to make this happen. No side effects for me!"

**Jennifer**

"Yes, got mine Tuesday, my arm was a little sore, but that's it!"



**Merry Wimmer, Social Worker, MVCC**

"Yes on Tuesday- have to say the injection was painless- my arm was sore the next day- but no other symptoms!"

**Christine Seidler,  
Community Treatment**

My first dose was Wednesday. Didn't hurt a bit and I HATE shots! Slight headache Wed. evening for a short time and arm tenderness...nothing else! So grateful to NCHC for making this happen for us!"

**Ed Sprague,  
Housekeeping**



"Sure did no side effects. All the stuff that's out there about changing your DNA ??? I am still me haven't turned into the Hulk at least not yet."

**Sarah Ann Burns,  
CNA- MVCC**

"My symptoms consisted of a sore arm, fatigue, & chills the following day."



**Taylor Young,  
Youth Hospital**

"I got mine last week and it was amazingly quick! My arm hurt for 3 days, but that was it!"

**Kelsie Meyer, LPN, MVCC**

"Got mine on Tuesday. Only thing was a very sore arm for about a day and a half!"



**MORE LINKS, STORIES, PHOTOS, VIDEOS!**  
**NCHC EMPLOYEES COMMUNICATIONS GROUP**  
[www.facebook.com/groups/NCHCTeam/](https://www.facebook.com/groups/NCHCTeam/)



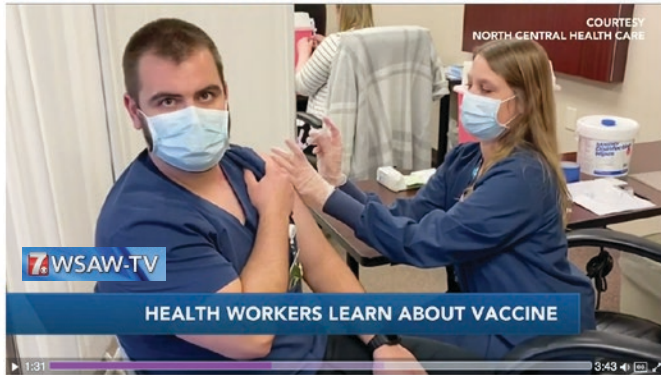


## NCHC IN THE NEWS

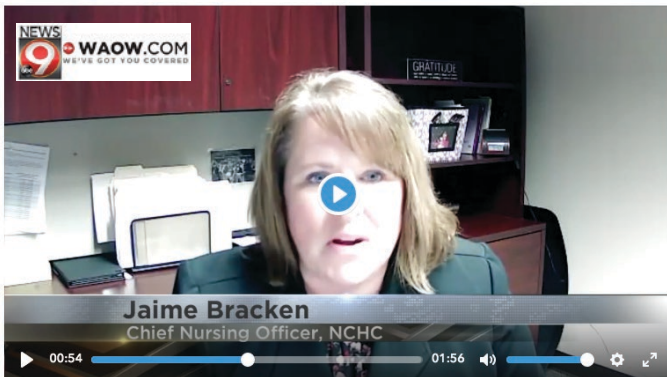
### Covid Vaccine Covered by Local Media

Both WSAW TV 7 and WAOW TV 9 were interested in our Covid-19 vaccination clinics held this week at Mount View Care Center. You can check out the video online at our NCHC Employees Group Facebook Page or visit:

### Wis. health care workers learning as COVID-19 vaccination begins for medical personnel



<http://bit.ly/VaccineNCHC1>



<http://bit.ly/VaccineNCHC2>

Person-Centered

# Shout out

PERSON-CENTERED SERVICE

**Kalea Yang**  
FIRST & LAST NAME OF RECIPIENT

**Food Service**  
DEPARTMENT

☐ Going Above & Beyond  
☐ Preventing An Adverse Event  
☐ Role Modeling Core Values  
☐ Identifying A Safety Opportunity

DESCRIBE:  
She has done an amazing job ever since she started, Above & Beyond

SUBMITTED BY: **Jack Woolridge**  
FIRST & LAST NAME

## 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.

## Got Junk Lights?



Look for collection boxes across the Wausau Campus!  
Other locations can interoffice junk lights  
to Communications & Marketing!

Final Collection Date: January 22

## HOLIDAY LIGHT RECYCLING

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.

It's a WIN WIN!





## Marathon County Employees Credit Union



Did You Love Your Family TOO Much This Holiday Season?  
Crawl out from underneath all the wrapping paper, and come see us  
about *getting out of debt* in the New Year.

Contact Pete for a Consolidation Loan Today!  
715-261-7685

culoans@co.marathon.wi.us  
Apply online at [www.mcecu.org](http://www.mcecu.org)

**Already a member: Thank you**  
**Not a member: Contact us today!**

715 261-7685  
400 East Thomas Street Wausau, WI 54403



# millennium+

Behavioral Health Electronic Medical Records

**NEW VIDEO!**



Watch this weekly message for staff regarding the launch of the Cerner Millennium BHS electronic medical records system.

This week Jaime Bracken, Chief Nursing Officer discusses the benefits Millennium will have for our delivery of care here at NCHC.

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

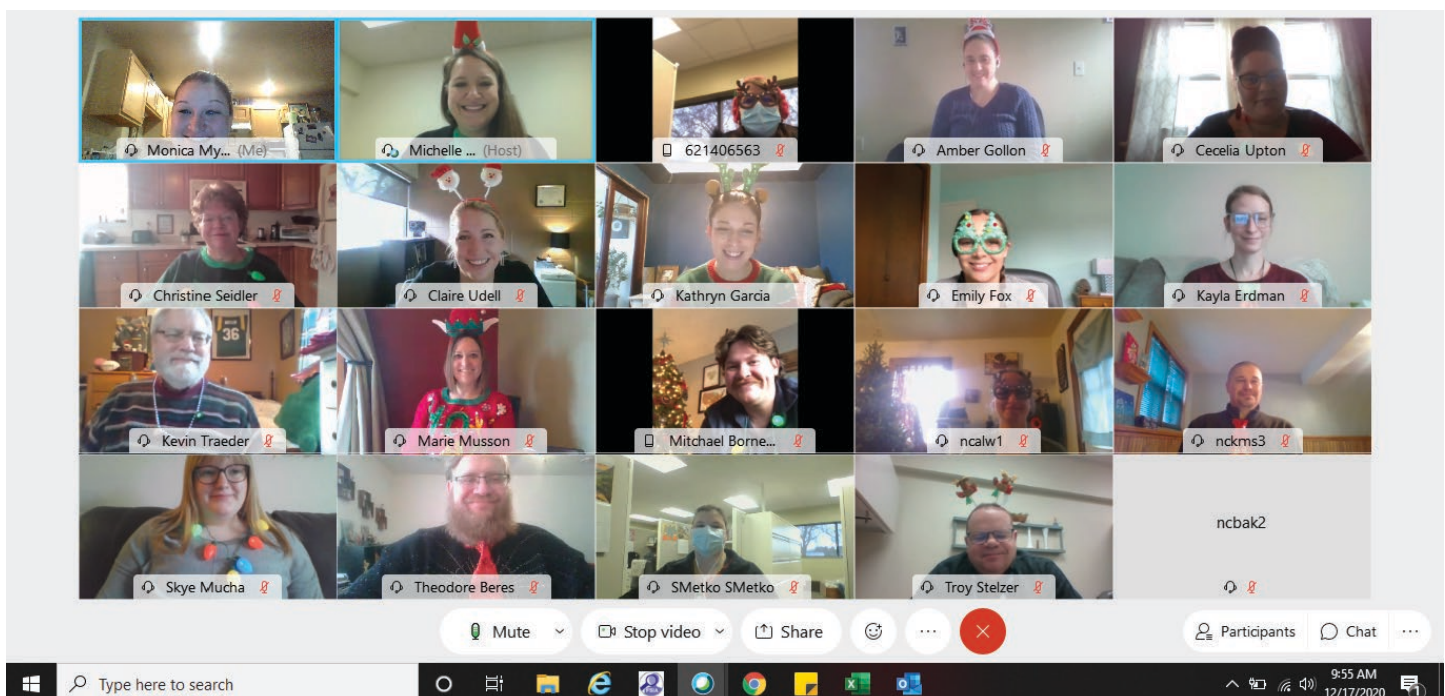


**Join Our NCHC Employee  
Communications  
Group on Facebook!**

## VIRTUAL HOLIDAY FUN!

### Community Treatment

Remote work didn't stop the Community Treatment team from having a virtual holiday party this holiday. Oh what fun!









## Star of the Month



Shannon Butler was elected our January "Pine Crest Star" for all her amazing hard work! She works as a housekeeper and also often picks up as a CNA. She is very thorough with her work and especially did an excellent job disinfecting the COVID unit. She very much keeps herself busy and takes on additional tasks when she has time. She usually works in the special care unit as a CNA and facilitated the Namaste program when it was running. She has a wonderful rapport with the residents and does a great job getting everyone engaged and working on something. She also has a special way of connecting with residents who aren't able to verbally communicate as much anymore. Thank you, Shannon for your hard work and all the additional hours you pick up! We appreciate you!



## RETIREMENT CELEBRATIONS!



Congratulations and thank you to Sandy Koutnik for her hard work and dedication to Pine Crest for over 26 years! Sandy started out as a CNA and retired from housekeeping. She was an incredibly hard worker and went above and beyond with her decorating skills. She made it a point to truly get to know the residents and always had a smile and kind words to offer anyone. We wish her well in her retirement!

Congratulations to Pam Mack, RN at Pine Crest on your retirement! Thank you for your many years of dedicated service. Enjoy your retirement!



Congratulate Sue Hinz on her retirement! Sue has worked as a CNA at Pine Crest for over 24 years. She bends over backwards and goes the extra mile daily to help and do special things for the residents. Her witty sense of humor keeps us all smiling and laughing. Thank you, Sue for your many years of hard work and dedication to Pine Crest. We wish you the best in your retirement!



## THE TWELVE TREES OF MOUNT VIEW

### MVCC Tree Decorating Fun

The winner of the "12 Trees of Mount View" Christmas Tree Decorating Contest is Gardenside Crossing. In 2nd place was Northwinds Vent Community 1400 SunPorch. Tied for 3rd place were Northern Reflections 2300 SunPorch and Lake View Heights Side 1.

Thank you to all the neighborhoods for participating and for getting into the Holiday Spirit!



# HAPPY ANNIVERSARY

## JANUARY EMPLOYEE ANNIVERSARIES

Thank you for your service!

Barbara Stepan .....	01/12/1981	Chyloe Bean.....	01/13/2014	Sencan Unal .....	01/21/2019
Jennifer Anklam .....	01/18/1993	Nicole Long.....	01/27/2014	Tammy Beranek.....	01/09/2017
Leslie Keffe .....	01/14/1997	Tracie Robinson.....	01/05/2015	Holly Boehm.....	01/16/1995
Tera Nicholson .....	01/22/2001	Lucille Dodge.....	12/23/1991	Deanna Prince.....	01/16/1996
Charles Frankiewicz.....	01/28/2002	Natasha Sayles.....	01/04/2016	Anthony Grochowski.....	01/08/2002
Michael Strasser .....	01/27/2003	Brenda Hill.....	01/25/2016	Shannon Butler.....	01/28/2003
Myra Monyok .....	01/12/2004	Judy Rannow.....	01/25/2016	JoBeth Wistein.....	01/07/2013
Melissa Stockwell .....	01/17/2005	Korby Krueger.....	01/25/2016	Barbara Irmischer .....	01/05/2015
Theresa Polacek .....	01/14/2008	Sharon Hafenbredl.....	01/09/2017	Holly Peterson .....	01/12/2015
Kayla Huth .....	01/05/2009	Kelly Firkus .....	01/18/2017	Jeffery Nelson .....	01/09/2017
Carrie Paisar .....	01/26/2009	Olivia Smola .....	01/27/2017	Jean Riehle.....	01/23/2017
John Dunning.....	01/11/2010	Troy Stelzer.....	01/08/2018	Marge Nass .....	01/01/2020
Jessica Baumann.....	01/22/2010	Sheri Lawrence.....	01/08/2018	Cassidy Smith.....	01/06/2020
Brook Kickhaver .....	01/10/2011	Evan Cass .....	01/07/2019	Alisha Bochman .....	01/06/2020
Kathryn Freund.....	01/09/2012	Emma Bunkelman .....	01/07/2019	Cody Sunie.....	01/06/2020
Nicole Knoblock.....	01/07/2013	David Canny.....	01/07/2019	Jack Wooldridge.....	01/07/2020
Anthony Lavia.....	01/21/2013	Katie Kuklinski Van Heest.....	01/07/2019	Lynn Wengelski .....	01/15/2018
Jessica Kluck .....	01/21/2013	Sabrina Strasser.....	01/07/2019		

## Thank You!

Hello, I would just like to thank you for all your hard work! You are doing things to make people better every day and risking your life every day! you have to go through hours and hours of hard work every day!! you are truly amazing and HAPPY HOLIDAYS!! I hope you have a great week and stay safe during this time! Much love

Mia  
Middle School Student

THANK A HEALTHCARE WORKER #MCLIVEUNITED

## Thank You!

Thank You so much for the service that you are providing to the world! This is a time like no other. You all are brave to help the patients who are fighting with this Coronavirus. You put your life at a risk to save others' lives. It is not easy to do so. I admire your courage. I wish you happy holidays and many more years filled with happiness and good health!

~ Thejana

THANK A HEALTHCARE WORKER #MCLIVEUNITED



**WELLNESS CORNER**

Submitted by Sherry Gatewood, PA

## Make Winter Brighter with Some Vitamin D!



Why all the talk about Vitamin D? Can it really make me happier? Vitamin D is actually the only vitamin which is also a hormone. That can affect many different areas of our health both mental and physical.

Vitamin D helps our body build stronger bones by helping our body be able to absorb calcium. In addition to stronger bones, vitamin D can help improve immune system, reduce inflammation, help with seasonal affective disorder (SAD), potentially decrease the risk of cardiovascular disease, diabetes, and risk of some cancers. Not getting enough vitamin D can affect each person differently, thus the symptoms of Vitamin D deficiency can look different from one person to the next. Below are some examples of symptoms people can experience. Remember, these symptoms could potentially be symptoms for other concerns, so it is always good to check with your health care provider to rule out other medical conditions.

Potential Vitamin D deficiency symptoms: *(not limited to)*

- Depression
- Bone and or joint pain
- Decrease immune system
- Fatigue and tiredness
- Chronic pain
- Crankiness
- Hair loss
- Muscle pain or weakness
- Frequent respiratory problems
- Psoriasis
- High blood pressure
- Reduced endurance

There are a number of places that you find vitamin D. One of them is sunlight. But, there is a catch to the theory "you can get all of your vitamin D for the day from 20 minutes of being in the sunlight." Depending on how your body absorbs sun and your skin color can limit how much. However, the bigger issue with the sun is where you live. The further north you live the less sun you get. Come fall through early spring one cannot bank on the daily sunlight as a good source of vitamin D when you live in states like Wisconsin and Michigan. You can find Vitamin D in a number of fortified foods like milk, yogurt, fatty fish (like salmon), and egg yolks.



*When it snows, you have two choices: shovel or make snow angels. - unknown*

If you feel like you may benefit from a daily Vitamin D supplement, the recommended dietary allowances (RDA's) for 1-70 year olds is 600 IU's daily and for 70+ year olds 800 IU's daily. Anything higher it is best to check with your health care provider or a registered dietitian, as you can take too much Vitamin D which can harm you. If you do take supplements look for "D3" on the bottle.

This winter if you are feeling a little "blah," "down," or just not yourself consider finding ways to get more Vitamin D to brighten your day. One key thing to remember with vitamin D is that it is a fat soluble vitamin. So, in order for your body to absorb it you need to eat foods that have at least some fat as Vitamin D (and as all fat soluble vitamins), will leach into the fat in our food so that our body can absorb it. Check out the below website for more information.

<https://www.webmd.com/diet/guide/vitamin-d-deficiency>

<https://www.healthyway.com/content/symptoms-of-vitamin-d-deficiency-that-most-people-ignore/>



## WHAT CAUSES, HOW TO PREVENT VITAMIN D DEFICIENCIES

Usually when the thought of winter in Wisconsin comes to mind, there's often an automatic association to cold weather and snow.



However, Dr. Larry Gordon with Aspirus Weston Clinic said it's easy for people to suffer from Vitamin D deficiency during months that see less sunlight.

"Well we live in Wisconsin, so anyone who lives north of Atlanta, from the months of October to February, make no Vitamin D," Dr. Gordon said.

The essential vitamin is made through sunlight hitting our skin in a chemical reaction that takes place according to Dr. Gordon. He said the reason for people not being able to make any during specific months is due to the angle of the Earth compared to how the sun hits it, and the ultraviolet radiation that helps make Vitamin D gets filtered out of the atmosphere.

Our bodies primarily make and store it from March to October. However, clothes and sunblock, for example, can prevent extra Vitamin D from being made as well.

Dr. Gordon stated that up to 40% of patients he sees that get their Vitamin D levels checked are low.

The average adult needs to get anywhere from 1,000 IU to 2,000 IU.

A few vitamin supplements, or different foods like fish or a lot of milk can help prevent deficiencies.

"It helps us actually absorb calcium," Dr. Gordon added. "Calcium is the building block of our bones, so if you want nice strong bones you need Vitamin D to absorb that. Also, Vitamin D does have some immune system activity and it helps boost the immune system."

Lack of sunlight is also directly correlated to seasonal affective disorder.

Article provided from WAOW TV 9  
[https://waow.com/2021/01/05/what-causes-how-to-prevent-vitamin-d-deficiencies/?fbclid=IwAR0L7c9osdGkms3wCEf6LX84J5n-0LNHmR8niB0WBFSIxOdwhrmN\\_fwPxvry](https://waow.com/2021/01/05/what-causes-how-to-prevent-vitamin-d-deficiencies/?fbclid=IwAR0L7c9osdGkms3wCEf6LX84J5n-0LNHmR8niB0WBFSIxOdwhrmN_fwPxvry)



# HRinsights

## Position Posting

**Title:** Certified Nursing Assistants

**Status:** Part Time and Full Time **Location:** Wausau & Merrill

[www.norcen.org/Careers](http://www.norcen.org/Careers) Click Apply Now!



**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.

North Central Health Care offers equal opportunity in employment and in service delivery.



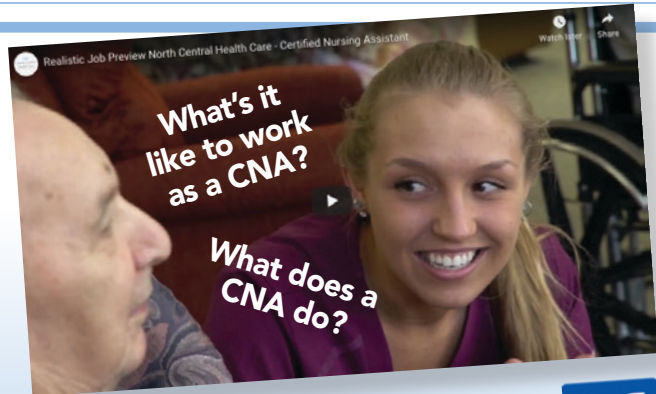
**Referring Someone for a Job is As Simple As Sending a Text!**

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

# Thank You!

I appreciate you so much for all the hard work you are doing for others! I hope that you continue to stay safe.

-Nia



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

# Thank You!

Thank you for always going above and beyond your duties to care for others, heroes wear scrubs.

We appreciate you because I know that its rough staying away from your family to take care of patients. Also, you guys have to work long hours since cases are going up. Thank you so much for all you do!

We appreciate you because you have been risking your health to help us. Thank you so much for all you do!

# Thank You!

Thank you for your hard work during these hard times. I want to let you know you are very much appreciated and your hard work and dedication does not go unnoticed. I am very grateful for you because you have done so much to keep people healthy, you are such a blessing to the ones you take care of. May God bless you and keep you well <3

We appreciate you because you have helped save lives and don't get recognized as much, but I want to thank you for your long hours of working the night shift or the day shift. I understand it's hard-working because you cant spend as much time with your family as you, but it will all be worth it one day. Thank you so much for all you do!

**THANK A HEALTHCARE WORKER**

**#MCLIVEUNITED**







# WAUSAU CAMPUS CAFÉ



NOW OPEN  
MONDAY-FRIDAY!



## Grab-N-Go Menu

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



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