

A Weekly Update  
For The Employees of  
North Central Health Care



Langlade County Suicide Prevention - Submitted by Nanette Grieser



**WEEKLY CONNECTION WITH MICHAEL LOY**

**2nd Dose**

On Wednesday this week, I received my 2nd dose of the Moderna vaccination. There has been a lot of concern around reactions to this 2nd dose. I would like to share my experience to encourage others to participate in our vaccination program.



I received my 2nd dose on Wednesday early afternoon. I felt fine throughout the day, no issues. On Thursday, after not sleeping much the night before, I didn't feel particularly great but I thought it might be due to the short night. A little achy and small headache which are not unusual after a night of little sleep. I took a couple ibuprofen and was fine until they wore off at noon. I took a couple more and was fine until they wore off around dinner. At that time I had the chills, achy, and was very fatigued. I went to bed at 7pm and woke up the next morning around 6am. When I woke up, I felt great. Like nothing had happened. Less than 24 hours of symptoms and I was back to 100%. These type of symptoms have been reported commonly but not always, but these are not reactions. Certainly not severe reactions. The way I've looked at my experience was that given my symptoms, the vaccine is working. My body recognized a foreign body, it kicked in my immune response, and in the process my body has now learned how to put itself in a position to defend against a future COVID infection. This is all a good thing. Especially given that my symptoms were really short-lived. If I had to do it all over again, I would. With the 2nd dose, research suggests the vaccine is now well over 90% effective. Plus, I will now get a sticker for my badge that says I was vaccinated. All great things.

As we move forward, our team continues to do a great job working with our staff and residents in the vaccination program. In the next month we will have had the opportunity to have get vaccines to all of our residents and staff who want to be vaccinated. For staff, we're around the 60% mark, and the goal is to get to 70-80%. Again, I want to encourage each of you to consider being part of the vaccination program as we get back to normal. The cases are dropping in Wisconsin. This week was the first week in a long time where cases were below 1,000 new cases in a day. The vaccinations are kicking in as more and more people get them. The number of new admissions to hospitals is also declining. We're going to get past all of this if we see it through together.

Make it a great day,

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In Langlade County	
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Congrats Sue Pyan	

**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, Feb. 1 –  
Sunday, Feb. 7**

**Jarret Nickel**



Person-Centered  
**Shout**

**out**



**Linda Handrick,  
Youth  
Hospital**

**Why:** Recognized by a patient with an AMAZING and heart-felt letter of thanks. Thank you for making such a great connection with our kids.

**Submitted By: Erica Huffman**





Oh, BABY!



Ashley Verhein

### WELCOME TO THE NCHC FAMILY BABY KADEN!

Congratulations to Ashley Verhein, CNA on Northwinds Vent Community. Ashley welcomed Kaden Joshua Verhein, born 1/19/2021 at 1:02pm. Kaden was 8 pounds 1.1 ounces and 20 inches long at birth. Ashley's Mom, Peggy Wedow also works at NCHC in Patient Accounts. Congrats to you and your entire family!

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

### PHOTO OF THE WEEK



Langlade County Suicide Prevention Coalition (left to right): Kelly Derlein, Karen Marten, Jayme Solin, Jean Turunen, Bree Kratz, Nanette Griese, Darlaen Jansen

### SUICIDE PREVENTION BILLBOARD

The photo above is from the Langlade County Suicide Prevention Coalition. Nanette Griese, Case Manager in Community Treatment represents NCHC on this community coalition. This new billboard is on HWY 45 going north out of Antigo. Great work team and thank you Nanette for all your efforts in our community!

#### Submit A Great Photo From Your Week!

Submit your photo and description to [jmeadows@nrcen.org](mailto:jmeadows@nrcen.org) or Text: 715.370.1547. Please indicate Photo of the Week and include your name, who/what/where of the photo and why you are submitting.



Call: 211 or 833-944-4673

Text: Your ZIP code to 898211

Go to: [AddictionHelpWI.org](http://AddictionHelpWI.org)

free and confidential

A service of 211 Wisconsin and the Wisconsin Department of Health Services. P-82348 (02/2011)



### SUBMIT ANONYMOUS TIPS:



**TAP:** Download the "P3 Tips" app



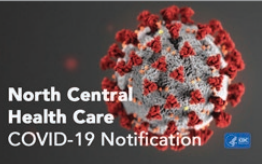
**TYPE:** Online at [marathoncounty.crimestoppers.org](http://marathoncounty.crimestoppers.org)



**TALK:** Call our 24 hour hotline 877-409-8777

**REMAIN ANONYMOUS + EARN UP TO \$1000 REWARD**





**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 28, 2020**

Program	Current Active Employee Cases	Date Reported
<u>New Cases</u>		
NONE		
<u>Previously Reported</u>		
IMS – Wausau	1	1/20
Pine Crest – Rehab	1	1/20
<b>Total Active Employee Cases</b>	<b>2</b>	

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 re-deployments will be determined by Incident Command daily. Updates provided to staff at least weekly.

**PROGRAM-SPECIFIC OPERATIONAL STATUS UPDATES:**

- MVCC** – Units on Enhanced Precautions – None. Accepting admissions. 2x Weekly Testing Staff. No Outdoor, Window or Patio Visits allowed. Virtual/Compassionate Care Visits Allowed.
- Pine Crest** – Units on Enhanced Precautions – Rehab. 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.
- McClellan House** - Open and operational. Enhanced Precautions Required. Covid-19 positive member on-site, reported 1/11.
- Pharmacy** - Open and operational.
- Transportation** - Open and operational for medical, grocery and employment appt transportation for elderly and developmentally disabled.



## COVID-19 VACCINATION CLINICS Employee 2nd Dose Clinic Updates

We are rounding the corner and preparing for the 2nd dose of the Covid-19 vaccine offered to staff. Additional information has been provided to NCHC regarding the timeline of when the 2nd doses can be administered. The Centers for Disease Control and Prevention (CDC) now recommends that the 2nd dose of the vaccine can be administered anywhere from 28 to 42 days from the date of the 1st dose. This does not include the vaccination schedule for the long-term care facilities which is planned with Walgreens however they are also looking at possible adjustments and will provide additional information as needed.

### WHAT DOES THIS MEAN TO NCHC?

This means we can space out and provide more eligible dates to receive your second dose and still be in 28 to 42-day timeframe. This will provide more flexibility with scheduling and we are able to offer additional vaccination clinic dates for you. We have had some questions regarding mild side effects with the second dose. Side effects are possible with any vaccination, however we are happy to report we have had no serious side effects, however a very small percentage of people with 1st dose did experience mild symptoms: redness, swelling or pain around the injection site, fatigue, fever, headache and aching limbs. These are also not uncommon in the first three days after vaccination. These normal vaccine reactions are usually mild and subside after a few days. If you are unable to report to work if symptoms persist, you should contact your manager and Employee Health. With additional dates, we can space employees out and it will allow teams to better mitigate the potential for any symptoms.

Along with adding additional clinic dates, we have also shortened the vaccination clinic hours. This will decrease the amount of time that staff have to wait in line and allow for greater flexibility for our vaccination team members.

### WHEN CAN I GET MY 2ND DOSE?

Use the chart below to determine vaccination clinic opportunities for you based on your 1st dose date.

#### Received 1st Dose on January 6

Your available vaccination clinic  
2nd dose options are:

<b>Wednesday, February 3</b>	<b>12 – 2 pm</b>
<b>Friday, February 5</b>	<b>12 – 2 pm</b>
<b>Tuesday, February 9</b>	<b>7 – 9 am</b>
<b>Friday, February 12</b>	<b>7 – 9 am</b>
<b>Wednesday, February 17</b>	<b>10 am – 12 pm</b>

#### Received 1st Dose on January 12

Your available vaccination clinic  
2nd dose options are:

<b>Tuesday, February 9</b>	<b>7 – 9 am</b>
<b>Friday, February 12</b>	<b>7 – 9 am</b>
<b>Wednesday, February 17</b>	<b>10 am – 12 pm</b>
<b>Friday, February 19</b>	<b>10 am – 12 pm</b>



#### Received 1st Dose on January 20

Your available vaccination clinic  
2nd dose options are:

<b>Wednesday, February 17</b>	<b>10 am – 12 pm</b>
<b>Friday, February 19</b>	<b>10 am – 12 pm</b>
<b>Wednesday, February 24</b>	<b>10 am – 1 pm</b>

#### Received 1st Dose on January 27

Your available vaccination clinic  
2nd dose options are:

<b>Wednesday, February 24</b>	<b>10 am – 1 pm</b>
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#### How do I schedule my 2nd dose?

Clinics will be limited to the first 40 time slots each of the clinic dates.

Please sign up for your 2nd dose at online at <http://bit.ly/CovidNCHCDose2>

If you have questions or need assistance with sign-up, please work with your department leadership.



**VIRTUAL SALE**

[www.pruniforms.com](http://www.pruniforms.com)

Visit us online for a virtual sale!  
**10% off your entire purchase!**  
**February 7<sup>th</sup> - 27<sup>th</sup>**  
**\*Payroll Deduction Available!\***  
Up to 2 pay periods

Free shipping on orders \$75 and over

THANK YOU | While many of us are facing social distancing, you are sacrificing yourselves to take care of our loved ones. You are the courageous heroes of this Coronavirus pandemic, knowingly putting yourselves at risk to save lives. And we thank you!

**PRN UNIFORMS**  
Scrubs • Footwear • Accessories

PAYROLL DEDUCTION where available

[www.pruniforms.com](http://www.pruniforms.com) | Brands & Styles Subject to Availability

## TRIA HEALTH – MEDICATION ASSISTANCE IS ONLY A PHONE CALL AWAY

Available for Members on NCHC's Health Insurance Plan

Tria Health provides one-on-one, confidential telephonic counseling with a pharmacist. Tria Health's pharmacists are your personal medication experts and work with you and your doctor(s) to make sure your conditions are properly controlled without the risk of medication-related problems. You are not required to change your medications, pharmacy or doctor to receive this benefit.



### Earn up to \$150

Tria Health is available for members on North Central Health Care's insurance. By completing your consultation with a Tria pharmacist, you will receive a \$50 Tria Health VISA Rewards gift card. Members can qualify to receive up to x within a 12-month period.

### Sign up Today!

To schedule your first appointment, visit [www.triahealth.com/enroll](http://www.triahealth.com/enroll) or call 1.888.799.8742 to speak with a Tria Health member advocate.

Learn more at <http://bit.ly/TriHealthIntro>



# FLASH FRIDAYS



## Continual Readiness

January 29, 2021

Flash Fridays will be distributed weekly on Fridays to prepare you for upcoming surveys like The Joint Commission or State of WI surveys. The Continual Readiness information provided will pertain to all areas within NCHC, from Behavioral Health to Skilled Nursing Care, however some information may be more specific to one survey. Some may only pertain to clinical staff, but always read it thoroughly. If you have questions, ask your Team Leader to explain how the topic relates to your area.

## THE JOINT COMMISSION IS COMING SOON! OUR SURVEY WINDOW IS NOW THROUGH MARCH 29, 2021

The Joint Commission survey is an unannounced accreditation survey. There is a 30-minute notice before the surveyors arrive on the main campus. When they arrive, staff will be notified via email and/or an overhead announcement. The survey will last three to four days and will most likely begin on a Monday or Tuesday (but be prepared for their arrival every day of the week), and it may include:

- Physician surveyor
- Administrator surveyor
- Nurse surveyor
- Ambulatory surveyor
- Generalist surveyor (physician, administrator, or nurse)

There will also be a Life Safety Survey by an engineer. This surveyor will be rounding throughout the facility to assure we have a safe environment for our patients, families, and team members.

Surveyors will always be escorted by a member of the leadership team. Surveyors will be conducting individual and system tracers while rounding in different areas. **ALL employees** should be prepared to be asked about:

- How you care for clients
- Fire safety
- Policies/Procedures
- National Patient Safety Goals
- Infection prevention
- Emergency management

If you have any questions the week of survey, talk to your Leader. There will also be a command center set up to assist with questions and concerns. *Remember, this is our chance to brag to surveyors about the great care we provide to those we serve each and every day!*

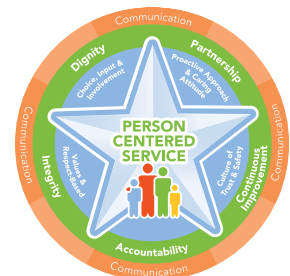
## JOINT COMMISSION MOCK SURVEYS

Joint Commission mock surveys will be taking place by members of the Survey Readiness Team at NCHC. These mock surveys allows us to practice the survey process and prepare for The Joint Commission survey which could happen any-time. It is great practice for our teams to experience a mock survey and have a new set of eyes to look at our practices, processes, and environment. The biggest strength of the surveys are YOU!

## HELPFUL TIPS DURING THE SURVEY

- Answer the surveyor's questions completely, confidently and honestly but avoid statements like "always" and "never". Use statements like ... "In my opinion...", "When I care for a patient..."
- Do not volunteer additional information.
- Be aware of any verbal and/or non-verbal cues from leadership.
- Speak to your own expertise or refer the surveyor to the person best qualified to answer the question.
- If providing patient care, hand-off your patients to another team member.
- If you do not understand the question, it is OK to ask for clarification.
- If you do not know the answer, it is OK to admit it, as long as you know what source to reference for the answer: policy, communication board, badge buddies, *Connections Guide*.

**Questions?** Contact your team leader, any member of the Leadership Team or Survey Readiness Team.







## WELL-BEING PROGRAM 2021 Biometric and HRA Deadline Extension

We have some exciting wellness news for ALL STAFF. The deadlines for completing your Biometric Screening and Health Risk Assessment have been extended to allow for more staff to participate in the NCHC Well-Being Program 2021. Please see the announcement below with the extended dates. Full details are included in the attached PDF, including how to register your Manage Well account.

ALL EMPLOYEES are welcome to participate in the Well-Being Program 2021. Please see the incentives for employees and spouses who are on the NCHC Health Plan and also incentives for those who do not take the NCHC Health insurance. Wellness is for everyone! Let's begin this journey together.

## 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 [www.managewell.com](http://www.managewell.com) to begin the program. Learn how to register by following #1-7 on the next page.
- Step 2**  
Sign up and complete a biometric screening before **February 26, 2021**. Learn more on the next page under #8a-c.
- Step 3**  
Complete the online health assessment before **March 12, 2021** after your biometric screening results have been uploaded into your account (you will receive an email notification when this is ready).
- Step 4**  
Earn 100 points 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](http://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.managewell.com](http://www.managewell.com) or download the [Managewell 2.0 App](http://www.managewell.com) and follow the instructions below to register. Contact Aspirus Business Health-Wellness if you have any questions.

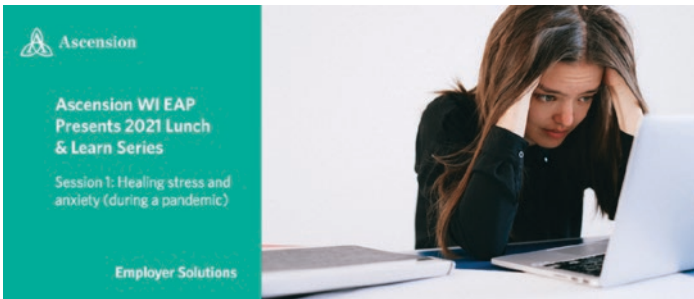
1. Click "Sign up".
2. Enter your Unique, employer provided ID. This Unique ID is "NCHC," followed by your employee ID number. An example is: NCHC012345. Covered Spouse/Domestic Partner will add 50 after this (for significant other).
3. Enter your date of birth (month, day, year), confirm your timezone and select "Continue".
4. Confirm your name.
5. Read through and accept "Terms".
6. 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.
8. Choose one of these options to complete your biometric screening by February 26, 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 Onsite Biometric Screening Appointment" activity page to schedule your appointment at the NCHC Employee Health & Wellness Center, or Pine Crest Nursing Home.
  - b. To Use the Biometric Screening Voucher - 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 location.
  - 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 February 26, 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 31, 2020	15	

More information can be found on the Aspirus Well-Being Portal at [www.managewell.com](http://www.managewell.com)

Contact Aspirus Business Health-Wellness if you have any questions or need help.  
844.309.1269 | [wellness@aspirus.org](mailto:wellness@aspirus.org)



Stress, anxiety, fatigue, oh my! "How much longer can we go on like this?" people ask. The reality is that human beings are extremely resilient and can endure hardship for long periods of time. Haven't we proven that to be true? Yet there are strategies that can increase your endurance and improve your ability to thrive, in light of, and despite, your circumstances.

#### Objectives:

- Learn about your fight or flight system and strategies to stay regulated.
- Consider the importance of self awareness and discuss practices to enhance this skill.
- Explore your unique tendencies and traits, and leverage these to help yourself manage stress.
- Contemplate the silver linings that come with adversity and discuss your unique purpose.



February 16th, 2021  
12:00pm CT

Join with Google Meet  
[meet.google.com/qma-pytz-eri](https://meet.google.com/qma-pytz-eri)

Meeting ID  
[meet.google.com/qma-pytz-eri](https://meet.google.com/qma-pytz-eri)

Phone Numbers (US)  
+1 347-486-7491

PIN: 777 821 340#

#### Upcoming sessions

Mark your calendars for upcoming sessions. Stay tuned for additional information on each.

- **Session 2: Parenting Workshop: Ask questions, get answers**
  - April 13th, 2021; 12:00pm CST
  - Presenters: Erin Johnson, EAP Counselor & Leah Szemborski, LPC
- **Session 3: Grief: Hope & Healing**
  - June 15th, 2021; 12:00pm CST
  - Presenters: Erin Johnson, EAP Counselor & RaeAnn Thomas, CEAP

#### Presented by:



Leah Szemborski  
LPC



Erin Johnson  
EAP Counselor



[ascensionwieap.org](http://ascensionwieap.org)  
e: [eap@ascension.org](mailto:eap@ascension.org)  
t: 800-540-3758



Prevent common infection prevention mistakes!

# Stop Touching Your Face and Your Mask!

The average person touches their face **16-23 times** per day.

Bacteria can live on the surface of your mask **for days**.

**Every time you touch your mask you could be spreading more bacteria.**



North Central Health Care  
Person centered. Outcome focused.



## OUTSTANDING LEADERSHIP AWARD **Christina Harris,** *Care Coordinator, Residential Services*

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 Christina Harris, Care Coordinator - Residential Services for being honored with the award this quarter.

*"Christina truly cares about her employees but most of all cares about the residents."  
"She goes out of her way to work longer and harder to make their lives the best they can be. She shows in care in the way she talks to them and makes sure all of their needs are met."*

*"As the Coordinator, she is good and fair to all of her employees. She will always help you if you need it and is always willing to listen if you have questions or concerns. If she doesn't have the answer she will find it and get back to you."*

Nominated by Vicki Sheehan, Residential Care Assistant, Bissell Street. Congratulations Christina! Thank you for your outstanding leadership.



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



Marathon County  
Employees Credit Union

### 10-Year Fixed In-House Mortgage Special @ 2.50% APR\*



### Call Today to Take Advantage of this Low Rate before Rates Start to Rise!

Do you currently have a 20 or 30-year mortgage? With rates this low, we may be able to shorten the life of your loan with little impact to your monthly payment.

**Contact Pete @ 715-261-7685**  
**Peter.Wolf@co.marathon.wi.us**  
**400 East Thomas Street**  
**Wausau, WI 54403**

**Beat the Rush...Apply Online @ [www.mcecu.org](http://www.mcecu.org)**

\*Valid only with minimum \$30,000 in new money and LTV up to 80%. Must meet MCECU membership eligibility and underwriting requirements. Offer can be discontinued at any time without prior notice. Appraisal may be needed if LTV > 70%; borrower is responsible for this fee. 2.50% APR for Tier 1 Credit; Add 0.50% for Tier 2. For additional tiers and terms, please refer to rate sheet.

# BLUE JEANS FRIDAYS

**Donate & Wear Jeans!**

Employees in ALL departments can wear jeans on Fridays when you donate \$2/Friday or \$25 annually. If you choose to pay annually, you will save \$79 for the year!

Contact the Volunteer Services Office at 715.848.4450 to get set up! Each employee that participates will receive a card that indicates their Blue Jeans Fridays participation. All funds donated will benefit NCHC United Way Team community initiatives.

You can use **PAYROLL DEDUCTION** to pay for a Year of Jeans on Fridays!!

Visit [www.norcen.org/UnitedWay](http://www.norcen.org/UnitedWay) and download the form in the Jeans Sale section!

## Are you prepared for an EMERGENCY?



### EMERGENCY PREPAREDNESS TIPS & TOOLS

Thursday, February 4, 2021

1:00 PM – 2:00 PM

Hosted by Retire United and United Way RSVP of Marathon County, and presented by American Red Cross.

*This event is free but registration is required to receive the virtual Microsoft Teams link.*

**Register at <http://bit.ly/3ak0VW6>**

A disaster or emergency that can directly affect your daily life can happen at any time, sometimes without warning. Thankfully, there are things you can do to be prepared, respond safely and help speed your recovery. This virtual training will give you some practical tips about how to plan and prepare for your needs in a disaster or emergency.

Hosted by: **United Way RETIRE UNITED** **United Way RSVP of Marathon County**

## SCRUBS CLOSET AT NCHC

### Gently Used Scrubs for NCHC Staff

NCHC has a Scrubs Closet on the Wausau Campus stocked with scrubs available for all staff when needed. Accidents, spills, tears and other things happen at work and you may need clean scrubs in a pinch. Visit the Scrubs Closet located in the Hub Employee Staff Lounge. Just starting out and need a few pairs of scrubs to get you by? Visit the Scrubs Closet.

The staff Scrubs Closet is running low. If you have any scrubs you no longer wear, feel free to donate them to the Scrubs Closet. All donations should be clean and can be taken directly to the donation closet, located in the Staff Lounge in the link hallway or brought to the Volunteer Office.

The Scrubs Closet is open to any NCHC staff person in need. Have questions? Contact Laural or Kathy in Volunteer Services [volunteer@norcen.org](mailto:volunteer@norcen.org).





# HRinsights

## Position Posting

**Title:** Adult Community Treatment Technician

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

To apply or learn more: <https://bit.ly/3ogeM6d>

This position provides support and rehabilitation services in the community to adults with mental health and/or substance use disorders. Services will be provided through both the Community Treatment program and in the community.

- Less than one year experience working with the mentally ill.
- Valid Wisconsin driver's license and appropriate auto insurance coverage as required by North Central Health Care.
- Must have the use of a personal insured vehicle.



Watch and Share Our Realistic Job Preview Videos



Learn about jobs available at NCHC and get a real glimpse of a day in the life of a CNA and other amazing opportunities at NCHC!

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

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



## Star of the Month


CONGRATULATIONS SUE PYAN!

Since COVID, Sue has taken on many extra tasks and has gone out of her way to assist residents, staff and families. She is thorough, well organized and very talented at multi-tasking! She is dedicated, a true asset to Pine Crest and we appreciate her hard work! Congrats Sue on your nomination and selection by the Pine Crest Appreciation Team!


**Thank You!**

I hope you know how much you are appreciated! We are blessed to have your support, especially when you put your health and lives on the line for ALL of us! God Bless you abundantly!!

Claire



THANK A HEALTHCARE WORKER



**Thank You!**

Thank you for all that you have done. You have done so much for us and we thank you.

Nicolas



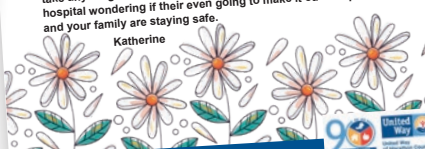
THANK A HEALTHCARE WORKER




**Thank You!**

Dear healthcare worker,  
This year has been extremely rough: physically, mentally and emotionally. I have no clue how you do what you do every day! It's amazing and you must have a pure heart to serve those suffering with COVID or other issues. One thing I learned this year is to never take anything for granted. For example, people are coming in the hospital wondering if their even going to make it out. I hope that you and your family are staying safe.

Katherine



THANK A HEALTHCARE WORKER





# WAUSAU CAMPUS CAFÉ



**NEW ITEMS  
AVAILABLE EACH WEEK**



# 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	Assorted Bakery	Assorted Cold Sandwiches
Nuts	Homemade Soup	Assorted Wraps
String Cheese	Tuesday –Friday Only	Milk, Juice, Coffee,
Greek Yogurt	(Packaged and	Bottled Water, Tea
Cookies	Ready to Reheat)	



**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.**

