

A Weekly Update
For The Employees of
North Central Health Care



Knights of Columbus Donation to Antigo - Submitted by Communications & Marketing



WEEKLY CONNECTION WITH MICHAEL LOY

Luck Would Have It

Happy St. Patrick's Day to all of our staff who have been celebrating this past week here and at home. At my home, my three girls really get into the day. My oldest daughter Olivia has been setting Leprechaun traps for years (we haven't caught one yet) and the other two are dressed head to toe in green. It's fun to have a little fun with the day. Kids help keep the lure of magic, the promise of rainbows, and the elusive pot of gold very real.

As we end this week, we have 1 employee (*that was not a typo, yes one (1) employee*) out with a pending COVID test. This is simply remarkable and we've come a long way. I want to encourage our staff to remain vigilant in masking and distancing, especially if you haven't been vaccinated. Our new policy for quarantine follows the CDC's guidance: *if you've been vaccinated, and are exposed to someone with COVID, you don't have to quarantine unless you have symptoms.* That makes a huge difference for everyone. If you've been exposed, or are symptomatic, it's still important and required to call into Employee Health to make sure you know what to do in each situation. Every situation can have unique elements to it. Outside of masking (and goggles and facemasks in clinical areas) things are starting to feel normal again. We are conducting in-person visits again, and expanding visitation across the organization. It's important that we continue to do the right things to keep people safe and life will get back to normal sooner than later. If you haven't been vaccinated yet, there are still opportunities to do so. Please consider it if you're able to participate.

A large number of employees have now participated in this year's annual review process that I spoke about in an all-staff email a couple weeks ago. One of the questions asks how COVID has impacted you personally or professionally. It's an important question, and an important opportunity to make sure we know how to support you. We've weathered a wild storm together over the last year, and we will be stronger because of it, but that doesn't mean that there might not be big "T" or little "t" trauma that you're dealing with. Please reach out if you need support. We've gone through this together, and now we will move forward and out of it together.

It's a privilege to share a badge with you as a fellow employee here at NCHC. We're doing great things. The mission continues, and the ability to achieve our vision *Lives Enriched and Fulfilled* is as alive as ever.

Make it a great day,



Covid-19 Status Report..	2
Staff Cases & Operations	
Infection Prevention	4
Hands-On Training Round 1	
Health Info Month	6
Privacy Pickle - It's A Dilly!	
Retirement Celebration	7
Stress Less Program	9
Employee Well-Being Program	
New Employees	12

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, March 22 –
Sunday, March 28**

Jill Meschke



Person-Centered
Shout out



Cassandra Rausch, Nursing Pine Crest

Why: We are so glad to have you as a part of our team and you have been adjusting well. Keep up the great work!

Submitted By:
Sara Carlson





Wear a Mask – Maintain Social Distance – Wash Your Hands – Stay Home If You Are Sick. Report Symptoms and Covid-19 Exposures to Employee Health and Manager

Staff will continue to screen appropriately, report symptoms and not report to work if experiencing any signs of illness. Staff are required to use PLT or take unpaid leave due to symptoms or exposure. **Employee Health: 715.848.4396**

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 CASE REPORT

Confidential Employee Report

Employee Cases Reported through March 18, 2021

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.

Program	Current Active Employee Cases	Date Reported
<u>New Cases</u>		
No new cases reported this week.	0	0
<u>Previously Reported</u>		
All previously reported cases in employees have been cleared to return to work.	0	0
Total Active Employee Cases	0	

GENERAL OPERATIONAL GUIDELINES

Program admissions, closures, and operations will be determined by Incident Command daily. Updates provided to staff at least weekly.

Direct Care/Visitors

- Essential visitors and contractors only.
- In-person treatment allowed in all programs. Masks and social distancing required. All areas require departmental cleaning procedures for pre/post in-person visits. Virtual treatment optional.
- In-Person Visitation allowed at Nursing Homes, Inpatient Hospitals, CBRF and Residential Homes.
 - o Visits must be scheduled in advance
 - o Program-established visiting hours.
 - o Visitation limited to designated visiting areas only. No other travel throughout facilities.
 - o Scheduled indoor, window, compassionate care and outdoor visits allowed.
 - o Outdoor visits are weather-permitting.
 - o Screening, masks and social distancing required.
- Volunteer programming allowed. Limited to 5 max at a time in building. Covid-19 vaccination required.

Meetings or Groups

- NCHC in-person meetings and treatment groups allowed. Masks required. 6-foot social distancing or physical barriers between individuals required.
- Non-NCHC groups or meetings are not permitted (i.e., AA, NA)
- Group sizes for meetings or treatment limited to 50 people or less. Social distancing required. Meetings or treatment greater than 50 requires Operations Executive/Incident Command approval.

HR / Remote Work

- On-site interviews and Orientation are allowed with an option for virtual participation provided.
- Remote Work limited to those requiring exceptions. Please work with Manager and Human Resources if exceptions are required.

PROGRAM-SPECIFIC OPERATIONAL UPDATES

Programs with Operational Changes

Follow General Operational Guidelines (left) in addition to changes below.

- **Adult Day Services – Wausau:** Open and operational. Closed to Residential CBRF clients due to positive case in Heather Street.
- **Aquatic Therapy Center:** Open and operational. Open swim allowed with scheduled, restricted hours to tentatively begin mid-April. Fitt classes: schedules pending.
- **Mount View:** Units on Enhanced Precautions – None. No Patio Visits allowed due to weather.
- **Pine Crest:** Units on Enhanced Precautions – None. No Outdoor Visits allowed due to weather.
- **Residential Services:** Open and operational. **Enhanced Precautions** due to Covid exposure: Heather Street. **Contact Precautions** due to presence of bed bugs: Forest Street and Jelinek.
- **Lakeside Recovery/MMT:** Closed. No Admissions.

Open & Operational

Follow General Operational Guidelines (left).

- Adult Day Services – Antigo
- Adult Day/Prevocational Services – Merrill
- Adult Protective Services
- BHS Adult Hospital
- BHS Youth Hospital
- Community Treatment
- Clubhouse
- Crisis Center
- Crisis Stabilization Units (Adult & Youth)
- Hope House
- McClellan House
- Outpatient Clinics
- Pharmacy
- Prevocational Services – Wausau
- Transportation

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



INFECTION PREVENTION AND CONTROL Masks, Shared Offices and Eye Protection

By Tim Holzem, Infection Preventionist, NCHC, tholzem@nrcen.org

Recently we have received questions recently about the use of masks in shared offices as well as eye protection.

If in a shared office, even if we are greater than 6 feet apart it's still required that you wear a mask. The reason is because the air within the room is still being shared, and while social distancing is a great method of decreasing the chances of spreading COVID-19, we still need to be mindful that prolonged exposure without a mask, either greater than 15 minutes during one exposure or multiple exposures that add up to 15 minutes throughout the day, still puts us at risk.

The other topic brought up was plexiglass dividers. Plexiglass dividers are just a means to eliminate the chance of aerosols for the person behind them. They are not meant to replace masks, but are meant to replace eye protection. If you have the ability to use the plexiglass dividers, please continue to use them with a mask in shared office settings.

With the news of a third wave starting up in Europe, its imperative we continue to remain cautious and use our PPE correctly and effectively.

If you or your staff have any further questions please feel free to reach out. Thank you and have a nice day everyone!



Even if you have been fully vaccinated, a face mask or cloth face coverings is required at this facility.



When You've Been Fully Vaccinated

How to Protect Yourself and Others

Updated Mar. 8, 2021 [Print](#)



COVID-19 vaccines are effective at protecting you from getting sick. Based on what we know about COVID-19 vaccines, people who have been fully vaccinated can start to do some things that they had stopped doing because of the pandemic.

We're still learning how vaccines will affect the spread of COVID-19. After you've been fully vaccinated against COVID-19, you should keep taking precautions in public places like wearing a mask, staying 6 feet apart from others, and avoiding crowds and poorly ventilated spaces until we know more.

Have You Been Fully Vaccinated?

People are considered fully vaccinated:

- 2 weeks after their second dose in a 2-dose series, like the Pfizer or Moderna vaccines, or
- 2 weeks after a single-dose vaccine, like Johnson & Johnson's Janssen vaccine

If it has been less than 2 weeks since your shot, or if you still need to get your second dose, you are NOT fully protected. Keep taking all prevention steps until you are fully vaccinated.

What's Changed

If you've been fully vaccinated:

- You can gather indoors with fully vaccinated people without wearing a mask.
- You can gather indoors with unvaccinated people from one other household (for example, visiting with relatives who all live together) without masks, unless any of those people or anyone they live with has an increased risk for severe illness from COVID-19.



What Hasn't Changed

For now, if you've been fully vaccinated:

- You should still take steps to protect yourself and others in many situations, like wearing a mask, staying at least 6 feet apart from others, and avoiding crowds and poorly ventilated spaces. Take these precautions whenever you are:
 - In public
 - Gathering with unvaccinated people from more than one other household
 - Visiting with an unvaccinated person who is at increased risk of severe illness or death from COVID-19 or who lives with a person at increased risk
- You should still avoid medium or large-sized gatherings.
- You should still delay domestic and international travel. If you do travel, you'll still need to follow CDC requirements and recommendations.
- You should still watch out for symptoms of COVID-19, especially if you've been around someone who is sick. If you have symptoms of COVID-19, you should get tested and stay home and away from others.
- You will still need to follow guidance at your workplace.





Prevent common infection prevention mistakes!

Dry your hands thoroughly after washing!

Damp hands spread **1000x more germs** than dry hands.



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Donning & Doffing PPE in the Proper Order

2021 COMPETENCY TRAINING: INFECTION PREVENTION & CONTROL

Round One of Hands-On Training

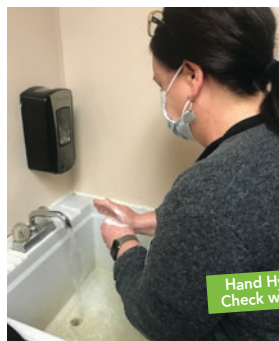
Teams in Nursing Homes and Behavioral Health and finishing up with NCHC's first round of Infection Prevention and Control Training. The 2nd round of training begins April for hands-on sessions for Residential programs, Crisis Services, Adult Day Services and Prevocational Services. Some comments from our first group:

"I'm going to disinfection my keyboard."

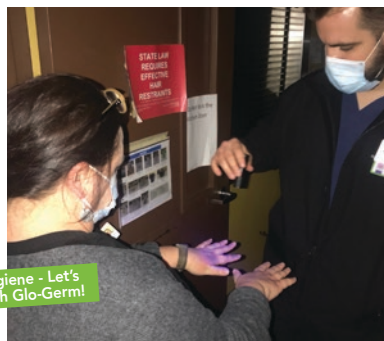
"Scrub extra around your cuticles and hot water causes dry skin."



Review of Precaution Signage



Hand Hygiene - Let's Check with Glo-Germ!



"Putting on PPE is like climbing a tree."

"Disinfectant needs to be wet for a certain amount of time before the bacteria is actually gone."

"C-diff can live on surfaces for 5 months."



LABOR LAW POSTERS AVAILABLE FOR EMPLOYEES TO REVIEW

Required federal and state labor law posters are available for employees to review and have been posted by the time clocks throughout the organization. An electronic version of the information on the poster is also available in UltiPro/UKG, which is particularly useful for those employees that do not regularly visit an onsite location.

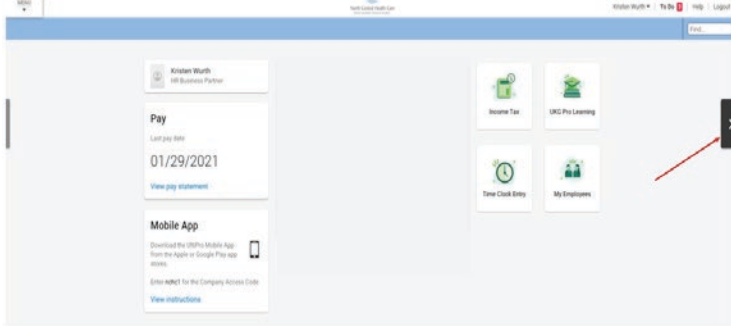
To access the electronic versions, please log into UltiPro:



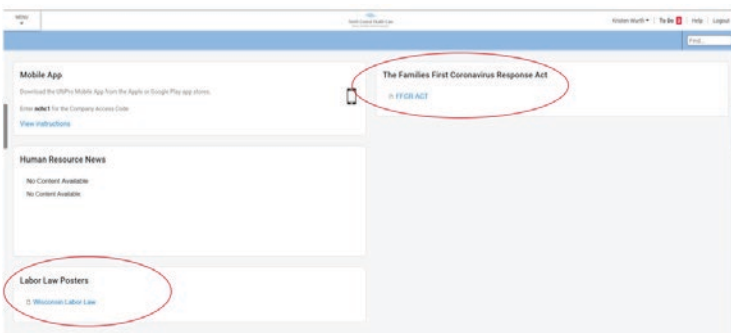
Once logged into UltiPro/UKG, locate the grey bar on the left or right side of screen:



Place your cursor over the grey bar and it will reveal an arrow. Click the arrow to advance the Main page to a secondary screen:

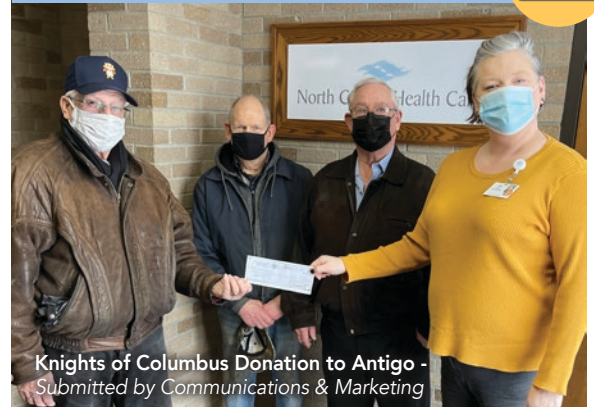


The Wisconsin Labor Law Posters and the Families First Coronavirus Response Act poster are available for viewing by clicking the associated link:



If you have any questions, please contact Human Resources hresources@norcen.org or 715.848.4419.

PHOTO OF THE WEEK



Knights of Columbus Donation to Antigo - Submitted by Communications & Marketing

NCHC RECEIVES GENEROUS DONATION

From Antigo Knights of Columbus

The Antigo Knights of Columbus recently donated \$538.50 to North Central Health Care (NCHC) to benefit individuals with mental and behavioral health challenges in Langlade County. The members raised funds by collecting donations from their annual Tootsie Roll drive in 2020. NCHC would like to thank this generous group of dedicated community members for their support, passion and kindness.

Jill Meschke, Chief Financial Officer, NCHC is shown accepting a check from Antigo Knights of Columbus members.

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.



Family Resource Centers Of Marathon County

Join us outside for fun, educational activities. Caregivers and children will enjoy spending time with other families in the community while exploring early concepts which promote school readiness, healthy lifestyles, and much more!



- Registration is required to keep group sizes acceptable for social distancing.
- Masks are required.
- Please call or text 715-660-8103 or email Stacey at Stiel@chw.org to reserve your spot!

Thursdays starting March 18th
9:30 – 10:15 or 10:30 – 11:15 a.m.
Marathon Park – Big Kitchen Shelter
800 Garfield Ave, Wausau



Partner Program

Family Resource Centers of Marathon County 705 S 24th Ave Ste 400, Wausau, WI 54401, (715) 848-1457

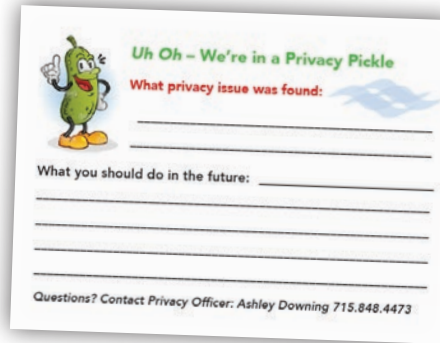


MARCH IS HEALTH INFORMATION TRAINING MONTH Privacy Pickles...They're a Big Dill

It's Week 3 of Health Information Training Month and the puns just keep on delivering. To keep our Privacy Program fun and exciting, the invention of the Privacy Pickle was born. Privacy Pickles are meant to keep prevention at the forefront of all we do. We proactively do rounding throughout the system to audit our internal processes on a daily basis. The goal of this is to improve our effectiveness at maintaining the privacy and confidentiality of our patients/clients/consumers/residents. Pickle audits can be conducted at anytime, anywhere. You can prevent "getting in a pickle" by following our 'HIPAA Do's and Don'ts' practices.

Top 3 Pickles to Watch Out For:

- Be cautious when sending e-mails with PHI (review the "To:" field)
- Lock your workstation
- Keep voices low in public settings talking about patients



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HIPAA BASICS

Do's & Don'ts

DO'S

Please Do

- Avoid discussions about patients in elevators, cafeteria lines, waiting rooms, or public areas
- Keep your voice low when in a public setting
- Return medical records to their appropriate location
- Close the door or curtains when discussing patient care
- Shred notes with protected health information (PHI) on them
- Lock your workstation when you need to leave your area for a moment or more
- Turn computer screens away from the view of the public (or use privacy screens)
- Keep papers on desks face down
- Ask patients to step back when waiting in line where there might be PHI discussed
- E-mail PHI only to someone who has a _____@norcen.org e-mail address
(If you can avoid e-mailing PHI, that is preferred)
- Properly manage your password
- Log off your computer when not using it
- Call the help-desk if you receive an unfamiliar or suspicious e-mail
- Create a password that would be difficult for someone to guess/replicate

DON'TS

Please Don't

- Don't take medical records off premise unless instructed to do so
- Don't discuss patients with anyone that doesn't need to know
- Don't leave medical records unattended in non-locked areas
- Don't throw notes with PHI on them in the trash or recycle bin
- Don't access information of your family, friends, acquaintances, or anyone you are not caring for
- Don't e-mail PHI to anyone without a _____@norcen.org e-mail address
(Examples: @yahoo.com, @hotmail.com, @charter.net)
- Don't give out your password to anyone, at any time, for any reason
- Don't write your password down and place it where someone could easily find it
- Don't open up e-mails and click on links if they look suspicious or you don't recognize the sender
(Forward them onto the help-desk at IT_HELPDESK@co.marathon.wi.us)
- Don't forward work e-mails to your personal accounts
(Examples: @yahoo.com, @hotmail.com, @charter.net)
- Don't access personal e-mail accounts while you are at work

***If you do see anything happening in the "don't" category, please fill out an occurrence report so it can be properly investigated.**

Ashley Downing MBA, RHIA, CPHIMS, CHPS
Director of Health & Clinical Informatics
NCHC Privacy Officer

715.848.4473 (Desk Phone) • 715.846.0064 (Cell Phone)



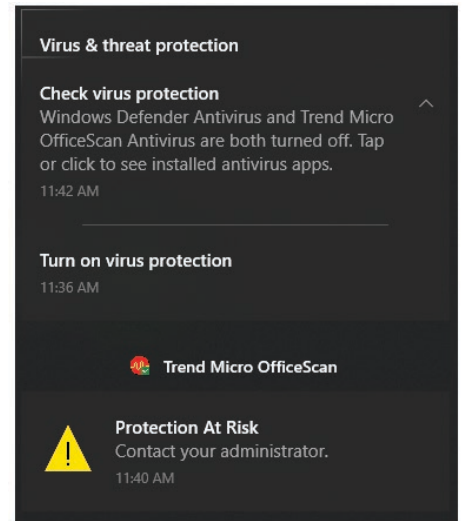
CCITC NOTICE

Trend Micro AntiVirus Upgrade

It is important to update and upgrade antivirus software on computers because computers are regularly threatened by new viruses. The anti-virus updates contain the latest files needed to combat new viruses and protect your computer and our network.

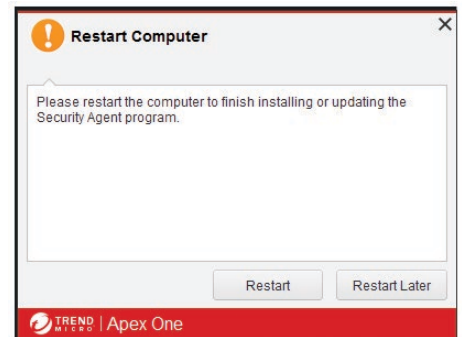
Over the next few weeks, CCITC will be upgrading our anti-virus agent. Users may notice the following popups (below) from their taskbar on their computer. The System will be available during maintenance and there will be minimal impact to using your computer. Users can ignore the pop-ups and continue to work normally. You will need to restart your computer at some point after the first pop-up, either immediately or later.

Initial pop-up you will see:



Users can ignore the pop-ups and continue to work normally.

Second pop-up you will see which prompts you to restart/reboot.



This can be done immediately or later, but a restart/reboot is required.

Please contact CCITC HelpDesk at 715.261.6710 or x6710 with any questions concerning this maintenance.



HRinsights

Position Posting

Title: Crisis Services Operations Manager

Status: Full Time **Location:** BHS, Wausau

To apply or learn more: <http://bit.ly/CrisisOps>

The Crisis Services Operations Manager is responsible for the day-to-day operations of Crisis Services (Crisis CBRF and the Crisis Center) including supervision of the care and/or services provided to residents and patients, ensuring standards of care and regulations are met.

Position Posting

Title: Court Liaison

Status: Full Time **Location:** Crisis, Wausau

To apply or learn more: <http://bit.ly/CourtLia>

The Court Liaison acts as liaison between North Central Health Care and the local court systems to ensure a continual positive working relationship, by coordinating the involuntary commitment process for mental health and/or alcohol/drug clients and provides statistical collection and reporting to the agency.



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



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

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.*



Position Posting

Title: Emergency Preparedness Coordinator

Status: Full Time **Location:** Operations, Wausau

To apply or learn more: <https://bit.ly/3vj8S7E>

The Emergency Preparedness Coordinator is responsible for performing and initiating all activities in support of the environment of care and emergency management for NCHC. The Emergency Preparedness Coordinator must be effective and efficient with compliance of local, state, and federal regulations and agencies, as well as coordinate operational plans that build upon safety and risk initiatives to assure NCHC is a provider of a fully integrated continuum of care, delivery quality, innovative services in a fiscally responsive manner. The Emergency Preparedness Coordinator is also a liaison to Marathon County Facilities Capital Management.

JUNE BARKER CELEBRATES RETIREMENT FROM PINE CREST

June Barker celebrated her birthday and retirement on March 17, 2021. She has worked at Pine Crest since 1983 and has worked as a CNA, in central supply and her last few years have been spent in housekeeping.

"June has been an outstanding employee of Pine Crest. Words can't express the asset that June has been not just to House-keeping but to other departments as well! June enjoy your new chapter in life!"

ON THE MOVE

Congratulations to the following employees for their recent transfer.



Rachel Davis recently transferred to Outpatient Services Therapist-IT from Adult Crisis Stabilization.



Carly Maas recently transferred to Outpatient Services Therapist-IT from Adult Crisis Stabilization.



WELLNESS CORNER

Submitted by Sherry Gatewood, PA



Employee Health & Wellness Center Notice

Sherry Gatewood will be unavailable from 3/19 to 3/26. The Employee Health & Wellness Center will still be open for any support, occupational health, blood pressure checks, etc. that the support team can provide, as well as scheduling appts for when Sherry returns. Patients can also schedule a video visit with our back up provider.

Eat Right

Food, Nutrition and Health Tips from the Academy of Nutrition and Dietetics



Eating Right on a Budget

Getting the most nutrition for your food budget starts with a little extra planning before you shop. There are many ways to save money on the foods that you eat. Here are some budget-friendly tips for eating right.

Cook more, eat out less

Eating out can be expensive. Many foods can be prepared for less money (and more healthfully) at home. Pre-packaged foods, like frozen dinners and packaged pasta or rice mixes can also add up when you calculate the cost per serving. Find a few simple, healthy recipes your family enjoys and save eating out for special occasions.

Plan what you're going to eat

Deciding on meals and snacks before you shop can save both time and money. Review recipes and make a grocery list of what ingredients are needed, then check to see what foods you already have and make a list for what you still need to buy. When shopping with a list you will be less likely to buy things that are not on it. To "Create a Grocery Game Plan", visit www.MyPlate.gov.

Decide how much to make or buy

Making a large batch by doubling a recipe will save time in the kitchen later on. Extra portions can be used for lunches or meals later in the week, or frozen as leftovers in individual containers for future use. Plus, purchasing ingredients in bulk is often cheaper.

Determine where to shop

Check the local newspaper and online or at the store for sales and coupons, especially when it comes to more expensive ingredients, such as meat and seafood. While at the store, compare prices of different brands and different sizes of the same brand to see which has a lower unit price. The unit price is usually located on the shelf directly below the product.

Focus on nutritious, low-cost foods

Certain foods tend to be less expensive than others. Make the most of your food dollars by finding recipes that use the following ingredients: beans, peas, and lentils; sweet or white potatoes; eggs; peanut butter; canned salmon, tuna or crabmeat; grains such as oats, brown rice, barley or quinoa; and frozen or canned fruits and vegetables.

Make your own healthy snacks

Convenience costs money. Many snacks, even healthy ones, usually cost more when sold individually. Make your own snacks by purchasing large tubs of low-fat yogurt or cottage cheese and dividing them into smaller containers. For trail mix, combine unsalted nuts, dried fruit and whole grain pretzels or cereal; store small portions in airtight containers. Air-popped popcorn and whole fresh fruits in season also tend to cost less compared to pre-packaged items.



Shop for foods that are in season

Fresh fruits and vegetables that are in season are usually easier to get and may be less expensive. Frozen and canned produce are also good options and may be more affordable at certain times of the year. Look for fruit that is canned in 100% juice or water and canned vegetables that are labeled "low in sodium" or "no salt added".

Watch portion sizes

Eating too much of even lower cost foods and beverages can add up to extra dollars and calories. Use smaller plates, bowls and glasses to help keep portions under control. Fill half your plate with fruits and vegetables and the other half with grains and protein foods such as lean meat, poultry, seafood or beans. This is an easy way to eat a balanced meal while controlling portions and cost. To complete the meal, add a glass of fat-free or low-fat milk or a serving of fat-free yogurt for dessert.

Start a garden or visit a Farmers Market

A garden can be a lot of fun, especially for kids. It's also an affordable way to eat more fruits and vegetables. Plants can be started from seed or purchased at a low price.

Another way to increase your family's variety of produce is to visit a farmers market. Locally grown fruits and vegetables are often available for less money than at the grocery store. Check and see where the closest farmers market is in your area.

Quench your thirst with water

Water from the tap is a low cost way to stay hydrated. Substituting plain water in place of sweetened beverages not only saves you money but may also help you reduce extra calories from added sugars.

New Program For Employees And Spouses Enrolled In The Health Insurance Plan

Naturally Slim is an online program which helps you change how you eat instead of what you eat. Learn the skills to lose weight and keep it off forever while still eating your favorite foods. Plus, you will improve your health and reduce your chance of developing a serious, chronic disease, like diabetes or heart disease. And, it's covered 100% by the NCHC sponsored health plan so there is no out of pocket cost for you.

Employees and spouses on the health plan have until March 26, 2021 to sign up. The program begins on April 12, 2021.

Visit <http://www.naturallyslim.com/NorthCentralHealthCare> to apply or click the image below.

Eat what you want and lose weight

The key to losing and keeping off weight: a program based on skill-building, not willpower.

A big reason many weight loss programs fail is because people put too much pressure on themselves to cut out foods they normally eat or purchase gym equipment they're not used to using. But Naturally Slim (NS), as our participants say, offers "a lifestyle you can live with."

NS consists of psychology-based, clinically-proven, skill building lessons that focus on changing how you eat, not what you eat. While these lifelong skills lead to weight loss, participants also experience less stress, better sleep, and more. Don't just take our word for it.

NS is available at NO COST to you, and is accessible anytime, anywhere via desktop or mobile app.

"This had to be a lifestyle change I could live with - which is why it was so important to me to learn how my body worked, and with Naturally Slim, I did!"
- David, NS participant Lost 173 lbs

Space is limited, so enroll between March 15-26, 2021.
www.naturallyslim.com/NorthCentralHealthCare
The NS program kicks off on April 12, 2021.

Employees and spouses enrolled in the health plan are eligible to apply.

How to Get Started

- 1 **APPLY TODAY**
Complete the online application form today to get started.
Application Closes 3/26/2021
- 2 **ACCEPTANCE**
You will be notified via email of your acceptance in the program approximately 1-2 weeks before the program start date.
- 3 **WELCOME KIT**
You will receive a Welcome Kit in the mail which includes useful information along with some food items you will use during the first lesson.
- 4 **START PROGRAM**
You will receive an email with a link to get started or simply come back to this page to log in.
Program starts 4/12/2021

APPLY NOW

*Application Closes on 3/26/2021

Naturally Slim sign up page is optimized for browsers like Edge, Chrome, Mozilla and Firefox. If you are unable to get the link to work, please use a different internet browser than your default browser. Copy and paste this link in that browser address bar: https://www.naturallyslim.com/2018_Corporate_Landing?s=NorthCentralHealthCare



ManageWell®

Stress Less

Stress Less Challenge: Although you can't avoid stress completely, you can learn to deal with it more effectively by participating in Stress Less. Stress Less is a four-week program to help you identify and better manage the stressors in your life. You'll make progress at your own pace through each of the four sections in the program. At the end of each section you'll be presented with a 5-day challenge where you'll commit to taking actions to address the stressors in your life. Successfully completing this challenge can earn you 10 Well-Being points.

www.managewell.com

Stress Less is a four-week program to help you identify and better manage the stressors in your life.

Login to your wellness portal to get started!

- Define
- Cope
- Relationships
- Self-Care

VISIT THE WELL-BEING PROGRAM AVAILABLE TO ALL NCHC STAFF!

Our Well-Being Program includes a login to the ManageWell portal where staff can participate in fun challenges and interesting self discovery tools. All while earning points that get you rewards along the way! Don't know about the ManageWell portal? Details are available below with how you can earn dollars for your HSA or prizes for you and your spouse participating - even if you are not on the NCHC Health Insurance plan!

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 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-b.
- 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 **October 31, 2021** by completing a variety of well-being activities shown on the next page.
* New hires have until October 31, 2021 to complete all 4 steps.

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.managewell.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".
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 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".
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 the deadline on previous page. 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. 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.
 - b. 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 deadline on previous page.

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 Less 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	
Online 5-A-Day Fruit & Veggie Nutrition Tracker Track 5 servings of Fruits & Veggies per day for 3 days per week Track 5 servings of Fruits & Veggies per day for 7 days per week	1/week 2/week	
Health Pursuit Online Activity	10	
Flu Shot	5	
Mini-Challenges	5/challenge	
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

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



North Central Health Care
Person centered. Outcome focused.



NATIONAL ALLIANCE ON MENTAL ILLNESS NORTHWOODS

For those struggling with mental and emotional challenges, we are here to help. You don't have to navigate these waters on your own.

Listen • Support • Validate

Zoom Meeting: 4th Wednesday of Each Month • 6 - 7 pm
For meeting information contact naminorthwoods@gmail.com



Marathon County
Employees Credit Union

Spring VISA Special Going on NOW!

SEIZE THE MOMENT & GET YOUR FINANCIAL

Fresh Start

Renew your financial well-being with the help of our new balance transfer rate.

2.99% APR
FOR **24 MONTHS**

When you transfer an existing balance to our credit union credit card between February 1, 2021 and April 30, 2021.

Ask us about this special rate offer today!

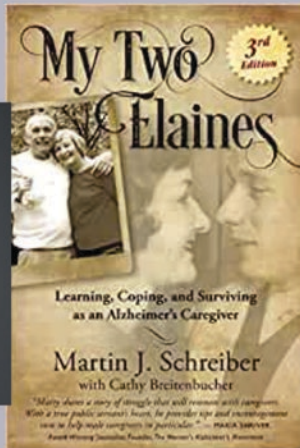


Balance transfers completed 2/1/2021 through 4/30/2021 will receive 2.99% APR* for 24 months from date of transfer. After the promotional time frame expires, remaining balances will migrate to the standard APR applicable on your account. *APR = Annual Percentage Rate

Contact Us Today for Details!
Apply Online @ www.mcecu.org
or by using the Mobile App!

Peter.Wolf@co.marathon.wi.us
www.mcecu.org • 715 261-7680
400 East Thomas Street • Wausau, WI 54403

Virtual Book Club



Join others in your community in a virtual book club! We will discuss **My Two Elaines, "Learning, Coping and Surviving as an Alzheimer's Caregiver"** written by former Wisconsin governor Martin Schreiber. Open to all; caregivers, professionals, and community members.

When: Mondays, April 12th - May 3rd, 2021
Time: 9:30am - 10:30am

Where: By phone or virtually via Microsoft Teams
Facilitated by Dementia Care Specialists: Carley Prochaska, Scott Seeger, Carrie Esselman

For questions or to register, please contact:
Carley Prochaska, Dementia Care Specialist
Phone: (715) 346-1401
Email: prochasc@co.portage.wi.us

Registration is required; space is limited!



MARATHON COUNTY ALCOHOL AND OTHER DRUG PARTNERSHIP COUNCIL, INC.

Next AOD Partnership

What Works to Prevent Underage Drinking
Tuesday, April 6 from 11am-1pm (central) via Zoom



Presented by Dr. Ralph Hingson, Director of Prevention & Epidemiology Research for the National Institute of Alcohol Abuse & Alcoholism (NIAAA)

Join us for the data, the trends, the effects and what we can do to in our homes, our organizations and our communities to reduce the impact. *More details coming soon!*

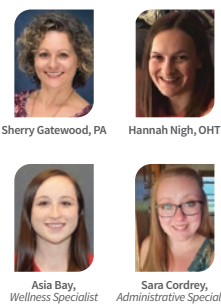
Register today for this free event!

<http://bit.ly/3tflLi>

Note: 1.5 CEUs included



Stay Healthy at Work



Meet Your Health and Wellness Clinic Partners

Sherry Gatewood, PA and the staff at your Employee Health and Wellness Center provide comprehensive medical care for you and your dependents, including:

- Annual physicals and preventative screening
- Health monitoring and education
- Illness and injury
- Wellness services
- Minor procedures
- And more—not sure if we cover what you need? Give us a call!

NCHC IN THE NEWS Senior Review

Pick up the March Edition of Senior Review and look for an article written by Ginger Osness, RN and Admissions Coordinator in Mount View. Ginger explains the differences between Medicare and Medicaid, which can be commonly confused. Great work Ginger!

North Central Health Care
Person centered. Outcome focused.



EMPLOYEE HEALTH & WELLNESS CENTER
1000 Lake View Drive, Door 25, Suite 200
Wausau, WI 54403
North Central Health Care Campus

CLINIC HOURS
Monday - Wednesday - Friday: 8:00 am - 4:30 pm
Tuesday: 6:30 am - 3:00 pm
Thursday: 10:00 am - 6:30 pm

"I realized I saw signs and symptoms of PTSD but did not know how to handle my loved one - I know better how to handle situations."

"You realize that he will never be the same having been through war. I learned how to treat him more as an adult than as a hurt child."
— Mother of a Veteran

NAMI Homefront
National Alliance on Mental Illness

For loved ones of military Service Members and Veterans

Call 715.843.1256 to schedule your appointment or ask about our services.

Same day appointments and walk-ins are often available based upon the schedule for that day.



PARTNERSHIP FOR TOBACCO-FREE WI Annual Meeting

If you work specifically in Behavioral Health or AODA, the Wisconsin Commercial Tobacco Prevention Coalition invites you to their Annual Meeting. Three sessions are targeted and separated for members, governmental public health members and behavioral health/AODA partners.

REGISTER NOW!
FOR A WISCONSIN COMMERCIAL TOBACCO PREVENTION COALITION MEETING

Organizational Members/Advocacy Partners
April 14, 2021 11:30 AM - 12:30 PM
Register here: <https://tinyurl.com/23z678pn>

Governmental Public Health Partners
April 29, 2021 10:00 AM - 11:30 AM
Register here: <https://tinyurl.com/29y3fadz>

Behavioral Health/AODA Partners
May 19, 2021 12:00 PM - 1:30 PM
Register here: <https://tinyurl.com/s9xsaynn>

NAMI Homefront is a **free and confidential**, 6-session educational program for families, caregivers and friends of military service members and veterans with mental health conditions living in WI.

Based on the nationally recognized NAMI Family-to-Family program, NAMI Homefront is designed to address the unique needs of family, caregivers and friends of those who have served or are currently serving our country. The program is taught by trained family members of service members/veterans with mental health conditions.

Upcoming Virtual Class
Tuesday Evenings
March 23 - April 27
6:00pm - 8:30pm

Register Today
www.namifonddulac.org
call-920-979-0512 or
email-nami.fdlc@gmail.com





WELCOME THESE NEW EMPLOYEES TO THE TEAM!

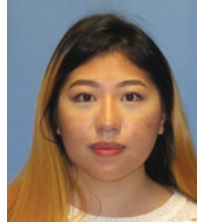
These employees were welcomed at Orientation on March 15 - 19, 2021

Aquatic Therapy Center



Linnea Baraboo – Physical Therapy Aide

Food Services



Naomi Chang – Dietary Aide

Housekeeping



Katie Haydon – Housekeeping Aide

Infection Control



Melissa Leininger – Phlebotomist

Pine Crest, Long Term Care



Coralie Benson – CNA

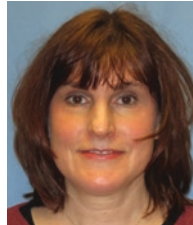


Jeananne Takala – Registered Nurse



Maesyn Vlach – CNA

Mount View



Cindy Schilling – Registered Nurse, Northwinds



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.



NEWS, UPDATES, LINKS, STORIES, PHOTOS, VIDEOS!

GET SOCIAL!
#IamNCHC