

A Weekly Update  
For The Employees of  
North Central Health Care



Legislative Visit – Submitted by Communications & Marketing



# NEWS YOU CAN USE



## WEEKLY CONNECTION WITH MICHAEL LOY

### Positivity Rate

No, we're not talking about the COVID positivity rate, we're talking about the number of positive things happening around NCHC this week. First, I want to say a special thank you to all of our Nurses as we celebrate National Nurses Week. The All-Staff email sent by Jamie Bracken, Chief Nursing Officer, summed up why Nurses are so special, it's because you're champions! You are victorious on the other side of the battle

we went through in the last year. Thank you for all that you do here at NCHC. Nurses are everywhere in our organization and we wouldn't be anywhere without you. I hope each of you are showered in praise over the next week.

After many months of waiting, we have received approval to open our new Adult Crisis Stabilization Facility. We are very excited to get this up and running. Watch for more news on the final opening dates.

This week we caught the attention of the Interim Secretary of the Department of Health Services, Karen Timberlake, when she toured our new facilities here at NCHC and hosted a roundtable discussion. It was a wonderful opportunity to show off our new facilities and attach them to the priorities within the State Budget. We continue to be touted as the model for designing the future of Crisis Stabilization services. We're not done with our journey but it's clear we're on the right path. The roundtable discussion included a number of our other Counties and leadership from the Department of Health Services. In our one-to-one conversations, Interim Secretary Timberlake and I spoke about many challenges facing NCHC programs from staffing, crisis services, outpatient counseling needs, the future of long-term care, protective placements, our psychiatry residency program, and just about every major opportunity and obstacle we are facing. She was incredibly thoughtful, a great listener, and generous with her time. After spending three hours with her throughout the day, it is clear that our organization is viewed as doing something special in the State of Wisconsin and a key partner. Dr. Rick Immler was a key part of the day as he offered key insights about the work he has done with our organization and in his role as the Chair of the State's Mental Health Council.

Thank you to all the members of our team who are helping to work towards our vision of being a regionally unequaled mental health, recovery, and long-term care provider where Lives are Enriched and Fulfilled. It's a special place to be that has so much yet ahead.

Make it a great day,



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### 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, May 10 –  
Sunday, May 16**

**Dr. Rob Gouthro**



## Shout out



### Paula Streich, Nursing – Pine Crest

**Why:** Thanks for all the little personal touches you do/provide for the residents. 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, Enhanced or Covid-19 Confirmed/Suspected Precautions. Units on Enhanced or Covid-19 Confirmed/Suspected Precautions must have it clearly posted on the entrance to the unit.
  - o **Standard Precautions** – Surgical Mask, Gloves and Eye Protection (Face shield, goggles or safety glasses) required.
  - o **Enhanced Precautions** – Surgical Mask, Eye Protection (Face shield, goggles or safety glasses), Gloves and Gown during patient encounters required.
  - o **Covid-19 Confirmed/Suspected 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 May 6, 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>		
Pine Crest/MVCC Contracted Staff	1	5/6
Pine Crest Housekeeping	1	5/3
Pine Crest – Long Term Care	1	5/4
<u>Previously Reported</u>		
<i>All previous employee cases have been cleared to return to work.</i>		
<b>Total Active Employee Cases</b>	<b>3</b>	

**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 (unless noted to right).
  - Program-established visiting hours.
  - Visitation limited to designated visiting areas or resident rooms only. No other travel throughout facilities. 2 visitors maximum per resident/patient at any time. Length of visit is determined by program.
  - Indoor, window, compassionate care and outdoor visits allowed.
  - Outdoor visits are weather-permitting and determined by program.
  - 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.

- **Mount View: Enhanced Precautions: ALL Units except Northwinds** (positive contract staff case identified through routine testing). All In-Person Visitation Suspended temporarily through date TBD). Compassionate Care visits allowed.
- **Pine Crest: Enhanced Precautions: ALL Units except 600** (positive employee and contract staff cases identified through routine testing). All In-Person Visitation Suspended temporarily through May 17. Compassionate Care visits allowed.
- **Residential Services:** Open and operational.
  - o **Covid-19 Confirmed/Suspected Precautions: Jelinek 2 through May 9.** Clients at this location are closed to attending Adult Day and Prevocational Services.
  - o **Contact Precautions** due to presence of bed bugs: **Forest Street.**
  - o **Riverview Towers and Riverview Terrace:** Visitors are currently restricted, per City of Wausau.
- **Lakeside Recovery/MMT:** Closed. No Admissions.

**Open & Operational**

Follow General Operational Guidelines (left).

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

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



North Central Health Care  
Person centered. Outcome focused.

Updated Guidelines  
May 4, 2021

## Food Consumption While at Work

### Please Help Stop the Spread of Illness

#### Workplace Guidance from the CDC



There is no evidence that COVID-19 is spread by food. However, people sharing utensils and congregating around food service areas can pose a risk.

At ALL NCHC locations, Employees are required to follow these CDC guidelines to reduce the spread of illness:

- Wash hands before and after eating. Avoid touching your eyes, nose and mouth.
- Potlucks are allowed.**
  - Hand Hygiene occurs before and after attending the potluck.
  - Gloves must be worn by all when serving or self-serving food, then gloves disposed and perform hand hygiene after removal.
  - After you have finished your meal, your space must be cleaned with the provided facility-approved cleaner, making sure both your chair and table space have been cleaned thoroughly.
  - No more than 10 people can be in the potluck space at the same time. If there are more that wish to attend, please schedule participation in shifts to stay below the allowed occupancy.
  - All chairs, tables, and surfaces used must be cleaned with a facility-approved cleaner at the end of the potluck for the next gathering.
  - Attendees must maintain social distancing and keep masks on at times when you are not eating or drinking.
- No eating or drinking in hallways. Always keep masks on in hallways.
- Masks are only to be removed for eating or drinking and done so in designated areas determined by program or manager.
- Water fountains are to be used for water bottle fill up only. Do not drink directly from fountains.
- For shared items like staff coffee pots, microwaves and refrigerators: Managers are to supply cleaning wipes and/or disinfectant spray and paper towels for wiping frequently touched surfaces. Use before and after touching these surfaces.



Stay Informed with the Latest Information.  
Visit [www.norcen.org/Covid-19](http://www.norcen.org/Covid-19) or [www.cdc.gov/coronavirus](http://www.cdc.gov/coronavirus)



## When in Doubt, Don't Give It Out



### Confidentiality of Personal Health Information

Recently NCHC Employees have reported suspicious incoming phone calls claiming to be from Medicare, asking about back braces, "spit tests", and requesting for patient information. The callers appear to be calling from a crowded call center and are difficult to understand. If you have a doubt, ever, don't give it out. If someone is contacting you for our patient's health information, we need to make sure we are safely releasing information that has been authorized.



## COVID-19 Preparedness & Response Covid-19 Vaccination and Testing Q&A for NCHC Employees May 4, 2021

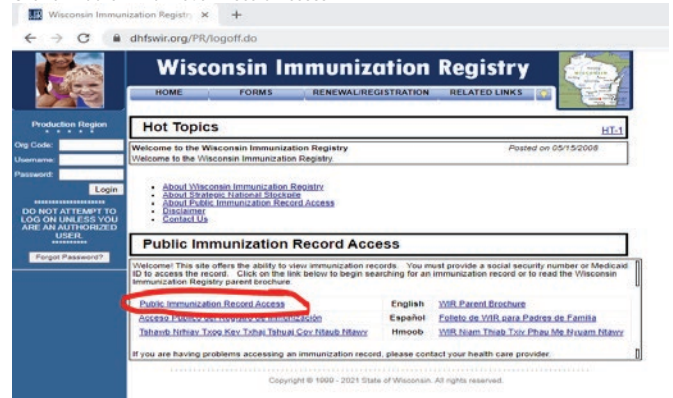
- Q: If I am fully vaccinated for Covid-19, do I need to participate in the routine weekly or monthly Covid-19 testing that takes place at nursing homes?**  
**A: No.** Fully vaccinated staff from the nursing homes and staff whose job duties intersect with the nursing home's (EVS, Food Services, etc.), will no longer be required to participate in routine Covid-19 testing.

To do so, fully vaccinated staff must provide proof of vaccination to the tester, by either showing their COVID Vaccine Card or printing their WIR records and presenting to the tester at the testing site.

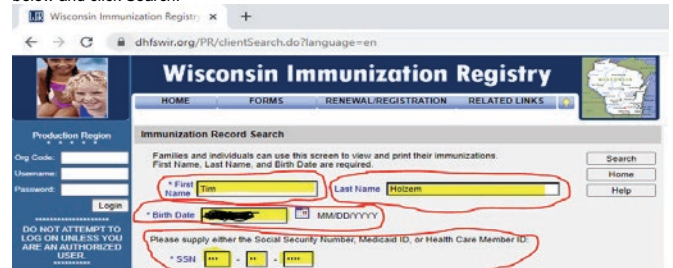
**HOWEVER, if the nursing home, or any other NCHC Facility (Residential, Hospital, etc.) is in OUTBREAK STATUS, then all staff in that facility, including those mentioned above are required to participate in Covid-19 testing, regardless of their vaccination status.** Talk with your manager if you have questions about this.

- Q: I do not have my Covid-19 Vaccination card any longer. How do I print a WIR record?**  
**A:** In the event you lost your Covid-19 Vaccination card, you can access your vaccination records in Wisconsin's Immunization Registry (WIR). You can search for WIR online or visit [www.dhfs.wisconsin.gov/PR/logoff.do](http://www.dhfs.wisconsin.gov/PR/logoff.do)

Click on Public Immunization Record Access link:



Next, enter your legal: First Name, Last Name, DOB, Social Security Number, as shown below and click Search.



Your COVID immunization records can then be accessed and printed. Bring this printed Covid-19 immunization record with you and show to the person conducting the routine Covid-19 test, and you will be excused from routine testing\*.

Client Information			
Client Name (First - MI - Last)		Mother's Maiden Name (First Last)	
TIMOTHY K. HOLZEM			
DOB	Gender	Race	Ethnicity
	M	White	Not Hispanic or Latino
History			
Vaccine Group	Vaccine	Date Administered	Series
COVID-19	Moderna COVID-19 Vaccine		1 of 2
	Moderna COVID-19 Vaccine		2 of 2

\*NOTE: If the facility is in Covid-19 Outbreak Testing, you will not be excused. All staff are required to participate, even if you are fully vaccinated.

- Q: Which staff are required to participate in routine Covid-19 testing at NCHC's nursing home facilities?**  
**A:** CMS has further defined testing "staff" as employees, consultants, contractors, volunteers, and caregivers, who provide care and services to residents on behalf of the facility and students in the facilities RN/aid programs or from affiliated academic institutions.

Management at each nursing home will need to make sure that these individuals are included in routine testing and that all of those who fall into these categories are informed and report for testing.



PHOTO OF THE WEEK

Michael Loy, CEO and Interim Secretary Karen Timberlake, WI Department of Health Services



LEGISLATIVE VISIT

Interim Secretary Timberlake Visits NCHC

Interim Secretary Karen Timberlake visited and toured NCHC on Friday and also held a roundtable discussion virtually in the NCHC Board Room. Fifty six leaders from around the state joined in to discuss mental health budget and learn about NCHC. Local media documented the visit.



Distinguished Guest | Friday, May 7, 2021

Welcome



WISCONSIN DEPARTMENT of HEALTH SERVICES

Secretary-Designee  
Karen Timberlake



Submit A Great Photo From Your Week!

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



All Employees Are Welcome to Participate in the Fun!!

# Together Through the Seasons®

National Skilled Nursing Care Week • May 9-15, 2021

“Together Through the Seasons” honors the collaborative commitment our skilled nursing care facilities and our staff have in providing compassionate care to our residents during this unprecedented time. Over the past year, despite the challenges of the pandemic, Pine Crest and Mount View staff have shown an incredible and steadfast commitment to providing quality care and ensuring the safety of our residents.

## Monday May 10: Spring

Wear bright, springy, flowery clothes and colors!



## Tuesday May 11: Summer

Sport your Hawaiian shorts, summer shirts and shades today!



## Wednesday May 12: Fall

The leaves are coming down so wear your Fall clothes, camo and Autumn colors.

## Thursday May 13: Winter

Brrr! Layer up in your Winter hats, flannels and warm weather gear.



## Friday May 14: Wisconsin Day

We’ve celebrated the seasons now let’s celebrate WI. Wear your WI gear today.

With each new season comes new beginnings, new strategies, and new information. Together we will get through this and together we will begin to heal.





# FLASH FRIDAYS



## Continual Readiness

May 7, 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.

## Emergency Drills

As you may have noticed, North Central Health Care has been running an increased amount drills. This is in an effort to help staff feel comfortable responding to a variety of emergency situations while assessing any areas of opportunity we may have regarding responses. While we understand drills may feel disruptive to your workday, it is imperative to assess our current strengths and opportunities surrounding emergency situations to ensure continuous improvement to those we serve.

**WHO** - Anyone who would normally be responding or assisting during a real-life emergency response should be participating in the drill. The drill is intended for those responding to become more familiar and comfortable with policies and procedures in place when responding to different situations as well as identify who is all responding and assess if there are any missed opportunities.

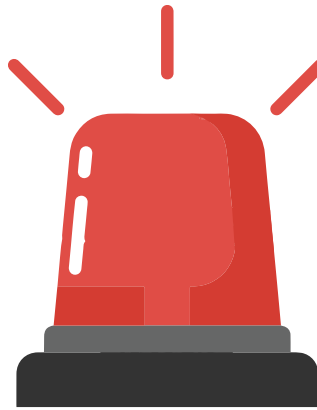
**WHAT** - While education's focus has been on running Dr Blue's (now called "Medical Emergency") and Dr. Green drills, many drills can be done such as Severe Weather, Fire, Bomb Threat, Dangerous Person, and more.

**WHEN** - Based on feedback from leaders and staff, we have been trying to run a Dr Blue and Dr Green drill weekly. However, this may vary based on COVID outbreaks. We work directly with leaders to try to find an ideal time of day and week with a goal of running drills on off shifts as well. Other emergency drills may be required by the State or The Joint Commission to do on an ongoing, rotating basis such as quarterly or annually.

**WHERE** - The focus currently has been on the Wausau Campus, and Pine Crest has done a great job doing drills as well. If you are working in other locations, please feel free to reach out to your managers if you feel a drill would be beneficial, or you can always talk through with your colleagues what you would do in various situations and what your response may look like.

**WHY** - Running drills now will help identify if there are any gaps or missed opportunities that we can remedy before a real-life situation would occur. It also ensures staff are competent and comfortable in responding to situations while utilizing policies & procedures in place. At the end of the drill we also provide some time for "de-briefing" which allows us to discuss how the drill went as well as share additional education and feedback. Ensuring a streamlined, high quality response to any emergency is a benefit to staff and those we serve.

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



## Just An Update on Employee Updates

Even though our in-person sessions were canceled for 2nd quarter (major bummer), we are in the process of recording the information and creating an awesome video for you all to view very soon! We apologize for the reminders in UKG Learning, but we will add the video as a reassignment later this week! Once its ready to view, we will adjust the due date on the course to accommodate the change.

Thanks for all your calls to HR to let us know about the issue and alert us and thank you for your patience! The video will be released very soon!

## VACCINATION FAQ'S

*Can I get my Covid-19 vaccination at the free community vaccination clinics? Will this fulfill the NCHC Employee Requirements as part of our NCHC vaccination program?*

**YES!** Be sure to contact Employee Health and provide the appropriate documentation to show proof of vaccination. You can obtain your vaccination at the community clinics or your physician's office as well. Check out the Covid-19 FAQ sheet in your email or on page 3!



## MAY COVID-19 VACCINATION CLINICS FOR EMPLOYEES

The next clinic available will be Friday, June 4

North Central Health Care is continuing to offer the Covid-19 vaccine to newly hired employees or current employees who have not previously received the vaccine. Vaccination clinics will be held once monthly on Fridays moving forward in 2021. All vaccination clinics will be held in the 1st floor dining room of Mount View Care Center in Wausau. The vaccination sign-up is online and you will be able to choose your preferred date by using the link below.

The Covid-19 vaccine is a 2-dose vaccine. After you receive your first dose, please make sure to sign up for your second dose for the following month. For example, if you're signing up for your first vaccine in May – make sure to sign up for your second in June. You will also be given your return date for the 2nd vaccine on your COVID Vaccine Card when receiving your first dose.

Below is the link to sign up for the new monthly COVID Vaccination Clinics. As always if you have any questions please reach out to your manager, Infection Prevention, or Employee Health.

COVID Vaccine Sign Up Form is online at <http://bit.ly/NCHCCovidVacc>

When you click link above, you will see a listing of all future clinic dates.



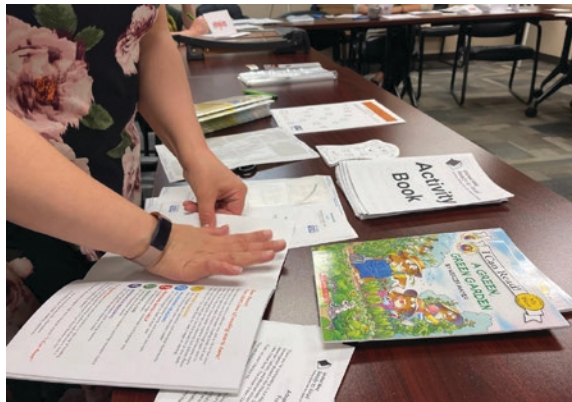
United Way



# COMMITTEE CONNECTION

## We Adopted Some Classrooms!

As part of United Way of Marathon County's Ready to Read initiative, the United Way Committee of North Central Health Care volunteered some time this week to Adopt a Classroom. Materials and supplies were purchased and literacy kits were assembled for each child in two classrooms at John Marshall Elementary. Each kit contained a copy of a book, reading chart, activity booklet and a card handwritten by our NCHC United Way Committee.



## DONATE \$25

Wear jeans every Friday for a year!



Contact Volunteer Services for details

**715.848.4450**

Interested in joining the United Way Committee? Email Sheryl @ [Shemp@norcen.org](mailto:Shemp@norcen.org)



North Central Health Care  
Person centered. Outcome focused.

MAY IS



#TOOLS2THRIVE



**May is Mental Health Awareness Month!** North Central Health Care wants to shine a little light in the darkness of this past year and provide you with practical tools you can use to improve your mental health and increase resiliency when life gets tough.

Visit [www.norcen.org/MentalHealthMonth](http://www.norcen.org/MentalHealthMonth) and download a **FREE Mental Health Toolkit** that includes six topics to promote mental health for all. Together, these tools help us develop and employ the resiliency that will take us to brighter days. [#Tools2Thrive](https://twitter.com/Tools2Thrive)



# CELEBRATING THE YEAR OF THE NURSE



The American Nurses Association says 2021 is the Year of the Nurse. Considering what you and your team endured because of the COVID-19 pandemic, along with all of the care you provide for others, this is absolutely right.

## Thank you all for your contributions to healthcare!

During National Nurses Week, you and your staff have multiple opportunities to attend a webinar on Rasmussen University's nursing programs. Please share the event info below with colleagues you believe may be interested in attending.

Learn more about Rasmussen University's School of Nursing programs in a brief 15-minute virtual information session taking place during National Nurses Week. Click below to register today!

- Tuesday, May 11, 7:30 a.m. (Central) <https://bit.ly/3xUml7p>
- Tuesday, May 11, 11:00 a.m. (Central) <https://bit.ly/3tvKuOe>
- Tuesday, May 11, 6:00 p.m. (Central) <https://bit.ly/3tDW9L3>

**Join us during National Nurses Week**

Where we will share information on the Rasmussen University nursing programs



# FrontLine

Frontline | May 2021

Employee Assistance Program | [ascensionwieap.org](http://ascensionwieap.org) | [eap@ascension.org](mailto:eap@ascension.org) | 800.540.3758

## Mental Health Awareness Month What's Normal, What's Not?

**C**ould you spot the difference between someone who is simply disappointed versus someone depressed enough to take their own life? What about being very happy, excited, and restless versus having bipolar illness? Over-drinking versus alcoholism? Identifying mental illness or addictive disease is not as easy as physical illness, but there is one indicator worth paying attention to, and that is your concern—for yourself, a friend, or loved one. Early identification of mental illness often means better treatment success. Mental illness affects how one thinks, behaves, and/or feels—and safety, health, relationships, communication, wellbeing of others, and occupational functioning may be at risk. So, if you're "concerned," take the next step—speak with a doctor or a mental health professional. Still not sure? Speak with your EAP, and you will know what to do next.



## Time for Stroke Awareness

**Do** you know the signs of someone having a stroke and how to act? Most people don't. Here's what you should know. Remember "FAST." F stands for "face drooping." A stands for "arm weakness." S stands for "speech difficulty." And T stands for "time to call 911." T might be the most important. Research shows calling 911 as being the fastest way of getting help, not driving a stroke victim to the hospital, which delays treatment crucial to survival. Other symptoms include the following: sudden trouble seeing in one or both eyes; sudden trouble walking, dizziness, loss of balance, and lack of coordination.



Learn more at [www.heartandstroke.ca](http://www.heartandstroke.ca) and [www.stroke.org](http://www.stroke.org).

## Not Enough Feedback?

**N**ot getting enough feedback from one's supervisor is a common complaint. One solution is to ask for it. Set a time for a feedback meeting in an environment without distractions. Come with two or three observations about your work that you judge as positive and also a couple that focus on areas where you need improvement. Discuss the items, and ask whether your supervisor has anything to add. This exercise will achieve maximum engagement, and you'll feel closer to your supervisor, feel less stressed, and feel better about your job. Be proactive with communication at work. It can be its own stress reliever.







Aspirus Clinics

# Sports Physicals

## Employee Health & Wellness Center

1000 Lake View Drive  
Suite 200  
Wausau, WI 54403

June 3  
July 22  
July 29  
August 5  
2021

Schedule your appointment by calling  
**715-843-1246**



Sherry Hughes, PA



BH-342

# Free Skin Cancer Screening

Melanoma is the most fatal form of skin cancer in the United States. Anyone can get skin cancer, but it is more common in people who are light skinned, have a history of sunburns, a family history or over age 50. But if found early, skin cancer can be treated with removal only before it has spread to other areas of the body.



**May 20, 2021**

12:00pm - 6:00pm

**June 17, 2021**

12:00pm - 6:00pm

### Appointments required

If not able to make these specific days, skin cancer screenings can still be scheduled at the Employee Health & Wellness Center for a date and time that is convenient.

## Employee Health & Wellness Center

1000 Lake View Drive, Suite 200  
Wausau, WI 54403

**715-843-1256**



MARATHON COUNTY  
**EARLY YEARS  
COALITION**



## Helping Transition Children, Youth and Their Families to the Next Normal.

Each Tuesday in May from 7:00pm - 8:00pm



**Tuesday, May 4** - Eric P. Hartwig, Ph.D. Mindfield, LLC and Author of the b.e.s.t. Universal Screening

**Supporting Social, Emotional and Behavioral Health: How you can help.** Social and emotional learning is not a curriculum, it is "lived learning" guided by deliberate practice with effective caregiving. Families and school staff can have a dramatic and powerful influence on a child's behavioral, emotional and social development, particularly when the timing, content and level of support matches a child's needs. Join us for a conversation on how you can help children adapt and build capacity to manage their world.



**Tuesday, May 11** - Dr. Lori Shepherd, Pediatrician, Marshfield Clinic and Dr. Carolyn Nash, Pediatrician, Child Advocacy Center

**Building Resiliency in Young Children Through the Pandemic & Beyond** - This talk will focus on ideas that will help your child develop resiliency, a strength that can help them thrive during times of stress, such as the current pandemic. A booklet with exercises and information is available as part of this presentation.



**Tuesday, May 18** - Nicole Tank, Prevention Supervisor, Children's Wisconsin and Morgan Wolosek, Family & Youth Services Supervisor, Children's Wisconsin

**Finding Balance - Helping Your Child Cope with Change** - We all want the best for our children. Helping them learn to cope with change is a strength we can build within our child that will be an asset throughout their lifetime. Join us as we look at some of the signs children are struggling with change, how to find balance for ourselves and our children and ways to develop the skills to overcome challenges.



**Tuesday, May 25** - Dr. Dakota Kaiser, Ph.D. Psychologist, Bridge Community Health Clinic and Erica Huffman, MS, LPC, Youth Behavioral Health Director, North Central Health Care

**Addressing the Mental Health Needs of Children and Families** - \*More information to come.

Free, virtual offering, you can register for 1 or all!  
Link to presentation will be sent the day prior to each session.  
Register here: <https://www.unitedwaymc.org/EYCseries>



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Employees Credit Union

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[Peter.Wolf@co.marathon.wi.us](mailto:Peter.Wolf@co.marathon.wi.us)

400 East Thomas Street  
Wausau, WI 54403



Beat the Rush...Apply Online @ [www.mccu.org](http://www.mccu.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.



# HRinsights

## Position Posting

Title: Nurse Manager

Status: Full Time Location: MVCC

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

The Nurse Manager ensures regulatory compliance with all organizational, professional, governmental and certifying agencies standards in the delivery and coordination of providing high quality adult patient care. Responsible for providing leadership to and 24-hour accountability for the operational outcomes of assigned nursing unit and patients.

## Position Posting

Title: Cook

Status: Full Time Location: Wausau

To apply or learn more: <https://bit.ly/3f4SMap>

Under the direction of the Director of Dietary Services prepares and cooks food in compliance with State, Federal, and County safety and sanitation regulations. Work may include management backup as directed.

## Here's how it works...

### Step 1: Tell Us About Your Recruit

- Text "Refer" to 715.598.3663
- Email [HResources@norcen.org](mailto:HResources@norcen.org)
- Complete Referral Form in Human Resources

### Step 2: Meet Required Criteria

You and your recruit must be in good standing throughout this period and have no written warnings for attendance or other performance.

### Step 3: Get Paid!

When your recruit joins the NCHC Team, and you both have met the referral requirements YOU will earn the following:

- \$250 after 90 days
- \$250 after one year



North Central Health Care  
Person centered. Outcome focused.

## REFERRAL BONUS FAQ's

The Human Resources Team receives lots of questions pertaining to the Referral Bonus Policy. We are excited our staff are taking advantage of this and sharing the great opportunities we have at NCHC in all three counties. Here are some answers to commonly asked questions:

- Per the Referral Bonus policy, previous employees (that have been an employee of NCHC at any time) and contract employees (that have been here the last year) are not "eligible hires" for current employees to receive a referral bonus on. See highlighted area below:
- Eligible employees will be rewarded a referral bonus when they refer a qualified candidate for successful employment at NCHC.
- The candidate must be hired into a budgeted full-time equivalent (FTE) position of 0.50 or greater, and remain employed in good standing and in the status of 0.50 or greater. Market sensitive positions can be hired at less than 0.5 FTE and still receive referral bonus.
- The referring employee must be employed by NCHC and in good standing at the time the bonus is paid to be eligible for payment.
- The referral bonus does not apply for in-house transfers or promotions or referring prior employees. The referral bonus does not apply for referring former students, contract employees or temporary employees within one year of separation.
- Only one employee will receive an Employee Referral Bonus per candidate.

# REFER A FRIEND EARN \$500

## WE ARE NOW HIRING CNA's!

Starting at \$18/Hour  
2+ Years Starting at \$20/Hour



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



SHARE NCHC JOB POSTINGS ON SOCIAL MEDIA!



# tidbits on benefits

## WELLNESS CORNER

Submitted by Sherry Gatewood, PA



### REGULAR DENTAL EXAMS

#### Regular Dental Exams are a Critical Part of Preventive Health Care

During a dental exam, the dentist or hygienist will clean your teeth and check for cavities and gum disease. The exam includes evaluating your risk of developing other oral problems and checking your face, neck and mouth for abnormalities. A dental exam might also include dental X-rays (radiographs) or other diagnostic procedures.

Your dentist or hygienist will likely discuss your diet and oral hygiene habits and might demonstrate proper brushing and flossing techniques. Other topics might include lifestyle factors that can affect oral health and possible cosmetic improvements to your teeth.

A dental exam can identify some underlying disorder that may not be evident. During the exam, the dentist can tell if someone has an oral cancer or a condition that can potentially lead to cancer.

Leukoplakia are thick, whitish-color patches that form on the inside of the cheeks, gums or tongue, these patches are caused by excess cell growth and are common among tobacco users. They can result from irritations such as an ill-fitting denture or the habit of chewing on the inside of the cheek. Sometimes leukoplakia is associated with oral cancer. Your dentist may recommend a biopsy if the patch appears threatening.

Your dentist will examine the lesion and checks the biopsy results to help determine how to manage the disease. Treatment begins with removing the factors that contribute to the lesion: quitting tobacco or replacing ill-fitting dentures or bridges.

Gingivitis is the early stage of gum disease. In its early stages, symptoms may include gums that bleed easily, red, swollen, tender gums, and/or bad breath

Progressive Gingivitis leads to gum disease. Gum disease is an infection of the tissues that surround and support your teeth. It is a major cause of tooth loss in adults. Because gum disease is usually painless, you may not know you have it. Also referred to as periodontal disease, gum disease is caused by plaque, the sticky film of bacteria that is constantly forming on our teeth.

#### Here are some warning signs that can signal a problem:

- gums that bleed easily
- red, swollen, tender gums and / or bad breath,
- loose or separating teeth
- any changes in the way your teeth fit together when you bite
- a change in the way your partial fits in your mouth.

#### Some factors increase the risk of developing gum disease. They are:

- poor oral hygiene
- smoking or chewing tobacco
- genetics
- crooked teeth that are hard to keep clean
- pregnancy
- diabetes
- medications, including steroids, certain types of anti-epilepsy drugs, cancer therapy drugs, some calcium channel blockers and oral contraceptives

Advanced gum disease is called periodontitis. Chronic periodontitis affects 47.2% of adults over 30 in the United States. It can lead to the loss of tissue and bone that support the teeth and it may become more severe over time. If it does, your teeth will feel loose and start moving around in your mouth. This is the most common form of periodontitis in adults but can occur at any age. It usually gets worse slowly, but there can be periods of rapid progression.

Aggressive periodontitis is a highly destructive form of periodontal disease that occurs in patients who are otherwise healthy. Common features include rapid loss of tissue and bone and may occur in some areas of the mouth, or in the entire mouth.

Research between systemic diseases and periodontal diseases is ongoing. While a link is not conclusive, some studies indicate that severe gum disease may be associated with several other health conditions such as diabetes or stroke.

See your dentist if you suspect you have gum disease because the sooner you treat it the better.

It is possible to have gum disease and have no warning signs. That is one reason why regular dental checkups and periodontal examinations are very important. Treatment

methods depend upon the type of disease and how far the condition has progressed.

Good dental care at home is essential to help keep periodontal disease from becoming more serious or recurring.

**Remember:** You don't have to lose teeth to gum disease. Brush your teeth twice a day, clean between your teeth daily, eat a balanced diet, and schedule regular dental visits for a lifetime of healthy smiles.

<https://www.mouthhealthy.org/en/az-topics/s>

## Stay Healthy at Work



Sherry Gatewood, PA



Hannah Nigh, OHT



Asia Bay, Wellness Specialist



Sara Cordrey, Administrative Specialist

### 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!

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

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.





### Spring Allergy Season is Here

Sick of runny noses, watery eyes, sneezing and congestion? Seasonal allergies can be a pain. Luckily, there are many steps you can take to minimize allergens' effects.

#### Reduce Your Triggers

- Stay indoors on dry, windy days. The best time to go outside is after a good rain, which helps clear pollen from the air.
- Remove clothes you have worn outside and shower to rinse pollen from your skin and hair.

#### Keep Your Home Clean

- Limit the number of rugs in your home and wash any that are washable.
- Use air conditioning and utilize high-efficiency filters.
- Keep your indoor air dry with a dehumidifier.

#### Explore Over-The-Counter Options

- **Oral Antihistamines:** Can help relieve sneezing, itching, a runny nose and watery eyes.
  - Examples Include: Claritin, Alavert, Zyrtec Allergy and Allegra Allergy
- **Decongestants:** Provide temporary relief from nasal stuffiness. Only use nasal decongestants for a few days in a row. Longer-term use of decongestant nasal sprays can actually worsen symptoms (rebound congestion).
  - Examples Include: Sudafed, Neo-Synephrine and Afrinol
- **Combination Medications:** A combination of an antihistamine with a decongestant.
  - Examples Include: Claritin-D and Allegra-D

As always, you should reach out to your pharmacist to discuss what options are best depending on your symptoms.



Outsmart your allergies this year by talking to a Tria Health pharmacist about what you can do to minimize allergens' effects. If you're interested in exploring medication treatments for allergies, Tria's pharmacist will be able to provide you with recommendations. Tria Health was founded on the belief that pharmacists play a vital role in the management of high-risk patients. If you'd like to speak to a pharmacist, Tria Health is a no cost benefit provided through your health plan.



#### Sign Up Today!

Sign up today for Tria Health's Pharmacy Advocate Program. Our online enrollment form makes signing up easier than ever!

Sign Up

<https://bit.ly/3tvELYz>



#### Tria Health Help Desk

Call the Tria Help Desk at 1.888.799.8742 to speak with a pharmacist regarding any medication-related question.

View Help Desk Hours

<https://bit.ly/3f7ZSLD>



### MAY EMPLOYEE ANNIVERSARIES

Thank you for your service!

Erin Achatz .....	05/21/2019
Victoria Avila-Hughes .....	05/07/2018
Patrick Bacher .....	05/31/2011
Dezirae Baeten .....	05/11/2009
Jacquelyn Bant .....	05/30/1989
Sarah Baumann .....	05/19/2008
Tylar Becker .....	05/09/2016
Linda Bever .....	05/26/1998
Allie Blanchard .....	05/07/2018
Dileep Borra .....	05/18/2018
Daphney Brandenburg .....	05/18/2020
Mackenzie Brounacker .....	05/08/2017
Lynn Callanan .....	05/20/2013
Jennifer Carew .....	05/21/2012
Nanette Griese .....	05/07/2018
Connie Gulke .....	05/17/1993
Linda Handrick .....	05/05/2008
Stacey Haring .....	05/20/2019
Sheri Howard .....	05/08/2017
Kristin King .....	05/05/2008
Janeane Klaver .....	05/06/2013
Rebecca Kopp .....	05/08/2017
Thea Kordus .....	05/08/2017
Lindsay Krueger .....	05/20/2019
Naly Kue .....	05/26/2015
Mary Mcdougal .....	05/09/2016
Tom Messman .....	05/07/2018
Rachael Miller .....	05/09/2012
Amber Mroczenski .....	05/21/2016
Skye Mucha .....	05/20/2019
Jean Nelson .....	05/08/2017
Michelle Oxendorf .....	05/18/2009
Denise Paquette .....	05/09/2016
Kaitlyn Parenteau .....	05/01/2017
Jennifer Peaslee .....	05/21/2012
Carl Peterson .....	05/08/2017
Andrea Rebstock .....	05/06/2002
Tara Renteria .....	05/18/2020
Michelle Salzman .....	05/01/2017
Marinette Santos Godleske .....	05/14/2019
Nicole Scheffler .....	05/30/2018
Amanda Schmidt .....	05/19/2003
Cynthia Schmidt .....	05/21/2012
Nathan Schultz .....	05/08/2018
Loretta Skorie .....	05/30/2018
Jessica Suchomski .....	05/07/2018
Stephany Tatro .....	05/07/2018
Madelynne Van Ermen .....	05/18/2020
Kao Hmong Vang .....	05/18/2015
Lenise Vircks .....	05/20/2002
Morgan Witteman .....	05/30/2018
Rhonda Wooldridge .....	05/06/2013
Giana Zubke-Brubacher .....	05/07/2018