

A Weekly Update
For The Employees of
North Central Health Care



NCHC Volunteer Don Wiensch is the WAOW TV 9 August 2021 Jefferson Award Honoree. Photo courtesy of WAOW TV 9.



WEEKLY CONNECTION WITH OUR TEAM

News reports over the last few days have included several headlines with relevance to NCHC, but two stand out for many of us. The first, of course, is the release of the report containing the *Preliminary Factual Findings & Conclusions Regarding North Central Health Care’s Employee Retention Benefits Policy*. Information surrounding the events which preceded the resignation of Michael Loy have been sparse. This is a testament to the NCHC Board and their ability to manage individual employee matters privately, which should be an expectation for all. Given the public nature of Michael’s position and the organization, open records requests have resulted in this report’s availability. We encourage all staff interested in learning more about this occurrence to read the report for themselves. You may request a copy by emailing communications@norcen.org or calling the Communications Director at 715.848.4309.

Change often brings uncertainty, but please know that the North Central Community Services Program (NCCSP) Board remains dedicated to the NCHC Mission and devoted to serving the residents of Marathon, Langlade and Lincoln Counties. Kurt Gibbs, the NCCSP Board Chair states, *“NCHC’s partner counties remain committed to our shared Vision for NCHC and will continue working to ensure that NCHC continues to be an example to be followed at a State level.”*

The second major headline comes from the national news and focuses on President Biden’s announcement that federal funding may be withheld from nursing homes that do not require COVID vaccination of all their staff. Although not specifically a vaccination mandate, the loss of federal funds for many long-term care facilities would lead to the end of their operations. NCHC has consistently encouraged everyone eligible to receive a COVID vaccination do so, and this has not changed. NCHC has also not mandated the COVID vaccine, as we have valued each individual’s personal choice. Specific federal direction on how such a “mandate” will look has yet to be developed, and NCHC’s Incident Command and Leadership teams will await the specifics surrounding these expectations before making a determination on how to proceed.

As an Executive Team, we know you have shown amazing commitment to patient care, quality and safety during this pandemic and time of transition. We value your continued commitment to the NCHC Mission and the people you care for. Together we will continue to lead the way to the future of behavioral health and skilled nursing services in Central Wisconsin.



Jill Meschke



Dr. Robert Gouthro



Jaime Bracken



Jarret Nickel



Tom Boutain

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Person-Centered

Shout out



Candi Westlund, Housekeeping

Why: Thank you for helping with my hallways!

Submitted By: Tracy Sachse




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, August 23 – Sunday, August 29

Dr. Robert Gouthro





**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 by all. Visitors to Nursing Homes & Adult/Youth Inpatient Hospitals will be screened using the COVID Screener (Version 3). All other visitors will only require temperature check.

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 and Gloves required. Eye Protection (face shield, goggles or safety glasses) required during applicable isolation precautions.
- 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 August 20, 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
New Cases		
MVCC – Northwinds Vent	1	8/20
Hope House/McClellan Street	1	8/18
Previously Reported		
Housekeeping – MVCC Wausau	1	8/17
Adult Day Services - Antigo	1	8/16
Total Active Employee Cases	4	

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 allowed. Masks, 6-foot social distancing or physical barriers between individuals required.
- Treatment groups **SUSPENDED** at this time due to current community positivity rates.
- Non-NCHC groups or meetings are not permitted (i.e., AA, NA) in care areas (nursing homes, outpatient clinics). Wausau Campus Theater is allowed to be scheduled for outside group use. Contact Administration Office 715.848.4405.
- Group sizes for meetings limited to 50 people or less. Social distancing required. Meetings 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 – Antigo:** **CLOSED** temporarily due to positive employee and client cases reported.
- **Mount View:** New Admissions and In-Person Visitation **SUSPENDED** temporarily due to positive employee cases reported.
- **Pine Crest:** New Admissions & In-Person Visitation allowed for all units. Visiting Hours: M-F: 9am – 6 pm, Weekends: 9am – 3pm.
- **Residential Services:** Open and operational.
 - o **Contact Precautions** due to presence of bed bugs: **Forest Street.**
 - o **Riverview Towers and Riverview Terrace:** Visitation allowed. Visitors and residents must wear a mask when outside of their apartment, in any indoor shared space.
- **Lakeside Recovery/MMT:** Closed. No Admissions.

Open & Operational

Follow General Operational Guidelines (left).

- 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 / Antigo
- McClellan House
- Outpatient Clinics
- Pharmacy
- Prevocational Services – Wausau
- Transportation

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



EMPLOYEE NOTICE FROM PURCHASING Communication on Deliveries/Pick Ups

If you are using FedEx or UPS to deliver packages for NCHC business and the vendor is picking them up, please be sure to give FedEx or UPS the door number to enter for pick up.

Time is wasted when staff are tracking down the package for pick up and drivers do not have time to wait. Without the proper information there is a chance their package would not be shipped out and reach the destination on time.

Thank you for your attention on this. If you have questions, please contact Kelly Henke-Kaiser at 715.848.4424 or khenke@norcen.org.

WAUSAU CAMPUS CAFETERIA NOTICE Hot Food Service Suspended Temporarily

Due to the current enhanced precautions at Mount View Care Center, hot food will not be served until further notice at the Wausau Camus. The cold Grab & Go Menu will still be available. Our apologies for any inconvenience.

Also, please note that chairs in cafeteria should not be moved. To maintain social distancing requirements, seating is limited to 2 people per table.

NO SMOKING



NCHC IS A SMOKE-FREE CAMPUS.

Thank you for not smoking.

The use of tobacco, electronic cigarettes and/or other smoking substitutes is prohibited in all NCHC facilities and on the NCHC grounds, parking lots and leased spaces. Employees are permitted to use lawful tobacco and electronic cigarette products in personal vehicles located on NCHC grounds but not while driving.

Policy #: 205-1137 Tobacco Usage 07/01/2020



Join the NCHC Team for the 12th Annual Turkey Trot,

benefiting the Marathon County Hunger Coalition

All proceeds will benefit the coalition which distributed 3.6 million pounds of food across Marathon County in 2020.

The race will take place at 8:30 a.m. from the Footlocker.com/Eastbay parking lot, 111 S. 1st Avenue, Wausau, WI 54401.

The Marathon County Hunger Coalition partners with 17 food pantries, 7 local grocers, and numerous community partners to ensure food is widely distributed in Marathon County.

In 2019, the 9th Annual Turkey Trot reached 1,905 participants and collected 2,894 lbs of food.

For more information about the race, follow the Facebook page or visit <https://www.unitedwaymc.org/turkey-trot/>



LOOKING FOR ADDITIONAL SHOUT OUT SLIPS?

Find them in the mail room storage cabinet
and near mailboxes at all locations!

Person-Centered
Shout out

out

IF YOU NEED
HELP ACCESSING
ADDITIONAL
SHOUT OUT SLIPS:

Call The Mail Room at 715.848.4452 or x4452
Email communications@norcen.org





PHOTO OF THE WEEK



NCHC VOLUNTEER HONORED WITH WAOW TV 9 JEFFERSON AWARD



"We are really blessed to have him," MCTP manager Jenny McKenzie says. "He takes people to medical appointments and shopping and picks up foster kids-- he is a great all around driver for us."

Don's wife of 53 years often accompanies him on the drives.

In the past nine years, he has driven thousands of miles and helped hundreds of people 60 or older and people with disabilities who face transportation issues.

Don enjoys every miles he puts in. "Getting out and helping people is more beneficial than sitting around - I feel good about it."

Story courtesy of WAOW TV 9.

Share Your Photo of the Week by Email: Communications@norcen.org or Text: 715.370.1547

Watch the full video online at <https://bit.ly/JeffersonNCHC>

SIMPLE STEPS TO

STOP FALLS

RECOGNIZING EMPLOYEES WHO GO ABOVE & BEYOND TO PREVENT FALLS



KARLY WISNOSKY BEHAVIORAL HEALTH HOSPITAL

Karly Wisnosky works hard to prevent falls by frequently assessing patients and their surroundings. Staff feel that her experience at a medical facility is valuable.

Great Job Karly!



VISIT 211.ORG FOR FOOD ASSISTANCE AND OTHER RESOURCES



2.1.1

**REFER A FRIEND
EARN \$500**

Here's how it works...

Step 1: Tell Us About Your Recruit

Text "Refer" to 715.598.3663
Email HResources@nrcen.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.

Be Sure to Visit Our Website at
nrcen.org/Careers
for the latest Job Opportunities!



SHARE NCHC JOB POSTINGS
ON SOCIAL MEDIA!

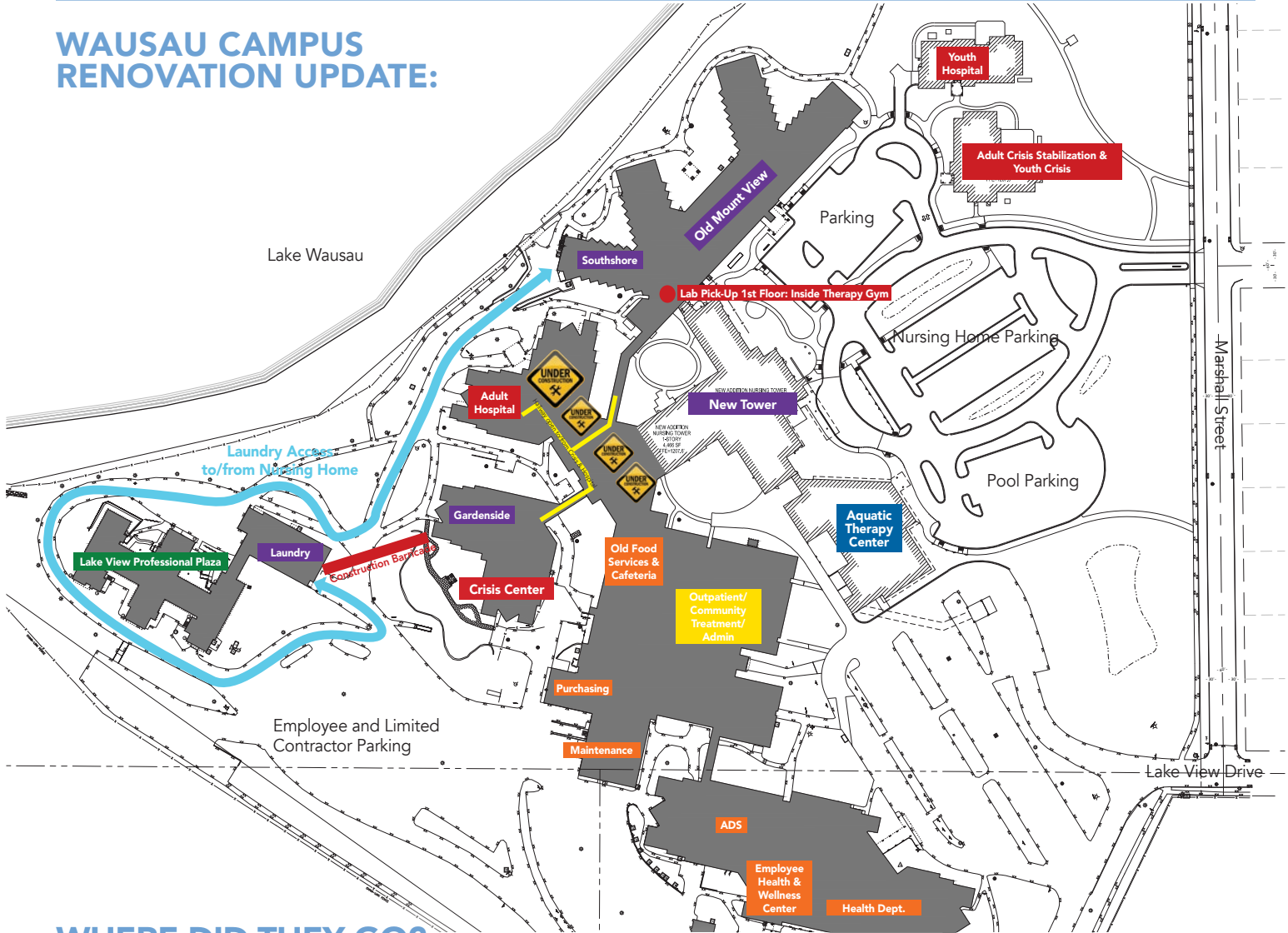
REFERRAL BONUS FAQ's

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.



WAUSAU CAMPUS RENOVATION UPDATE:



WHERE DID THEY GO?

Locating staff may be a little trickier than finding the new Crisis location. Staff are a bit more spread out, but we hope this chart helps you find who you are looking for. Staff may enter the Crisis Center from the hallway. The door is not locked and accessible to everyone from the inside.

WHO OR WHAT?	NEW LOCATION	WHO OR WHAT?	NEW LOCATION	WHO OR WHAT?	NEW LOCATION
Crisis Call Center	Inside Crisis Center.	Social Workers, OT, Linkage, etc.	D105-106 Left side of Hallway on way to Inpatient Hospital	Crisis Interview Rooms	Inside Crisis Center
Youth Crisis	Operating out of New Youth Crisis Stabilization Facility Building	Security Officers	Inside Crisis Center at round desk on right when enter	Courtroom	Crisis Center
Leadership Staff: Trisha S., Barb K.	Hub Hallway Offices	Miron Office for Renovation Planning	D107 - Left side of Hallway on way to Inpatient Hospital	Vending Machines from Hub	Moved to Cafeteria
Kimberly Moore	Inside Crisis Center. Office on left when enter.			ATM	TBD - Will Soon Be Moved
				Fashion Boutique	Storage Area. If staff or clients have a need contact Volunteer Services.



UPCOMING EVENTS



Airport Family Fun Night

September 24, 2021 | 4pm-10pm

2021 SCHEDULE OF EVENTS

4 PM: Food Trucks & Beverages

Kids Games & Activities:

Balloon Twisting

Partnership for Progressive Agriculture!

Interactive Spudmobile

Humane Society Activities

Girls Scouts Fireworks Themed Activities

Greater Wausau Children's Museum Activities

Marathon County Historical Society Crafts

Additional Activities Coming As Well!

5 PM: Live Music by the Blue Cheese Band

DUSK: FIREWORKS

RETIREMENT ANNOUNCEMENT

Patty Duffrin, RN, Behavioral Health Hospital

We are pleased to announce the retirement of Patty Duffrin, RN in Adult Behavioral Health Hospital. Patty is retiring in late September after 25 years of service. Thank you Patty for all your years of service! You are appreciated! Enjoy your retirement.



WAUSAU EVENTS 5K

September 25th, 2021 - Wausau Downtown Airport

DATE: September 25th, 2021

TIME: 9:00 AM Race Starts.

Walkers/Strollers In Back Please. NO "Wheels" - bikes, roller blades, scooters, etc. **No Dogs Allowed.**

LOCATION: Downtown Wausau Airport

REGISTRATION: \$25 pre-race registration

(credit card fees apply). Registration Deadline is September 1st to guarantee a t-shirt! Day-of registration will be \$30 and a shirt is not guaranteed. Event will be full at 1,000 entries.

PACKET PICK-UP: Packets can be picked up Friday night at the Fireworks Family Fest from 4 PM to 8 PM. Specific information coming soon! Packets will include your race number with chip, race t-shirt and more!

COURSE: This year's route has significance as it was chosen by Claire's Crew as a way to honor Claire Hornby. The route is flat, fast and very scenic as it takes you through the beautiful Southeast Side Neighborhood. You can view a map [here](#).

AGE GROUPS: There will be Male & Female Age Groups. Awards will be given to the top overall male and female runners as well as the top 3 finishers in each age group and gender. Awards will be handed out around 10:30 AM. Your race number must be clearly visible in order to register a time.

Age Groups Defined:

-14 & Under	-15-19	-20-29	-30-39
-40-49	-50-59	-60-69	-70+

REGISTER ONLINE AT WAUSAU EVENTS.ORG

UNITED WAY KICK-OFF BREAKFAST

#LiveUnited

This week our NCHC employees joined businesses across Marathon County in supporting our local United Way of Marathon County for a 2021 Campaign Virtual Kickoff Breakfast. Our team met on screen with our community and put together Calming Kits for local area students. The kits provide youth with tools and resources to help manage anxiety, stress and sensory overload during the day.

Thank your support of our United Way for all your efforts to support our community. Big thank you to Peoples State Bank for their generous donations for the Calming Kits.





UPCOMING TRAININGS

Free Virtual Trainings



NATIONAL RECOVERY MONTH 2021



#1 Substance Use in the Workplace on Sept. 8 from 10a-12p

In this program, we will discuss effective prevention policies and programming to establish a recovery positive culture, increase productivity, and improve safety.

Register for Session #1

#2 Peer Support Workers in Motion on Sept. 15 from 10a-12p

Explore the intersection where evidenced-based clinical practices merge with the experiences, strength, and hope of peer support workers in the treatment of Substance Use Disorders.

Register for Session #2

#3 Substances of Abuse on Sept. 22 from 10a-12p

In this program, we provide an overview of synthetic drugs, misused prescription medications, and naturally-occurring substances that may be viewed as "legal highs" or a way to evade legal restrictions.

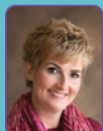
Register for Session #3

#4 Stigma of Addiction on Sept. 29 from 10a-12p

In this program, we discuss internal bias, de-stigmatizing language, and the conflation of mental health disorders and dangerousness which can help persons with addiction seek help.

Register for Session #4

Register for them all at no cost! 2 NAADAC-approved CEUs available for \$40 per session. [Click here](#) for more details!

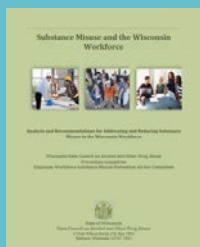


Substance Misuse & the Wisconsin Workforce Report & Recommendations Wednesday, Sept 1 from 12-1 Presented by Michelle Devine Giese, CEO of Apricity, Contributor

In May 2020, the Wisconsin State Council on Alcohol & Other Drug Abuse (SCAODA) Prevention Committee released a report that includes recommendations and analysis to address and reduce substance misuse in the workforce. In this report it was concluded that effective prevention policies, practices and programs implemented in the workplace can improve safety and productivity while reducing worker injuries and healthcare costs. This effort holds the potential for reducing productivity losses as the result of absenteeism, impairment at work, workplace injury, and reduced productivity. Research and experience support comprehensive approaches that include professional groups, labor organizations, and management working towards common goals.

Attendees of this session will:

- Understand the impact that substance use has on the workforce – including absenteeism, employee readiness and insurance premiums
- Learn best practices and policies for all employment stages – from recruitment through recovery-supportive interventions for employers and their employees
- Receive tools to assess individual workplace needs – plus real-life examples of moving plans into action



Register today at bit.ly/Sept1KickOff

Download the entire SCAODA report online at www.dhs.wisconsin.gov/scaoda/workforce-adhoc-report.pdf

Hosted in partnership with:



SMALL BUS TRAINING September 2nd at 1pm

For anyone interested in driving NCHC vehicles to take clients to appointments or social outings, you must complete our 3 hour hands on course on behind the wheel, vehicle inspection and wheelchair securement training. If interested, contact Jenny McKenzie @ jmckenzie@norcen.org or 715-841-5101 to register. We provide monthly trainings, if September 2 doesn't work, another date could be scheduled.

Ever wonder what it would be like to lose weight and have more energy?

Wondr™ is a skills-based digital weight loss program offered by North Central Health Care—at no cost to you*—that has helped hundreds of thousands of people in different stages of health:

- Lose weight
- Feel their best mentally and physically
- Use practical, clinically-proven health skills that become life skills

Space is limited.

Learn more at wondrhealth.com/NorthCentralHealthCare.

Apply between 8/9/2021 - 8/22/2021.

The program begins on 9/6/2021.



Get Social!



Catch up on news, info., photos, videos, employment opportunities and more by following North Central Health Care on Facebook, Twitter and LinkedIn!