
A Weekly Update
For The Employees of
North Central Health Care



NEWS YOU CAN USE

WEEKLY CONNECTION WITH OUR TEAM



Tom Boutain
Information Services
Executive

It's that time of the year when the leaves turn from green to the beautiful shades of orange, red and yellow. On the drive into the office earlier this week, I was thinking how lucky I am to live in such a beautiful place as I looked up at all the colors on Mosinee Hill. Fall is considered the "season of change" and to some it is exciting. To others it can mean that winter is fast approaching. Like fall, NCHC is going through a lot of changes which can be uncomfortable for some, but it can also be exciting if we accept rather than fear the changes.

When COVID-19 first impacted our area in March of 2020, we didn't know what to expect. Although my impacts were minuscule compared to others that had loved ones taken from them, it was still change that no one was prepared for. I think back to the decisions I had personally made, like staying at home for 14 days due to my wife and son traveling out of the state to compete in lacrosse games...to sitting in a parking lot eating dinner for our 20th wedding anniversary and not seeing my parents for almost a year.

As our community positivity rating continues to be high, I am asking everyone to remember 2020 and what happened...everything was shutdown, our students' education was challenged with sudden remote learning, companies struggled to support their remote employees, many became unemployed and interactions with family and friend was only done via a phone or online. But as time passed, vaccinations were introduced and the Covid positivity rate lowered, many of us, including myself, began to let our guard down. But like the seasons, things change even if we don't want them to and we need to be diligent in our precautions and efforts to stop the spread of Covid-19.

At NCHC, we serve others that rely on our help and we need to remember our role here is to care for them and protect them. I am asking everyone to remember proper hand hygiene, social distancing, avoid large gatherings, wear a mask, and think about being vaccinated if you have not already done so. The decisions you make can impact the life of others. Thank you!



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, October 4 –
Sunday, October 11**

**Dr. Robert
Gouthro**





FOOD TRUCK RALLY Schedule

Lunch is on us! All NCHC staff to receive \$15 in food truck dollars!

ANTIGO | TUESDAY (10/5)
11:30am - 1:30pm

MERRILL | WEDNESDAY (10/6)
10:30am - 2:30pm

WAUSAU | THURSDAY (10/7)
10:00am - 6:00pm

*3rd shift staff will have food delivered.

**Check Your NCHC Email or
Communications Facebook
Page All Week For More Fun!**

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Person-Centered

Shout out

Danielle Truman,
Community Treatment

Why: For doing so many tobacco surveys with your consumers. You're a huge help!

Submitted By: Lyndsay Leach, RN Mgr.




EMPLOYEE CELEBRATION

Week

North Central Health Care

OCTOBER 4 - 8, 2021

SCHEDULE OF EVENTS

MONDAY, OCTOBER 4TH

Dress-up Theme: NCHC Pride/Blue Day

Show off your North Central Pride. Wear any NCHC shirt or dress in blue!

Guessing Game: How Many Peanuts?

Video: 5-Year Anniversaries

TUESDAY, OCTOBER 5TH

Dress-up Theme: Favorite Carnival Character

Who's YOUR favorite carnival character? Is it the Ringleader, Magician or Snake Charmer? Maybe the Worlds Strongest Man, Jester, Lion Tamer or even lion himself. Get creative!

Guessing Game: How Many Popcorn Kernels?

Video: 10-Year Anniversaries

WEDNESDAY, OCTOBER 6TH

Dress-up Theme: Carnival Pattern Day

Wear red and white stripes or black and white checkers!

Guessing Game: How Many Candies?

Video: 15-Year Anniversaries

THURSDAY, OCTOBER 7TH

Dress-up Theme: Circus Day

Show us what you've got! Dress in Mismatched multicolors today. The louder the better!

Guessing Game: How Much Gum?

Video: 20-Year+ Anniversaries

FRIDAY, OCTOBER 8TH

Dress-up Theme: Rodeo Day

Bust out those Jeans and Belt Buckles. Cowboy Hats and Boots encouraged!

Guessing Game Winners Announced

Sweet Treat to End the Week!

DAILY PRIZES!

SUBMIT PHOTOS OF THEMED OUTFITS

Submit photos to NCHC Employee Communications **Facebook** page or email your photo submissions to communications@nrcen.org every day to be entered into a random daily drawing for a \$20 Amazon card!

PLAY THE DAILY GUESSING GAME

Swing by the Food Truck Rally to participate in person, **respond** to the daily email, or **comment** on the NCHC Employee Communications Facebook post how many items you think are in each jar. Closest guesser every day wins a gift card!



FOOD TRUCK RALLY

Schedule

Lunch is on us! All NCHC staff to receive \$15 in food truck dollars!

ANTIGO | TUESDAY (10/5)

11:30am - 1:30pm

MERRILL | WEDNESDAY (10/6)

10:30am - 2:30pm

WAUSAU | THURSDAY (10/7)

10:00am - 6:00pm

*3rd shift staff will have food delivered.





FOOD TRUCK RALLY FAQs

Q: Do I have to be working the day that the food trucks are at my location?

NO! And you can go to any location you wish. A list be at each location to check off that you have received the \$15 in food tickets. Spend them anywhere.

Q: Are there any Gluten-Free options with the food trucks?

Yes! Just Fries Food Truck, which will be at all three locations is offering Gluten-Free buns for the sandwiches and the hand-cut fries will be cooked in a separate fryer from the cheese curds and corn dogs.

Q: Can someone else pick up my food for me?

Yes! If you send someone to pick up food for you, we just mark them off the list.

Q: What if my food total comes to more than \$15?

You can pay cash for the amount over \$15.

Q: What if I don't spend all \$15?

You can give your tickets to someone else or throw them away.

Q: Can the food trucks deliver to my location?

No. Sorry. Once they are parked, they are parked. You have to come to them.

Q: Where will food trucks be parked?

At MVCC, they will be at front entrance of the new MVCC building.

At Pine Crest/Merrill Center, they will be at the Pine Crest Employee Parking Lot at rear of building.

At Antigo, they will be in rear parking lot.

FOOD TRUCK RALLY *Menus*



JUST FRIES

AT ANTIGO, MERRILL AND WAUSAU

- \$6 PULLED PORK
- \$6 1/3 POUND BURGERS
- \$2 FRENCH FRIES
- \$8 NACHOS
- \$5 CORN DOGS
- \$6 CHEESE CURDS

CHEF C's MUNCHIE MOBILE

AT MERRILL & WAUSAU

- \$6 TRUFFLE PARMESAN FRENCH FRIES \$6
- \$10 SOUTHWEST PORK NACHOS
- \$10 JERK CHICKEN SANDWICH
- \$10 BBQ PORK SANDWICH
- \$10 CW BOURBON BARREL SMOKED BEEF SANDWICH \$10
- \$10 CHICKEN BLT WRAP
- \$1 ADD FRIES TO ANY SANDWICH

HANUMAN EXPRESS

AT WAUSAU ONLY

- \$1 FRIED SPRING ROLL
- \$5 CRAB RANGOON (3)
- \$10 SPICY BEEF AND BASIL
- \$10 PANANG CHICKEN CURRY
- \$10 CRISPY FRIED PORK
- \$10 HONEY GARLIC CHICKEN
- \$10 BABY BOK CHOY (V)

MITCH'S TACOS

AT WAUSAU ONLY

- \$8 MITCH'S SPECIAL: 2 TACOS, CHIPS, SALSA & DRINK
- \$5 LORI'S SPECIAL: 1 TACO, CHIPS, SALSA & DRINK
- \$7 TACO SALAD
- \$3.50 1 TACO (STEAK OR CHICKEN)
- \$3 CHILI - MINI BOWL
- \$5 CHILI - BOWL
- \$10 CHILI - FAMILY SIZE
- \$6 FRITO PIE (WALKING TACO)
- \$1 SODA

OCEAN BLUE

AT WAUSAU ONLY

- \$5 2 PORK EGGROLLS
- \$5 4 CRAB RANGOONS
- \$6 2 PORK CHARSUEN BAO BUN
- \$7 BACON WRAP MEATBALLS
- \$7 SHRIMP KABOO
- \$12 SHRIMP FRIED RICE
- \$13 SHRIMP PAD THAI
- \$6 BANH MI
- \$5 BUBBLE TEA DRINKS
- \$2 SODA BOTTLE
- \$3 GATORADE BOTTLE
- \$6 FRESH COCONUT DRINK
- \$3 ROASTED COCONUT CAN



North Central Health Care
EMPLOYEE CELEBRATION
Week OCTOBER 4 - 8, 2021





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**

COUNTY POSITIVITY RATE

MARATHON: 8.1%

LINCOLN: 12.13%

LANGLADE: 15.63%

Please follow **Alert Level Response** based on the County Positivity Rate of your location.

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 September 30, 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 – Southern Reflections	1	9/30
Patient Accounts – Wausau	1	9/28
IMS – Wausau	1	9/28
MVCC – Lake View Heights		
Southern Reflections	1	9/28
Youth Hospital – Wausau	1	9/27
MVCC – Northwinds Vent	1	9/24
Previously Reported		
MVCC – Northern Reflections	1	9/23
Outpatient Services – Wausau	2	9/23
Youth Crisis Stabilization	1	9/23
Total Active Employee Cases	10	

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 - Please refer to Alert Level Response

- 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. Only DBT & AODA Groups allowed.
- 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 based on each County's Positivity Rate. Masks & social distancing required. Meetings require Incident Command approval if in RED or higher # of people than design limit.

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:** In-Person Visitation **OPEN** for all units.
Enhanced Precautions: Southern Reflections and Lake View Heights. Visiting Hours M-F: 9am – 6 pm, Weekends: 11 am – 5 pm.
- **Pine Crest:** In-Person Visitation **OPEN** for all units.
Visiting Hours: M-F: 9am – 6 pm, Weekends: 9am – 3pm.
- **Residential Services:** Open and operational.
 - o **Contact Precautions:** Forest Street and Jelinek due to presence of bed bugs.
 - 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 Services – Antigo
- 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



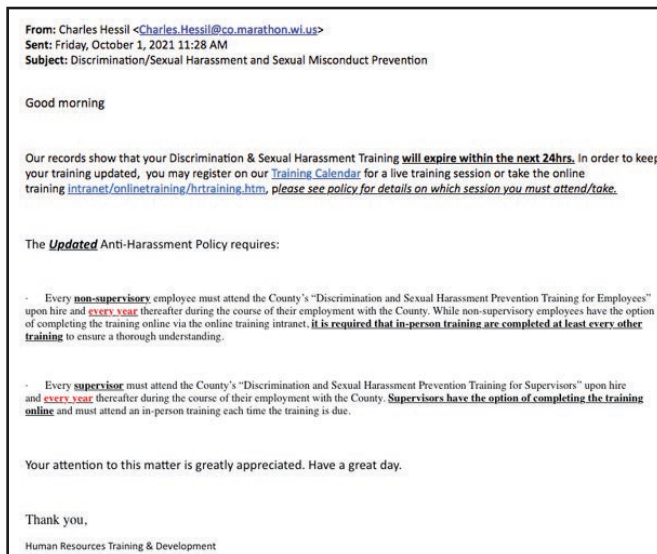
CLUBHOUSE TO CLOSE AT NOON ON THURSDAY, OCTOBER 7

Clubhouse will close at noon on Oct. 7 so our staff can help out at the Employee Celebration Food Truck Rally and enjoy and the celebrations.

ALERT: PHISHING EMAIL DON NOT OPEN!!!!

Discrimination/Sexual Harassment Email

If you receive an email that looks like below, DO NOT CLICK ON ANY OF THE LINKS! DELETE THE EMAIL IMMEDIATELY!

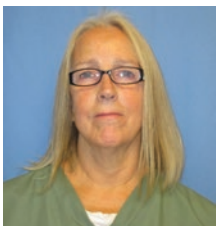


The email above is not a test from CCITC and is a real PHISHING SCAM email. DELETE IT IMMEDIATELY. Call CCITC HelpDesk if you need assistance.x6710

RETIREMENT ANNOUNCEMENTS

Congratulations!

The following employees have announced their upcoming retirement from NCHC. We thank you for your service and commitment to those we serve and our organization. Congratulations!



Debra Kondzela, RN
Post-Acute Care, MVCC

Retiring as of 10/19/2021
with 15 years of service.



Barbara Torgerson
Physician Assistant,
Adult Behavioral
Health Hospital

Retiring as of 11/21/2021
with 10 years of service.

ON THE MOVE

Congrats on Your Recent Transfer or Promotion!



Tracey Nelson

Recently transition from
Personal Care Worker at
Riverview Terrace to
Care Coordinator!



Todd Shnowske

Recently was promoted
to Director of Information
Services from Project
Manager in IMS.



Tyler Zimmerman

Recently transferred from
Youth Behavioral Health
Hospital to Community
Treatment Youth Case
Manager.



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

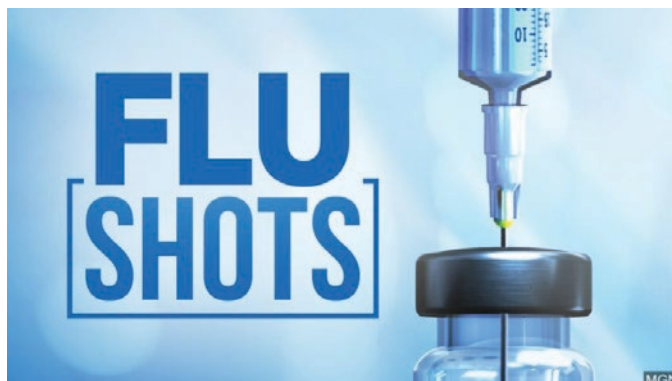
We value your referrals and know that together we can strengthen our North Central Health Care team. That's why earning some extra cash for your employee referrals has never been simpler. So text that friend, and get the ball rolling.

****For additional details and qualification requirements please refer to the Referral Bonus Policy.****

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



SHARE NCHC
JOB POSTINGS
ON SOCIAL MEDIA!



ANNUAL EMPLOYEE INFLUENZA VACCINE CLINICS

All NCHC staff will have until November 12, 2021 to get their flu vaccine.

NCHC Campus

LOCATION: New MVCC Assembly Room
(Enter at New Main Entrance of new building)
No appointment needed.

10/8 9:00 am – 3 pm

10/22 6:00 am – 12:00 pm

Note: The COVID Vaccine Clinic will be held on October 8th at the same time as the Influenza clinic.

Pine Crest

LOCATION: Classroom
No appointment needed.

10/8 9:00 am – 3 pm

10/22 6:00 am – 12:00 pm

Merrill Center

LOCATION: Nurse's Office (See Mandy or Sierra)

No appointment needed.

10/13 10:30 am – 12:30 pm

10/20 10:30 am – 2:30 pm

Antigo Center

LOCATION: Nurse's Office (See Kristen King)
No appointment needed.

10/12 12:00 pm

10/19 12:00 pm

All other employee flu vaccinations will be provided through Aspirus Employee Health & Wellness Center at the Wausau Campus. Please call to make your appointment: 715.843.1256.

If you are declining the flu vaccine, your declination form MUST be on file by the deadline or you will be removed from the schedule. Please contact Employee Health for a declination form at 715.848.4396 or email Renee Erickson RErickson@norcen.org or login into UKG Learning.

To access the Annual Flu Vaccine Declination and Employee Health Forms, you may log into UltiPro/UKG:



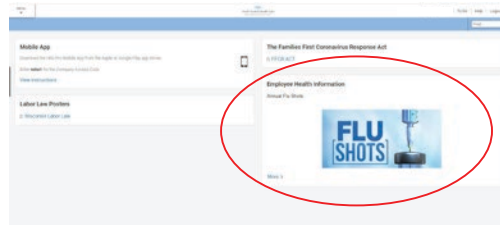
Once logged into UltiPro/UKG, locate the grey bar on the left or right side of the screen:



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:



Under Employee Health Information, is the link to the Annual Flu Shot Information.





September is **FALL PREVENTION** Month!

WE ALL HAVE ROLE TO PLAY IN FALL PREVENTING FALLS!

In September, the NCHC Falls Committee recognized and brought awareness to Fall Prevention Month. This year so far the committee has worked to bring about an organizational wide Fall Prevention and Management program which includes education on proactive rounding and fall huddles, along with an organizational wide assessment. There were 103 entries for the three different contests throughout the month! Our NCHC Fall Committee appreciates your commitment to preventing falls and would like to thank everyone that participated!

FALL PREVENTION CONTEST WINNERS



Dawn Coates



Mike Strasser



Linda Bever



SIMPLE STEPS TO **STOP FALLS**

RECOGNIZING EMPLOYEES WHO GO **ABOVE & BEYOND** TO PREVENT FALLS

Jamie consistently makes sure to meet residents at the drop off spot to help walk individuals that are high falls risk down to their designate area. She assists with unloading the bus in the morning and loading the bus in the afternoon. Again, walking one on one with those high falls risk individuals. **Thank you Jamie!**



**JAMIE
BOLZAK**

**ADULT
DAY
SERVICES**



**tidbits**
on **benefits***Helping You Turn
Over a New
Retirement Leaf*

Retirement Planning Sessions 2021

Shawn Bresnahan, your local Retirement Plan Advisor for the Wisconsin Deferred Compensation Program is excited to be hosting virtual Benefit Fairs / Open Enrollment presentations during September/October 2021. By clicking on the desired date and time below, you will be directed to WebEx to register for your selected webinar(s). You will need an Event password in order to register [Enter **Retirement21** (case sensitive)]

Please note: For all webinar events, register at least 24 hours before your preferred meeting date/time. Sessions may be adjusted based on number of registrants. All scheduled times are Central Time Zone.

Your Journey to Retirement: *Learn about the value of enrolling in the WDC program and the benefits of saving and investing for your retirement.*

- Tuesday, September 28th, 2:30 pm – 3:00 pm
- Thursday, October 14th, 10:00 am – 10:30 am
- Friday, October 1st, 12:30 pm – 1:00 pm
- Tuesday, October 19th, 9:30 am – 10:00 am
- Friday, October 8th, 10:00 am – 10:30 am
- Thursday, October 21st, 2:30 pm- 3:00 pm

Retirement Planning: *What steps do you need to take to get ready for and enjoy your retirement?*

- Monday, September 27th, 10:30 am- 11:00am
- Tuesday, October 12th, 2:00 pm- 2:30 pm
- Monday, October 4th, 1:30 pm – 2:00 pm
- Friday, October 22nd, 10:00 am – 10:30 am

Market Volatility: *Learn the importance of staying the course and riding out the market volatility.*

- Wednesday, October 6th, 11:30 am – 12:00 pm
- Wednesday, October 13th, 11:30 am – 12:00 pm

Please See Your NCHC Email for Clickable Links to Webinars.



THE FACTS ABOUT RSV

Respiratory Syncytial Virus

Respiratory syncytial virus (RSV) is a contagious virus that affects the lungs and breathing passages. It usually occurs more frequently in the winter months. This year there are early cases reported. (Mills, 2021)

Most children get RSV infection by age 2, but you can get infected at any age and more than once in your lifetime. The symptoms are usually similar to the common cold. Most people recover in a week or two, but others at high risk may get very sick and develop pneumonia or bronchiolitis (inflammation of the small airways in the lungs). There is no vaccine, but scientists are working to develop one. Until then, there are ways you can help prevent RSV infection.

The symptoms usually appear in stages and not all at once. Very young infants with RSV, the only symptoms may be irritability, decreased activity and breathing difficulties. Almost all children will have had an RSV infection by their second birthday.

Call your healthcare professional if you or your child is having difficulty breathing, not drinking enough fluids and are experiencing worsening symptoms.

Most RSV infections go away on their own in a week or two. There is no specific treatment for RSV infection, the researchers are working develop vaccines and antiviral medicines that fight viruses.

CARE: Take steps to relieve symptoms.

Manage fever and pain with over-the-counter fever reducers and pain reliever such as Tylenol or ibuprofen. Never give aspirin to children.

Drink enough fluids. It is important for people with RSV infection to drink enough fluids to prevent dehydration loss of body fluids. Talk to your healthcare provider before giving your child non-prescription cold medicines. Some medicines contain ingredients that are not good for children

RSV can cause more severe infections such as bronchiolitis or inflammation of the small airways in the lung, and pneumonia, an infection of the lungs. It is the most common cause of bronchiolitis and pneumonia in children younger than one year old.

These are steps you can take to help prevent the spread of RSV. If you have a cold like symptoms you should cover your cough and sneezes with a tissue or your upper shirt sleeve, not your hands.

Wash your hands often with soap and water for at least 20 seconds.

Avoid close contact such as kissing, shaking hands, and sharing cups and eating utensils with others.

Clean frequently touched surfaces such as door knobs and mobile devices.

Key Facts

- RSV usually causes mild, cold-like symptoms, such as runny nose, decrease in appetite, coughing, sneezing, fever, and wheezing.
- Infants and older adults may develop severe infections from RSV, such as pneumonia or bronchiolitis.
- Most kids get an RSV infection by age 2. However, you can get an RSV infection at any age and more than once in your lifetime.
- RSV spreads when an infected person coughs or sneezes, or shares cups and eating utensils with others.



Sherry Hughes, PA



EMPLOYEE HEALTH & WELLNESS CENTER

1100 Lakeview Drive, Wausau, WI
North Central Health Care Campus
Door 25

Schedule an Appointment:
715.843.1256 or MyAspirus.org

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



- You can help protect yourself and others from RSV infections by washing your hands often with soap and water for at least 20 seconds., staying away from those who are sick and staying home if you are sick. Seek medical attention if you are having problems breathing, not able to drink fluids.

Covered Employees and their family members can schedule Flu Shots at the North Central Health Care Employee Health and Wellness Center. Call for an appointment 715-843-1256.

Centers for Disease Control and Prevention. (2021). Respiratory Syncytial Virus infection. Retrieved on 9/30/2021 from <https://www.cdc.gov/rsv/index.html>

Mills, Shamane. (September 2021). Rise in Common Childhood Virus RSV Concerns Parent, Doctors. Retrieved on 9/30/2021 from <https://www.wpr.org/rise-common-childhood-virus-rsv-concerns-parents-doctors>

ManageWell HEALTH COACHING SESSIONS ADDED

NCHC Wellness Program Update

More dates and times are now available in the ManageWell portal for the NCHC Wellness Program for employees to complete their Coaching Sessions. You can schedule telephonic or in-person in the wellness portal under the health coaching activity.

Visit <https://managewell.com/login.html>



OUTSTANDING TEAM PARTNERSHIP AWARD

IMS Team

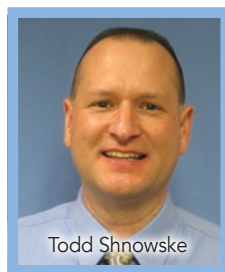
Congratulations to the IMS Team, recipient of NCHC's Outstanding Team Partnership Award. The IMS Team was nominated twice this quarter by Kendra Eisner in Pharmacy and Ashley Downing of HIM/IMS. "This team worked countless hours across the entire organization to launch Go Live with Cerner Millennium. This team was crucial to making the transition go smoothly and

have been a valuable resource for answering tough questions."

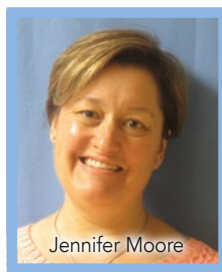
"This was an entire team effort and had so many people involved in the project itself, but these people were the superstars!"

"A project like this is not for the faint of heart. It takes a ton of tenacity and patience to make sure we have the software to the state where it is ready to use on the floor."

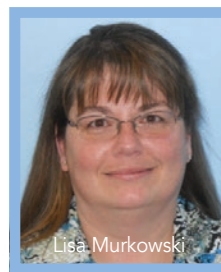
Also nominated for this award was the Jelinek Residential Team, Communications & Marketing, Pine Crest Gardening Team and Pine Crest Quality Team.



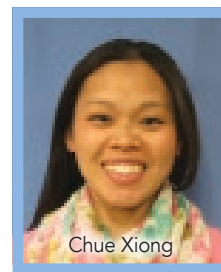
Todd Shnowske



Jennifer Moore



Lisa Murkowski



Chue Xiong



Lori Feck



OUTSTANDING SERVICE EXCELLENCE AWARD

Merry Malone, Accounting

Congratulations to Merry Malone, Accounting Assistant, recipient of NCHC's Outstanding Service Excellence Award. Merry was nominated by Bobby Splinter. Bobby shared that "Accounting had plans for training a newly hired employee in the Cashier's office, however the employee to train the new person decided to depart our organization. Their backup had a family emergency, leaving the new employee's first day on the job with no trainer. Merry went above and beyond by immediately jumping into the cashier's office and sitting with the new employee for the next week and a half, taking time away from her daily/weekly tasks to train. Our new staff felt supported and is better off to a better start than I could have imagined, given the circumstances at hand. Merry has so much knowledge of the processes and procedures. She did a terrific job."

"Merry took the stress off the rest of the department. The Accounting team was extremely busy with preparing critical annual cost reports for Medicaid and Medicare related to MVCC and Pine Crest. Without Merry taking the lead, the rest of the department's assignments would have fallen behind. Further, our residents and community were better served as we were able to keep the Cashier's office open and operational."

"Merry Continually exceeds expectations and has been instrumental in providing pertinent information to other staff on the history of our processes and procedures.."

"Merry's great work, adaptability, and integrity make our organization and community better."



OUTSTANDING PERSON-CENTERED SERVICE AWARD

Alexa Kufalk, Outpatient Psychiatry

Congratulations to Alexa Kufalk, recipient of the Outstanding Person-Centered Service Award. Alexa was nominated twice for the award this past quarter, by Lindsay Leach and Cassie Krueger. Her teamwork with Cerner implementation and her leadership skills as a nurse were both highlighted in her nominations.

"Alexa has been a terrific role model for not only her department, but for Community Treatment as well. She continually goes above and beyond by taking on extra roles, responsibilities, and helps out at our other work sites and locations as well. Recently she has taken on the role of Cerner Super User, which has been extremely beneficial for our entire team since she has put so much thought and care into taking that on and taking it on extremely well. Though this has added an extremely large amount of work to her already busy schedule, she does it without complaint, and with enthusiasm to help others. She is always looking for creative solutions to problems or issues we might face and is a leader among her peers. She is truly a wonderful nurse and has great passion for her job. You can see that she enjoys helping take care of those in her community, especially the children, and takes great pride in watching their accomplishments during their care."

"Alexa is a great asset to have on the team as a leader for her peers, a source of knowledge, and as a role model for others in our department to look up to."

Also nominated for this award was Al Barden, Chloe Nylund, Erika Koch, Heather Brownell, Jeff Nelson and Josie Herman.

Nominate a Coworker or Team today! www.norcen.org/Recognition



HAPPY ANNIVERSARY

OCTOBER EMPLOYEE ANNIVERSARIES

Thank you for your service!

Sara Barnett..... 10/28/2002
Sarah Baumann 10/17/1985
Cara Baxter..... 10/18/2010
Daniel Bins 10/13/1987
Jamie Bolzak 10/16/1993
Brianna Boys..... 10/05/2020
Destiny Brickner 10/29/2019
Rochelle Brown 10/07/2019
Heather Brownell 10/24/2011
Tamra Buchberger..... 10/24/1986
Kathryn Desantis 10/10/1984
Stephanie Eversdyk..... 10/07/2019
Jordan Faber 10/09/2018
Roberta Gauthier 10/15/2019
Rhonda Geurink 10/20/1997
Jennifer Gorman 10/12/2015
Robert Gouthro..... 10/19/2019
Sheila Graap..... 10/14/1991
Shelley Green..... 10/07/2020
Katelyn Hahn..... 10/15/2018
Eva Haugen..... 10/14/1991
Jennifer Henderson..... 10/23/1995
Edd Hill 10/09/2017
Jennifer Jacobson 10/27/2014
Kim Johnson 10/15/2019
Ashley Kalenske 10/10/2016
Chuck Kerstell 10/31/2011

Devin Klobucnik..... 10/08/2018
Nicole Krause..... 10/21/2002
Billie Jo Kroening 10/19/2020
Randall Krueger..... 10/09/2017
Melissa Krueger 10/05/2015
Lori Kuklinski 10/20/2003
Tammi Lawless 10/07/1996
Kristy Lemmer 10/10/2005
Houa Lor..... 10/09/2017
Amy Martin..... 10/19/2009
Tyler Mathews 10/18/2016
Amanda Mathis..... 10/07/2019
Kayley McColley..... 10/07/2019
Jessica Meadows 10/22/2012
Jennifer Meddaugh 10/28/2013
Lori Meyer 10/10/2002
Katie Morgan 10/07/2019
Shelley Mueller..... 10/19/2020
Judith Neumann 10/26/2015

Amanda Nichols..... 10/21/2013
Kelly Ninnemann..... 10/22/2001
Taylor Peterson..... 10/21/2013
Tiffany Pluger 10/25/2004
Kim Rauen-Heidmann 10/29/2019
Laura Reed 10/21/2002
Alynn Renzelmann..... 10/16/2017
Hannah Robenhorst 10/05/2020
Mikayla Schade 10/29/2014
Cheyann Schairer 10/05/2020
David Schroeder 10/02/2000
Kiran Schroeder..... 10/09/2018
Dina Schubring..... 10/19/2020
Steven Schultz..... 10/18/2010
Jennifer Sousek..... 10/12/2015
Linda Stefl 10/07/2019
Amy Stiver..... 10/16/2017
Kurt Swenson 10/25/2004
Nadine Switlick..... 10/09/2017
Brielle Thorson 10/14/2019
Mariyah Troseth..... 10/19/2020
Scott Van Ermen..... 10/15/2017
Anna Vanderleest..... 10/27/2014
Laurie Wegner..... 10/29/1981
Laura Wendorf..... 10/08/2018
Heather Will 10/25/1999
Tyler Zimmerman 10/19/2020



Marathon County
Employees Credit Union



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Make the most of your money with our introductory rate promotion.

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Credit card accounts opened between October 1, 2021 and November 30, 2021 will receive 0.00% APR on retail purchases and balance transfers for 6 months.

Credit card accounts opened between 10/1/2021 through 11/30/2021 will receive 0.00% APR* for 6 months on retail purchases and balance transfers. After the promotion time frame expires, remaining balances will migrate to the standard APR applicable on your account. Contact the credit union for complete details.

*APR = Annual Percentage Rate

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Peter.Wolf@co.marathon.wi.us

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

United Way of Marathon County



Join the NCHC Team for the
12th Annual Turkey Trot,
benefiting the Marathon County Hunger Coalition
Thursday, November 25, 2021

8:30 a.m. Race begins
<https://www.unitedwaymc.org/turkey-trot/>



BOOKS

On Stress Reduction and Mental Health

Compiled by the Employee Health & Wellness Committee



The Mayo Clinic Guide to Stress-Free Living

by Amit Sood, Mayo Clinic

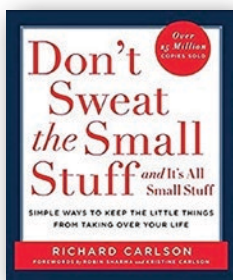
In this book, Amit Sood, MD, a Mayo Clinic specialist in stress and resiliency, reveals how to mind's instinctive restlessness and shortsightedness generate stress and anxiety and presents strategies for living a more peaceful life.



Maybe You Should Talk to Someone

by Lori Gottlieb

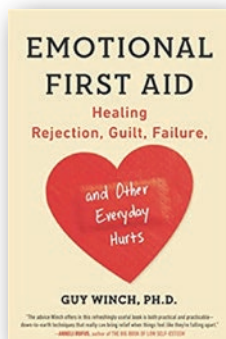
Psychotherapist Lori Gottlieb was used to being the therapist in the room until she experienced a crisis that led her to change roles and sit on the therapy couch. The book follows the therapy sessions of her clients at her Los Angeles-based practice, including the lessons she learns from them and the progress they've made along the way. When Gottlieb experiences an unexpected breakup, she finds herself seeking therapy from Wendell and getting a taste of what it's like to be a client.



Don't Sweat the Small Stuff ... and It's All Small Stuff:

Simple Ways to Keep the Little Things From Taking Over Your Life by Richard Carlson

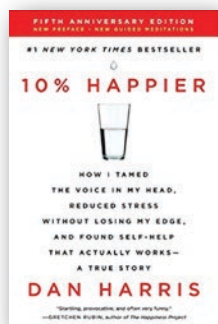
In this book, you will learn how to keep from letting the little things in life drive you crazy. In thoughtful and insightful ways, author Richard Carlson reveals ways to calm down in the midst of your incredibly hurried, stress-filled life. You can learn to put things in perspective by making the small daily changes he suggests.



Emotional First Aid

by Guy Winch, Ph.D

Loss, heartache, failure, and rejection aren't as visible as a broken limb or open cut, but that doesn't make them any less painful. Winch provides strategies and tools to build your own emotional first aid kit. In this book, he tackles rejection, loneliness, loss and trauma, guilt rumination, failure, and low self-esteem.



10% Happier ... How I Tamed the Voice in My Head, Reduced Stress Without Losing My Edge, and Found Self-Help That Actually Works—A True Story

by Dan Harris

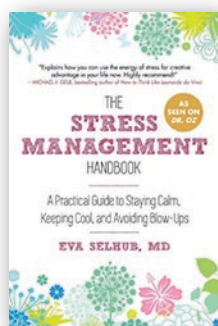
Nightline anchor Dan Harris embarks on an unexpected, hilarious, and deeply skeptical odyssey through the strange worlds of spirituality and self-help, and discovers a way to get happier that is truly achievable.



Be Calm: Proven Techniques to Stop Anxiety Now

by Jill Weber, Ph.D

Jill Weber, Ph.D., is a clinical psychologist who helps people of all backgrounds manage their anxiety. Be Calm takes all that knowledge and divides it into three sections: feelings, behaviors, and thoughts. Each section takes the main anxiety symptom an individual finds themselves facing and provides an explanation for that symptom, techniques to control it, and a path to finding inner calm. It's easy to read, understand, and apply to your life, no matter what situation you find yourself in.



The Stress Management Handbook: A Practical Guide to Staying Calm, Keeping Cool, and Avoiding Blow-Ups

by Eva Selhub M.D.

The Stress Management Handbook teaches readers how to speak and live from a place of love, rather than a place of frustration or resentment. Dr. Eva's laser coach methods help readers understand anger and stress like they never have before, and offer crafted anger management tools to nurture themselves back to a place of happiness.