

A Weekly Update  
For The Employees of  
North Central Health Care



Dr. Gouthro discusses the key facts about the Covid-19 Vaccination Mandate. **More on pages 2-3**



# NEWS YOU CAN USE



**Tom Boutain**  
Information Services  
Executive

## WEEKLY CONNECTION WITH OUR TEAM

### The End of Daylight Saving

Daylight savings has been around for hundreds of years. A prominent supporter of daylight saving in the late 1700's was Benjamin Franklin. He calculated that the city of Paris could save millions of pounds of candle wax by following daylight saving. This assumed of course that people would go to bed earlier and get up earlier saving the need to burn candles for light.

The history of daylight savings has evolved a lot in US history. It was first adopted in a bill in 1918 called seasonal time shift which only lasted 7 months before the bill was repealed. President Franklin Roosevelt re-established the concept labeling it as "War Time" where it lasted from February 1942 – September 1945. In 1946, the Uniform Time Act was approved which regulated a yearly time shift the last Sunday in April and end the last Sunday in October. It was changed once again in 1973 during the oil embargo to implement a year-round daylight saving. The thought was that it would save energy through this crisis, but it showed little impact to energy savings. This lasted from January of 1974 through April of 1975 before the US switched back to standard time. From 1987 through 2006, daylight saving has started the first weekend in April ending the last weekend in October.

Starting in 2007, daylight saving starts the second Sunday in March and ends the first Sunday in November. We still follow this schedule today in most of the US. There are two states that don't follow daylight saving and they are Hawaii and Arizona.



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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, Nov. 8 –  
Sunday, Nov. 14**

**Dr. Robert  
Gouthro**



This year we end daylight saving this Sunday, November 7th at 2:00 am when the clocks revert to 1:00 am. Remember to swap out the batteries in your smoke detectors and carbon monoxide detectors. Also remember to change your clocks before you go to bed so you are not late for any appointments.

## Shout out

**Brandi McDonough  
and Ashley Kalenske,  
BHS & Crisis**

**Why:** These two have been reviewing CPI moves and restraint chair with staff during the BHS competency days. Thank you for your help!

Submitted By: **Andrea Hebert**





## NEW COVID-19 VACCINATION MANDATE – PLEASE READ IMMEDIATELY!

Many of you may have heard the news regarding the emergency regulation released on November 4, 2021 by the Federal Government requiring Covid-19 Vaccinations for all health care workers at facilities that participate in the Medicare and Medicaid programs. We want to clarify what this means to NCHC and YOU as an employee.

This new regulation applies to approximately 76,000 providers and 17 million health care workers in the United States that work at places like hospitals, assisted living facilities, nursing homes, surgery centers, public health centers, mental health facilities, clinics, rehabilitation centers, home health agencies and many, many more, as well as North Central Health Care. The new regulation aims to provide consistency across the medical field in the United States while combatting the increased risk of unvaccinated staff contracting the Covid-19 virus and transmitting it to patients.

The new regulation specifically states that health care facilities must establish a policy ensuring that all eligible employees receive their first dose of a two-dose Covid-19 vaccine, or a one-dose Covid-19 vaccine by December 5, 2021. The second dose of a Covid-19 vaccine (if required), will need to be administered by January 4, 2022. Additional boosters after staff have been fully vaccinated are not addressed in this regulation.

We know that this may cause some concern for those who have decided not to receive the Covid-19 vaccination and have completed the current declination form, however the new regulation will also provide exemptions based on medical conditions or religious beliefs, observances, or practices. These exemptions will align with federal law. While we encourage all employees to get the Covid-19 vaccine, these exemptions provide you with the choice to make the decision that is best for your personal health and one that will align with your religious practices in compliance with Federal law. The exemption form must be completed and on file with employee health by December 5, 2021.

As you know, NCHC has a policy in place already that requires staff to participate in our vaccination program. 61% of current staff across our organizations have already received the Covid-19 vaccine, while the remaining staff have a declination form on file with Employee Health.

*So what will change with the new regulation?*

The biggest change is that this regulation applies to all health care facilities, not just those that provide nursing home services. Because this new regulation is very specific to Covid-19 vaccinations, the Incident Command Team is in the process of adjusting the current NCHC Vaccination Policy to separate out the requirements for Covid-19 vaccinations, and other required vaccinations like the influenza vaccine or TB testing, and create a new Covid-19 Vaccination Policy that aligns with these new regulations.

For 61% of our employees no further action is necessary as your Covid-19 vaccination requirements are met. For the remaining employees and contracted staff working in our facilities, you will have the option receive the first dose of the required vaccination by Dec. 5, 2021 or complete the new exemption form which will be made available to you in coming weeks with the new Covid-19 Vaccination Policy.

This new regulation applies to ALL NCHC staff and contracted staff working in any NCHC program, not only our direct care programs, but all who work in any NCHC facility or program. It also applies only to Covid-19 vaccinations, and not to testing requirements. The current CMS testing requirements for nursing homes will remain in place that align with County positivity rates and outbreak situations.

The next scheduled Covid-19 vaccination clinics are shown to the right. Please watch for more dates and times to come in your work email and communication boards. There will be more information coming to you in the next few weeks. We encourage you to use the information included here to help other employees understand these new regulations and dispel any misinformation that is shared.

If you have questions, please reach out to your manager, director or any member of the Executive Management Team for clarification. Continue to wear a mask while at work, practice good hand hygiene, get vaccinated, stay home when you are ill and report symptoms to Employee Health and your manager. Please be safe and be well.

### NCHC Incident Command Team

NCHCincidentCommand@co.marathon.wi.us  
Jill Meschke, Jaime Bracken, Dr. Robert Gouthro, Jarret Nickel, Thomas Boutain, Jessica Meadows, Timothy Holzem, Sarah Rothmeyer



## November, December & January Covid-19 Vaccination Clinics for NCHC Employees

NCHC Staff may receive the Covid-19 Vaccine 1st or 2nd Dose or their Booster at the following Vaccination Clinics. Clinic are being held in all 3 counties in the Old MVCC 1st Floor Dining Room, Pine Crest, Merrill Outpatient Office and Antigo Outpatient Office. Please see below for dates and times and sign up online.

**Covid Vaccine Sign Up Link:**  
<https://forms.gle/mFKscmVE9VejTgav7>

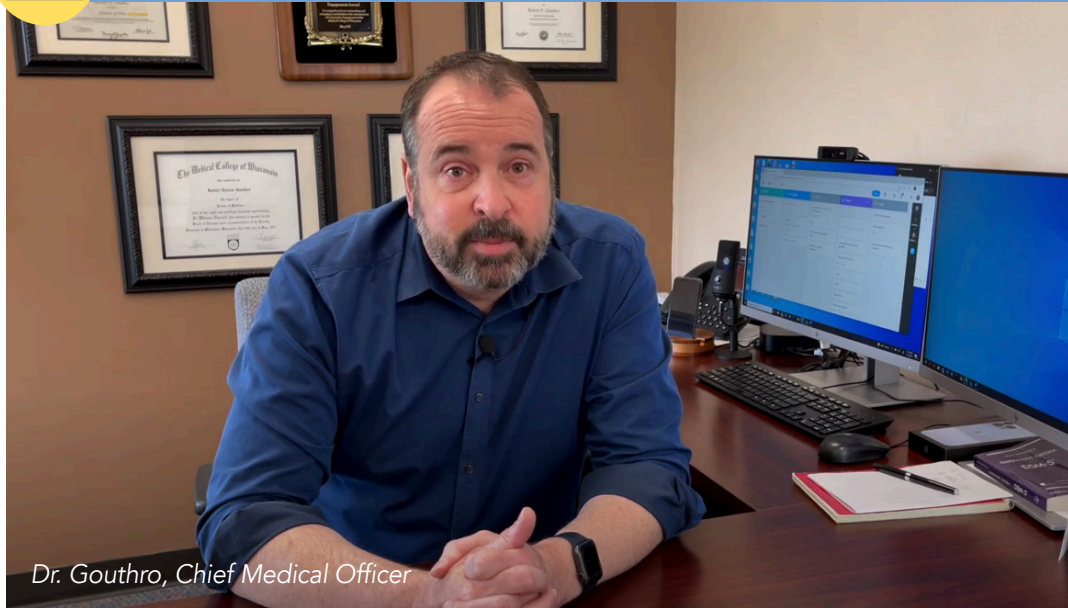
<b>NCHC Wausau</b>	Tuesday 11/16/21	8:00 - 10:00 am
<b>PCNH Merrill</b>	Thursday 11/18/21	8:00 - 10:00 am
<b>NCHC Wausau</b>	Friday 11/19/21	6:00 - 8:00 am
<b>NCHC Wausau</b>	Monday 11/22/21	10:00 am - 12:00 pm
<b>NCHC Wausau</b>	Tuesday 11/23/21	1:30 - 3:00 pm
<b>PCNH Merrill</b>	Monday 11/29/21	1:30 - 3:00 pm
<b>Merrill Center</b>	Tuesday 12/1/21	8:00 - 9:00 am
<b>Antigo Center</b>	Tuesday 12/1/21	10:00 - 11:00 am
<b>NCHC Wausau</b>	Thursday 12/2/21	8:00 - 10:00 am
<b>NCHC Wausau</b>	Friday 12/3/21	1:30 - 3:00 pm
<b>NCHC Wausau</b>	Wed. 12/8/21	8:00 - 10:00 am
<b>NCHC Wausau</b>	Friday 12/10/21	12:00 - 2:00 pm
<b>NCHC Wausau</b>	Wed. 12/15/21	12:00 - 2:00 pm
<b>NCHC Wausau</b>	Friday 12/17/21	6:00 - 8:00 am
<b>NCHC Wausau</b>	Monday 12/20/21	11:00 am - 1:30pm
<b>NCHC Wausau</b>	Tuesday 12/21/21	1:30 - 3:00 pm
<b>PCNH Merrill</b>	Tuesday 12/28/21	6:00 - 8:00 am
<b>NCHC Wausau</b>	Wed. 12/29/21	10:00 am -12:00 pm
<b>NCHC Wausau</b>	Monday 1/3/22	10:00 am -12:00 pm
<b>NCHC Wausau</b>	Tuesday 1/4/22	1:00 - 3:00 pm

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 November – make sure to sign up for your second in December. You will also be given your return date for the 2nd vaccine on your COVID Vaccine Card when receiving your first dose. If you have any questions please reach out to your manager, Infection Prevention, or Employee Health.



PHOTO OF THE WEEK

SHARE YOUR PHOTO OF THE WEEK  
Email: [Communications@norcen.org](mailto:Communications@norcen.org) or Text: 715.370.1547



Dr. Gouthro, Chief Medical Officer

HOW WILL THE NEW COVID-19 VACCINATION MANDATE IMPACT YOU?

Dr. Gouthro, Chief Medical Officer, discusses the Federal emergency regulation released on November 4, 2021 requiring Covid-19 Vaccinations for all health care workers at facilities that participate in the Medicare/Medicaid programs, and how that may affect YOU as an employee.

Watch this 3-minute video and learn some key facts.

Visit <https://youtu.be/xpxS7JvAPx4>



RETIREMENT NEWS  
Congrats Barb Steppan

Barb Steppan, Housekeeping Aide at the Wausau Campus, will be retiring after 40 years of service at North Central Health Care. This is an amazing accomplishment. Barb will be greatly missed as she has touched the lives of so many in her tenure at NCHC. We would like to thank Barb for her years of service, her dedication to serving others and wish her all the best in her retirement. Thank you Barb!



Ascension  
**FrontLine**  
Frontline | November 2021  
Employee Assistance Program | [ascensionwieap.org](http://ascensionwieap.org) | [eap@ascension.org](mailto:eap@ascension.org) | 800.540.3758

How to Be Energized by Stress

**B**etter diet, journaling, sleep, meditation, exercise—they're ways of managing stress. But have you considered altering your mindset as a stress management tactic? Begin with this question: "How much anxiety will I accept in this stressful situation?" Surprisingly, this question prompts awareness, and it decreases the likelihood you will respond to a stressor in an unhealthy way. Rather than panicking, fleeing, or escaping the stress, you challenge it. You make it a launching pad for higher productivity. The goal: overcome rather than succumb to it. Successful stress management is when you actively are directing a desired outcome. You make stress work for you rather than on you. No stress management tactic works in every situation, but this one demonstrates that mindset matters, and you can direct stress away from taking its toll on your health.



Thinking about Alcoholism Treatment

**M**any people considering alcoholism treatment are stopped by fear. This includes the prospect of giving up drinking entirely and the mystery of treatment itself—what it might entail. Today, treatment closely follows a chronic disease model. This is dominated by education, supported by overwhelming research on the biogenic nature and inheritability of risk for the disease and fewer psychological processes. Education dispels myths while motivating the patient to not just want but also to be excited about abstinence. Most patients wonder why they did not do it sooner.



Please remember Employee Assistance Program (EAP) is a free counseling resource available to employees and household members. Contact 1-800-540-3758 or [eap@ascension.org](mailto:eap@ascension.org) or check out the website at [www.ascensionwieap.org](http://www.ascensionwieap.org).



**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: 11.98%**

**LINCOLN: 13.52%**

**LANGLADE: 10.78%**

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 November 4, 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
<b>New Cases</b>		
Patient Accounts – Wausau	1	11/4
Mount View – Floor 3	1	11/4
<b>Previously Reported</b>		
Mount View – Gardenside & Floor 3	1	11/3
Pine Crest – Long Term Care	1	11/3
Patient Access – Wausau	1	11/1
Aquatics Therapy Center	1	11/1
<b>Total Active Employee Cases</b>	<b>6</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 - 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: Enhanced Precautions: Gardenside & Floor 3.** In-Person Visitation RESTRICTED for Unvaccinated Residents on Gardenside and All Residents on Floor 3. Visitation OPEN for all other units. Visiting Hours M-F: 7am – 7pm, Weekends: 10 am – 6pm.
- **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: 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 Facility (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](http://www.norcen.org/Covid-19)



# Additional Covid Testing Sites in Our 3 Counties of Service

## Marathon County FREE COVID-19 Testing



East Gate Hall  
Marathon Park  
801 Garfield Ave  
Wausau, WI 54401

Follow signs on Garfield Ave and park in lot north of East Gate Hall.  
Masks are required.



**Thursdays**  
9am - 5pm  
November 4, 18  
December 2, 9

**Saturdays**  
9am - 5pm  
December 4, 11

Registration for appointments can be made at <http://register.covidconnect.wi.gov>

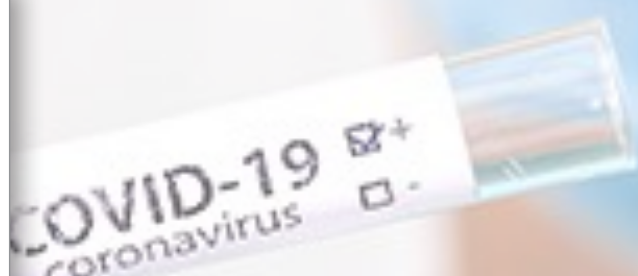
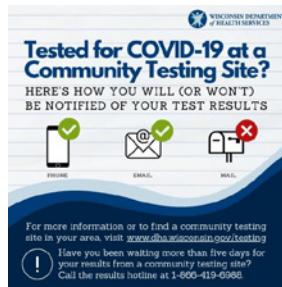
Walk-in appointments are also welcome!

Nasal PCR Testing is available to Wisconsin residents 12 months of age or older who are experiencing COVID-19 symptoms or are identified as a close contact to someone who has tested positive for COVID-19.



For questions, please call the Marathon County Health Department at 715-261-1900

For more community testing locations, visit: [www.dhs.wisconsin.gov/covid-19/community-testing](http://www.dhs.wisconsin.gov/covid-19/community-testing)



## COVID-19 TESTING

# FREE

Every Wednesday  
9:00 AM - 4:00 PM

LOCATION : Langlade County Health Service Center  
1225 Langlade Rd, Antigo, WI 54409

# NO APPOINTMENT NEEDED

REGISTRATION IS STRONGLY ENCOURAGED AT

[register.covidconnect.wi.gov](http://register.covidconnect.wi.gov) or



COVID-19 testing will be available to ALL Wisconsin residents 12 months and older who have been notified that they are a close contact to someone who tested positive for COVID-19 (and is 5-7 days after their contact with them) or who are experiencing ONE of the following SYMPTOMS: fever, cough, loss of taste/smell, shortness of breath, sore throat, fatigue, body aches, diarrhea, vomiting, nausea, chills, and/or muscle aches.



Langlade County Health Department  
715-627-6250



607 N. Sales Street, Suite 101, Merrill, WI 54452  
Phone: 715-536-0307 • Fax: 715-536-2011  
<http://lincolncountyhealthdepartment.com>

News Release:  
Immediate Release:

## Free Weekly COVID-19 Testing Will Be Held at the Merrill Festival Grounds

Lincoln County Health Department has collaborated with the Wisconsin National Guard to provide free weekly drive-through COVID-19 testing on a weekly basis. COVID-19 testing will be every Monday from 12 pm to 5 pm starting October 25, 2021 and ending December 13, 2021. The location of the weekly testing site is the Merrill Festival Grounds, located at 2001 E 2nd Street in Merrill with the entrance on Memorial Drive. No appointments are necessary; however, pre-registration is strongly encouraged and can be done at <http://register.covidconnect.wi.gov>.

Testing is intended for symptomatic individuals or close contacts who are 12 months and older who have COVID-19 symptoms or have been in close contact with someone who has tested positive for COVID-19. COVID-19 symptoms include fever, cough, loss of taste/smell, shortness of breath, sore throat, fatigue, body aches, diarrhea, vomiting or nausea, and muscle aches. These events are only available to people that live or work in Wisconsin.

Individuals receiving a test or their guardians should be prepared to provide a current address, county of residence, phone number, and email address when they arrive. Testing will be provided on a first come, first serve basis and attendees may have to wait to be tested. Vehicles will form a line while waiting for testing, and all attendees will need to stay in or on their vehicle at all times. No restroom facilities will be available onsite; please plan accordingly.

**Please note that anyone tested is required to stay home until test results come back.** Test results will be provided via email or phone, if you do not have email, by the National Guard.

Any questions related to testing can be directed to Lexi Buntrock, COVID-19 Response Coordinator, Lincoln County Health Department, 715-539-1374, [lexi.buntrock@co.lincoln.wi.us](mailto:lexi.buntrock@co.lincoln.wi.us). For more information about Lincoln County Health Department's programs and services, visit [lincolncountyhealthdepartment.com](http://lincolncountyhealthdepartment.com) or find us on Facebook. Lincoln County Health Department is always working for a safer and healthier Lincoln County.

###



# NCHC Workplace Giving Campaign

## November 1 – 30, 2021

### GIVE WHERE YOU LIVE.



#### WHY GIVE

##### OUR DOLLARS STAY LOCAL

Your gift stays in your community. Volunteers like you examine the needs in our community and determine the most effective solutions.



##### UNITED WAY MAXIMIZES THE IMPACT OF YOUR GIFT

Through matching grants, corporate, in-kind gifts and more, your gift goes further.



Your donation can be made through payroll deduction. You can make a regular donation each pay period, or if you pay online via credit card, you can make a one-time donation. You also have the option to designate which local United Way you would like your gift to benefit! As an organization we continue to support the United Way because it does so much for the people we serve that we are unable to do for them.

**OUR MISSION:**  
Unite people and organizations in Marathon County to build a stronger community and strategically invest in education, financial stability and health priorities to improve lives now and into the future.

**EDUCATION**  
Through United Way, you help today's youth achieve their greatest potential by focusing on early learning and leadership programs.

**HEALTH**  
We provide funding for programs that include a strong focus on improving mental health, reducing alcohol and drug abuse and decreasing relationship violence and sexual assault.

**FINANCIAL STABILITY**  
We ensure individuals and families have the skills and tools needed to earn, keep and grow their assets. Your generosity provides the building blocks to create a better life.

The NCHC United Way Committee is very appreciative of your generosity.

With any pledge amount, you will be entered into a drawing to win:

- 8 Hours of PLT (2 winners)
- \$50 Gift Baskets (3 Winners)
- \$100 VISA Gift Card (1 Grand Prize Winner)

## GIVE & WIN Sweepstakes

Make a donation of at least \$1 per week (\$52+ per year) during United Way of Marathon County's Campaign and you will automatically be entered into the sweepstakes.

Official sweepstakes rules can be found at [www.unitedwaymc.org/sweepstakes](http://www.unitedwaymc.org/sweepstakes).

New donations and previous gifts increased by \$13 earn DOUBLE!				Continue with the same gift as the previous year for standard entries.			
<b>GIFT ENTRIES</b>	\$52	\$78	\$104	<b>GIFT ENTRIES</b>	\$52	\$78	\$104
	2	4	6		1	2	3

**GRAND PRIZE: \$7,000 CASH!**

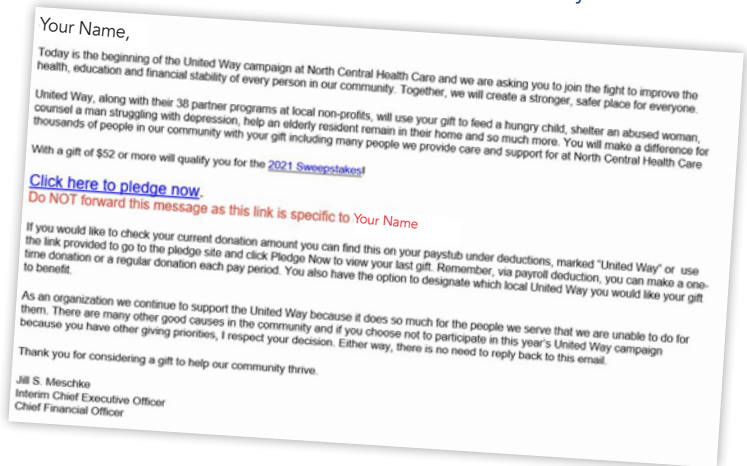
<b>2<sup>ND</sup> PLACE: \$2,500 Cash</b>			<b>3<sup>RD</sup> PLACE: \$1,000 Cash</b>		
<b>4<sup>TH</sup> PLACE</b> \$500 Jim Kryshak Jewelers Gift Card	<b>5<sup>TH</sup> PLACE</b> \$500 Crossroads County Market Gift Card	<b>6<sup>TH</sup> PLACE</b> \$500 Kwik Trip Gift Card	<b>7<sup>TH</sup> PLACE</b> \$500 Grabes Gift Card	<b>8<sup>TH</sup> PLACE</b> \$500 Shepherd & Schaller Gift Card	
<b>9<sup>TH</sup> PLACE</b> \$500 Greater Wausau Chamber of Commerce Gift Card	<b>10<sup>TH</sup> PLACE</b> \$100 Gifts Cards to: Jenke Book Store, Sam's Pizza, Evolutions In Design, The Milk Merchant, and Briq's Soft Serve				

THANK YOU TO OUR SWEEPSTAKES SPONSORS!



## Watch for your personalized pledge message arriving to your NCHC work email.

Click the link made specifically for you!





North Central Health Care

# Employee Partnership SURVEY 2021

## NOVEMBER 10-24

**Building strong partnerships with each and every employee!**

This is your opportunity to let us know what we're doing well and what we could do better. Your feedback is important to us. We will listen and we will make improvements based on your confidential response.

### When Do We Start?

Beginning on November 10, each employee will be receiving a confidential survey asking for your perspective on many aspects of working here. You will receive the survey electronically by email. Your feedback is important. You will be heard and the organization will make improvements based on your confidential response. Surveys are administered by McLean & Company.



1

### Check Your WORK Email!

ALL Employee Partnership Surveys will be ELECTRONIC and delivered via email from McLean & Company on November 10, 2021!

2

### Complete Your Confidential Survey

You have 2 weeks to complete your survey. The link you receive in your email is a personal link and cannot be shared. The survey should take 15-20 minutes to complete. All responses are confidential and McLean & Company does not share individual responses.



## Enter Your Department to WIN!

If your Department has 85% or more of staff completing survey by November 24 your ENTIRE DEPARTMENT will get PIZZA!

### Surveys Are Electronic

**Watch for the email to Your @norcen.org Email Address!**

Please check your email and take the time to complete this survey within the 2-week time period. The link you receive in you email is your personal link and cannot be shared. The link only works when clicked directly from your inbox. All your responses are confidential and McLean & Company do not share individual responses with NCHC, just aggregate data gathered. Reminder emails will be sent to you on November 17 and 23.

**Need Assistance?** If you have questions about completing the survey, logging in to check your email, or need computer access, additional computers are available to use in Human Resources, Organizational Development on the Wausau Campus, Computer Labs or speak with your manager for available computers. Please talk with Human Resources or your manager if you need assistance or have questions.





### SCHEDULED OUTAGE FOR UKG PRO

**Saturday, November 6 | 1 am to 7 am**

UKG Pro (formerly UltiPro) has just informed us that there will be an scheduled outage scheduled to occur on Saturday, November 6 from 1:00am to 7:00am. During this time, you will NOT be able to access UKG Pro, which for example, includes viewing your pay stub and submitting a PLT request. All functionality will be restored once the upgrade is complete, with no further action required on your part.

If you experience issues accessing UKG Pro outside this timeframe, please contact the CCITC HelpDesk at 715.261.6710 or helpdesk@co.marathon.wi.us.

### THE NEW GIFT SHOP IS OPENING AT MOUNT VIEW CARE CENTER

**Stop In! Look Around! Grab & Go!**

The new Gift Shop, located off the Lobby in the New Mount View Care Center Tower will be open and stocked with great seasonal items for you! The Gift Shop will be open beginning Monday, November 9 and regular hours will be Monday – Friday from Noon – 3 pm. Stop in and see what it is new!



### ANNUAL EMPLOYEE INFLUENZA VACCINE CLINICS

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

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.

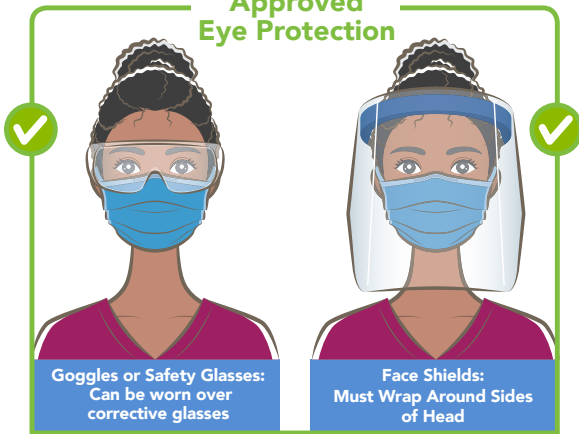
### Eye Protection Requirements Effective October 26, 2021



Eye protection requirements have recently been updated by WI Department of Health Services. If you work in direct care programs and eye protection is a requirement due the nature of work you are performing, only the following eye protection is considered acceptable:



#### Approved Eye Protection



Goggles or Safety Glasses: Can be worn over corrective glasses

Face Shields: Must Wrap Around Sides of Head

#### NOT Acceptable Eye Protection



Snap-on Side Shields

Slide-on Side Shields

## FACE MASKS ARE REQUIRED



Thank you for doing your part to help reduce the spread of illness.



Stay Informed with the Latest Information and FAQ's. [www.norcen.org/ForEmployees](http://www.norcen.org/ForEmployees)







### Join the NCHC Team

benefiting the Marathon County Hunger Coalition  
Thursday, November 25, 2021

<https://www.unitedwaymc.org/turkey-trot/>



Marathon County  
Employees Credit Union

### Don't Wait...Get Your Shopping Done Early!

**Our Holiday Loan Special is Back to Help You Cover All Your Holiday Needs!**



**Holiday Shopping Done? Great!**

**Take Advantage of These Great Rates to Consolidate Debt, Take a Vacation, or Do Some Remodeling**

<b>3.45% APR*</b> \$20,001 and above	<b>4.45% APR*</b> \$10,001 - \$20,000	<b>4.95% APR*</b> \$5,001 - \$10,000
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<b>5.95% APR*</b> \$1,001 - \$5,000	<b>6.95% APR*</b> \$1,000 and below
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\*Promotion valid from 11/01/2021 until 01/07/2022. \* Annual Percentage Rates (APRs) accurate as of 11/01/21. APRs are available for borrowers with credit scores of 680 and above, and only for new money borrowed from Marathon County Employees Credit Union. Scores under 680, add 2.00% to the rates. Loans under \$1000 have a maximum term of 24 months. Loans of \$1,001 to \$10,000 have a maximum term of 36 months. Loans over \$10,000 have a maximum term of 48 months. All loans are subject to MCECU'S normal credit requirements.

715 261-7685 • [culoans@co.marathon.wi.us](mailto:culoans@co.marathon.wi.us)  
400 East Thomas Street, Wausau, WI 54403  
**Apply online at [www.mcecu.org](http://www.mcecu.org)**



### Here's how it works...

#### Step 1: Have Your Recruit Tell Us About You

Complete the "Referred by" section in their employment application including your name.

#### 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:

<b>\$250</b>	after 90 days (0.49 FTE referral or less)
<b>\$500</b>	after 90 days (0.50 referral or greater)

*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  
**[norcen.org/Careers](http://norcen.org/Careers)**  
for the latest Job Opportunities!

### SAFETY ZONE SCHEDULED MAINTENANCE & OUTAGE November 17, 2021

On Wednesday, November 17th, from 10:00 PM CST until 11:00 PM CST, the SafetyZone system will be unavailable due to server maintenance. Please wait until after the scheduled period to enter your occurrences.





# SIMPLE STEPS TO STOP FALLS



Deidre



Sam

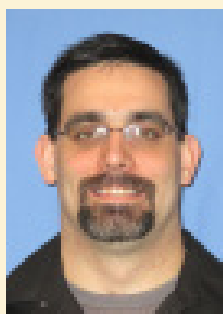
## RECOGNIZING EMPLOYEES WHO GO ABOVE & BEYOND TO PREVENT FALLS

### DEIDRE RATZLOFF & SAMANTHA JAEGER PINE CREST

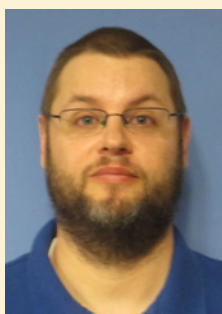
Deidre & Samantha came up with some new ideas for fall prevention that we incorporated a few months ago now and are now implementing our 2nd phase of it. We do safety environmental rounds on falls, new admits, room changes and now incorporating all residents in the mix.

## Person-Centered Shout out

"Just met with another group of NTC students today and they were so impressed and wanted to thank the following NCHC staff for their expertise and AWESOMENESS!" -Submitted by Andrea Hebert



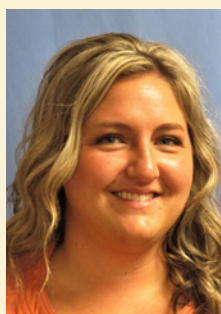
Kevin Cooper



Matt Karpinsky



Alex Howell



Karly Wisnosky



Kelli McDonald



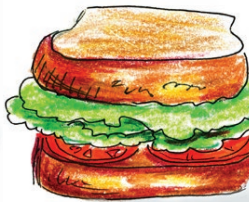


Soft Opening in the **NEW Mount View Building**

**Opening Monday, November 8**

**WAUSAU CAMPUS CAFÉ**

# Grab-N-Go



**Monday – Friday**  
9 am – 5:30 pm



**Breakfast 9:00 am**

Assorted Pastries, Muffins, Bagels

**Lunch 11 am – 1:30 pm**

Hot Food Bar \$.45/ounce

**9 am – 5:30 pm**

Grab 'n Go Sandwiches, Soups & Salads,  
Juice, Water, Snacks

The Wausau Campus Café will be opening in its new location in Mount View Care Center on Monday, November 8. This will be a soft opening as staff work through new processes, equipment and payment systems. Please be patient with us as we work to perfect our operations.

The Café will be open 9:00 am to 5:30 pm Monday through Friday to begin. Availability of items will vary as the soft opening progresses. The Hot Food bar will be self serve and Grab n' Go items will be available the entire day.

The Wausau Campus Café is not open to the public and you must have a NCHC badge to enter.

**The Bistro will be opening later in November.**

Watch for announcements and details coming soon!