

# NEWS YOU CAN USE

## WEEKLY CONNECTION WITH OUR TEAM



**Dr. Robert Gouthro**  
Chief Medical  
Officer

### Gratitude

Now that the holiday season is almost upon us, it is the perfect time to reflect on both thanks and giving. With this, the executive team would like to thank all of you -- all NCHC staff, our volunteers, and those that have put forth effort to continue the provision of passionate, person centered care during this difficult year. No matter how challenging the road has become secondary to the pandemic, staffing levels, or recent transitions, the people of NCHC have not wavered from our mission to serve those with mental health, recovery, and skilled nursing needs.

Thank you also for your kind spirit and generous giving of more than \$28,000 during last year's United Way Workplace Giving Campaign. We eclipsed our \$25,000 goal and are aiming for \$29,000 in pledges this year. As an organiza-

tion we continue to support the United Way because of the wonderful work they do for our community and the people we serve. When we give to the United Way, we are giving to change the community for the better, and fight for the Health, Education, and Financial Stability of everyone. Pledges from those interested in contributing may be made via a one-time donation or through payroll deductions, and they can be directed to the specific United Way program or county of your choice!

There will not be a *News You Can Use* next week, but please accept our gratitude for all that you do, and the services you provide. We give thanks to being a part of a community that helps those in need and an organiza-

tion that has staff and volunteers who are giving so much of themselves. Your time, talent, and hearts are evident in the work that you do!

Thank you and we wish you all a Happy Thanksgiving!



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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. 22 –  
Sunday, Nov. 28**

**Jill Meschke**



**Monday, Nov. 29 –  
Sunday, Dec. 5**

**Jarret Nickel**



Person-Centered  
**Shout**

**out**



**Laural  
Harder  
Volunteer  
Services**

**Why:** Thank you for  
volunteering for your  
very time consuming  
task of televisits with  
doctors.

**Submitted By:**  
**Rhonda Woolridge**





November 16, 2021

# Immediate Attention Required for Unvaccinated NCHC Employees

## Federal COVID-19 Vaccination Mandate Details



North Central  
Health Care

Person centered. Outcome focused.

### If you have not been vaccinated for Covid-19, **you must act quickly.**

All NCHC employees and contract staff members need to be vaccinated against COVID-19 by specific dates below or receive a valid medical or religious exemption. The Incident Command Team has established a new policy specific to Covid-19 Vaccination Program that meets these federal requirements. The policy and religious or medical exemption forms are attached to this email.

The COVID-19 vaccines are safe and effective at preventing infection and severe illness from COVID-19. Vaccination is encouraged as the best option for mandate compliance.

### Timelines

Below you will find the timelines for receiving the vaccine OR completing a religious or medical exemption.

If you have previously completed a declination form, you ARE REQUIRED to complete the new applicable exemption form attached to meet the new federal requirements. Your previous declination form will not serve as an exemption form under this new policy.

#### Vaccine Timeline

##### If you are currently unvaccinated and plan to get vaccinated:

NCHC deadline to receive 1st Dose Covid-19 vaccine, or approved exemption

DEC 3

CMS deadline to receive 1st Dose

DEC 5

Removal from work schedule and voluntary resignation for those without 1st Dose or approved exemption

DEC 6

CMS deadline to be fully vaccinated

JAN 4

Removal from work schedule and voluntary resignation for those not fully vaccinated or without approved exemption

JAN 5

#### Exemption Timeline

##### If you are currently unvaccinated and plan to complete a religious or medical exemption request form:

Employee religious or medical exemption form due to Human Resources

NOV 22

by 11:55 pm

All religious or medical exemption appeals finalized w/ Human Resources

NOV 30

by 4:30 pm

Removal from work schedule and voluntary resignation for those without 1st Dose or approved exemption

DEC 5

CMS deadline to receive 1st Dose

DEC 6

CMS deadline to be fully vaccinated

JAN 4

Removal from work schedule and voluntary resignation for those not fully vaccinated or without approved exemption

JAN 5



## Exemptions

Medical and religious exemptions for COVID-19 vaccination must be submitted for review by the November 22, 2021 deadline indicated in the timeline above to avoid any interruption in your employment and service to the organization. Once an exemption is submitted, there will be a thorough review of the submission on a case by case basis, including a review from Human Resources, legal and operations. The exemption review, approval and appeal process will be completed by Human Resources by November 30, 2021.

- Requests submitted after the deadlines will be considered at NCHC's discretion and approvals may not be possible prior to the December 5 CMS compliance date.
- Vaccination is required for anyone without an approved exemption by December 5 to continue working at NCHC.

Exemption forms must be turned in by the dates in timeline via email to [NCHCVaccineExemptions@norcen.org](mailto:NCHCVaccineExemptions@norcen.org) or in-person to Human Resources.

**Exemption forms were sent by email to all staff and are available 24/7 at [www.norcen.org/CovidResources](http://www.norcen.org/CovidResources).**

## NCHC Employee Vaccination Clinics

NCHC Vaccination Clinics -19 are already scheduled to make vaccination as easy as possible. Clinics are available in all three of our service counties at no cost to employees.

**Visit [www.norcen.org/CovidResources](http://www.norcen.org/CovidResources) and click the Covid-19 Vaccination Clinic Sign Up Link.**



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

### Vaccination Clinic Locations

NCHC Wausau = 1st Floor Dining Room of  
OLD Mount View Building  
PCNH Merrill = Pine Crest Nursing Home  
Merrill Center = Merrill Outpatient Office  
Antigo Center = Antigo Outpatient Office

*Please check website for most up to date vaccination clinic times and locations.*

If you have any questions please reach out to your manager or Employee Health 715.848.4396.



North Central Health Care

Person centered. Outcome focused.

**This information is also available on our website for employees, 24/7 by visiting  
[www.norcen.org/CovidResources](http://www.norcen.org/CovidResources)**



## 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: 14.5%**

**LINCOLN: 11.28%**

**LANGLADE: 17.82%**

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. 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 18, 2021

Cases reported below are current active employee cases. All employee cases previously reported that are no longer shown below have been cleared to return to work from NCHC Employee Health and local health officials based on a review of the individual case details.

Program	Current Active Employee Cases	Date Reported
<b>New Cases</b>		
MVCC	1	11/18
<b>Previously Reported</b>		
Community Treatment Adult – Wausau	1	11/16
Pine Crest	1	11/16
MVCC	2	11/16
Food Services Wausau	1	11/16
Housekeeping – Wausau	1	11/16
Crisis – Wausau	1	11/11
<b>Total Active Employee Cases</b>	<b>8</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, compassionate care and outdoor visits allowed. Outdoor visits are weather-permitting and determined by program.
  - Screening, masks and social distancing required.
  - Nursing Homes must allow in-person visitation on units under enhanced precautions. All visitors will be required to follow the PPE guidance in place for those precautions.
- 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: Floors 2, 3 and 4.**  
Visiting Hours M-F: 7am – 7pm, Weekends: 10am – 6pm.  
Visitors allowed in all units, must follow precautions in place.
- **Pine Crest:** **Enhanced Precautions: North, South and Special Care.**  
In-Person Visiting Hours: M-F: 9am – 6pm,  
Weekends: 9am – 3pm. Visitors allowed in all units, must follow precautions in place.
- **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)





## NCHC STAFF: SECURITY ALERT FOR ALL LOCATIONS

### Suspicious Individual Presenting as CMS Inspector

NCHC has been alerted to a suspicious individual who presented at a local hospital in Antigo presenting as an independent contractor as an inspection company for CMS. The staff at the hospital asked for identification, which the individual did not produce and then started taking pictures in the lobby area. The man refused to wear a mask and refused to produce identification. He left when other staff arrived to confirm his credentials. The individual drove a Silver/Grey Ford Escape License Plate# AHW 6542. If this person presents at any location, please call 911 and Admin On-Call x4488.

If any NCHC employee is approached by an individual who says they are a surveyor, ask for identification and have this person wait in the lobby or designated waiting area, away from patient care. Notify your manager and Admin On-call 715-848-4488 or x4488.

You may also contact:

Jennifer Peaslee: Compliance Officer 715.848.4507

Sarah Rothmeyer: Security 715.848.4579



Surveyors are always escorted by NCHC staff and are not allowed to walk through any buildings unaccompanied. Thank you for your attention on this important matter.



## RETIREMENT NEWS Congratulations to Barb Steppan

Barb Steppan has retired from North Central Health Care after 40 years of service! During Barb's time here she has worked as a Housekeeping Aide on the Wausau Campus. 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!



## THANKSGIVING WEEK NOTICE Business Hours

All offices/clinics will be closed only on Thanksgiving, Thursday, November 25 and open on Friday, November 26 with regular operating hours. Programs that operate 24/7 will remain with regular hours.

The Antigo Center only will be closed on both Thanksgiving Day, Thursday November 25 AND Friday, November 26.

Calls to the Antigo Center will be rerouted to Patient Access staff at other locations on Friday.



## COURIER UPDATE! Delivery During Thanksgiving Week Moved to Wednesday

Due to some recent changes that were just determined, during week of Thanksgiving Holiday, the courier trip will now be on Wednesday, November 24. The date was moved from Friday as initially announced. Please plan ahead. If you have any questions, please call the Transportation Office 715.841.5101.



### SHARE YOUR PHOTO OF THE WEEK

Email: [Communications@norcen.org](mailto:Communications@norcen.org) or Text: 715.370.1547



### SNOWY SUNDAY MORNING

Photo of the Week Submitted by Julie Lucko, MVCC

Is it winter already? Julie Lucko submitted this chilly photo from her vantage point overlooking the new Mount View Courtyard this last Sunday. Looks pretty chilly and wonderful to us! Thanks Julie!

### CHANGE TO NURSING HOME VISITATION GUIDELINES

New Announcement from CMS

CMS recently announced a change to nursing home visitation that impacts both Pine Crest and Mount View visitation regulations. The new announcement requires nursing homes to allow visitation to residents, even if the unit is under enhanced or Covid-19 precautions due to outbreak or illness, as long as the visitor adheres to the current PPE requirements in place. Therefore, you will no longer see visitation restricted for unvaccinated or vaccinated residents, or restricted for units under enhanced precautions. Visitors will be allowed during visiting hours and must adhere to the precautions in place such as surgical mask, N95, eye protection, gloves and gown while visiting. Rule of thumb is "Visitors PPE Requirements = Staff PPE Requirements".

Please talk with your manager or Infection Prevention if you have any questions.

### BOOKS ARE FUN BOOK FAIR

Open Tuesday, November 23



We will be having a sale on Tuesday, November 23 from 9:00 a.m. – 5:00 p.m. at our storefront at 2100 Grand Avenue in Wausau. Come to the book fair! We offer gifts and books at 40-70% off retail prices. We accept: Post Dated Checks (for up to three weeks past book fair date); Checks, and Credit Cards (MasterCard, Discover, Visa, American Express)



### HOLIDAY BAZAAR

Are you looking for a Christmas gift for that special loved one?

This years' Christmas Bazaar and Bake Sale will be held on **Tuesday, November 30** and **Wednesday, December 1** in the 1st Floor Dining of the old Mount View (Suite A)

**8:30am – 3:30pm**

Please note that individual units will have set shopping times. All individuals must wear a mask and maintain proper social distancing while shopping.



### NCHC DECEMBER HOLIDAY CLOSURES

For the December, offices/clinics will be closed on December 23 and 24 and also on December 30 and 31, in observance of the Christmas and New Year's holidays. These are the last two Thursday/Fridays of month. Programs that operate 24/7 will remain with regular hours.

### NCHC WAUSAU CAMPUS MEAL TICKETS

Now Available to Use Again!

NCHC previously sold meal ticket cards on the Wausau Campus. With Covid-19 and self check out, these cards were unable to be used. If you still have one, good news is you can use it to make purchases again! The tickets were sold for \$10.00 and \$20.00. If you want to use these cards only "not a free meal ticket" they can call x4426 before heading to the new employee cafeteria. A staff member will meet you out in the cafeteria and mark off the card for them. Thanks for your patience and understanding.



## North Central Health Care

Person centered. Outcome focused.

### DONATION SUGGESTIONS

Below are donation suggestions for clients and residents of North Central Health Care. These items will directly benefit individuals and families receiving services. Donations will be delivered to Mount View Care Center, Adult Day Services, Prevocational Services, Group Homes, Community Treatment for Children and Adults, Community Corner Clubhouse, Behavioral Health Hospitals (Youth & Adult), Crisis Stabilization (Youth & Adult) and Outpatient clients in Wausau, Merrill and Antigo. *\*Items with an asterisk are most needed.*

#### Personal Items

- Wallets and Coin Purses
- Sweat shirts or flannel shirts - all sizes: S – 4XL
- WARM winter gloves and mittens\*
- Winter caps and scarves
- Socks\*
- Sweat pants\* (S – 4XL)
- Men's Undershirts, Underwear\* - S – 4XL
- Women's Underwear\* - S – 4XL
- Women's fashion scarves
- Watches (slip-on type preferred)
- Costume jewelry\*, necklaces especially with long chains
- Rubber soled slippers only - all sizes
- Men's belts and suspenders, caps
- Fleece blankets

#### Toiletries

- Body wash/ Bars of soap\*
- Shampoo & conditioner\*
- Hair accessories (brushes, barrettes, hair ties, rattail combs)
- New Make-up (lipstick, powder, blush, ChapStick, etc.)
- Men's shaving items\*
- Hand Cream\* - small or medium bottles only
- Deodorant\* (predominantly Men's)
- Nail Polish\*, polish remover, cotton balls
- Toothbrushes & Toothpaste\*
- Cologne\* for men and women or Aftershave
- Disposable Razors\* for men and women
- Feminine Napkins/Tampons
- Polygrip
- Small bottles of dish soap or bleach
- Kitchen Sponges
- Laundry detergent, pellet packs and fabric softener sheets

#### Paper Products

- Bibles (Large print or regular)
- Stationary (small sets) and stamps for mailing
- New greeting cards
- Calendars

#### Unique Suggestions

- Small Fans
- Sewing kits
- Anything Green Bay Packers, Badgers, Brewers, Bucks
- Cans of Soda (caffeine-free only) or juice
- Small packages of snacks, gum and candies (sugar-free or regular)
- Gift Certificates to McDonald's, Subway, Walmart, Kwik Trip, Target, etc.
- Complimentary tickets to a movie
- Bus passes or tokens
- Thumb drives
- Sunglasses
- Dish Towels
- Towel sets: 1 bath towel, 1 hand towel, 2 wash cloths
- Boxes of Chocolates (must be sealed)

#### Recreation/Craft

- Colored construction paper\*
- New 100-300 pieces or less Puzzles or therapeutic puzzles with large pieces\*
- Word Search\* and Crossword Puzzle Books\*
- Adult Coloring Books
- Colored pencils, markers, crayons
- New Board games (Pictionary, Scrabble, Sorry, Yahtzee, Life)
- Trinkets (almost any small object) for Bingo prizes
- Inexpensive canvases (all sizes), art paint & brushes
- Glue or glue sticks\*
- Tissue Paper
- Decks of Cards
- Pony Beads

**Interested in adopting a client or resident for the holidays? We have several names on our Wish List.**

Please, contact the NCHC Volunteer Office at  
**715.848.4450** or **volunteer@norcen.org**

*Thank You For Your Generous Support!*



# NORTH CENTRAL HEALTH CARE WORKPLACE GIVING CAMPAIGN

NOW THROUGH NOVEMBER 30, 2021



This holiday season, consider making a donation to our local United Way right from your NCHC paycheck! It's super easy to set up and your donation directly impacts the lives of those right here in our community. You can even designate which United Way you would like your gift to benefit, so whether you live in Marathon, Lincoln or Langlade County, your donation helps those closest to you. 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.



## 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.



## EDUCATION

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



## 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.

## ONE DONATION, TWO SWEEPSTAKES

## 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

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

### 2<sup>ND</sup> PLACE: \$2,500 Cash

### 3<sup>RD</sup> PLACE: \$1,000 Cash

#### 4<sup>TH</sup> PLACE

\$500 Jim Kryshak Jewelers Gift Card

#### 5<sup>TH</sup> PLACE

\$500 Crossroads County Market Gift Card

#### 6<sup>TH</sup> PLACE

\$500 Kwik Trip Gift Card

#### 7<sup>TH</sup> PLACE

\$500 Grebes Gift Card

#### 8<sup>TH</sup> PLACE

\$500 Shepherd & Schaller Gift Card

#### 9<sup>TH</sup> PLACE

\$500 Greater Wausau Chamber of Commerce Gift Card

#### 10<sup>TH</sup> PLACE

\$100 Gifts Cards to: Janke Book Store, Sam's Pizza, Evolutions In Design, The Milk Merchant, and Briq's Soft Serve

## NORTH CENTRAL HEALTH CARE

## *Sweepstakes*

With any pledge amount, you will ALSO be entered into a North Central Health Care drawing to win:



8 HOURS OF  
NCHC PLT



\$100 VISA  
GIFT CARD



8 HOURS OF  
NCHC PLT



### MOVIE BASKET

\$25 Fandango Gift Card  
Popcorn & Maker  
Misc. Movie Snacks



### COFFEE BASKET

\$25 Starbucks Gift Card  
Bag of Coffee + Mug  
Misc. Snacks



### ROADTRIP BASKET

\$25 Kwik Trip Gift Card  
Universal Charger & Game  
Misc. Roadtrip Snacks

## DONATE VIA PERSONALIZED EMAIL LINK

A personalized pledge message should have arrived to your NCHC work email.

This link will be resent in the upcoming weeks. Click the link within to be redirected to your personal donation page.

To check your current United Way donation amount you can find this on your paystub under deductions, marked "United Way"





The 2021 Employee Partnership Survey has launched!



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.



## 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 your 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.

*employees*  
**WE WANT YOUR  
FEEDBACK**

**1**

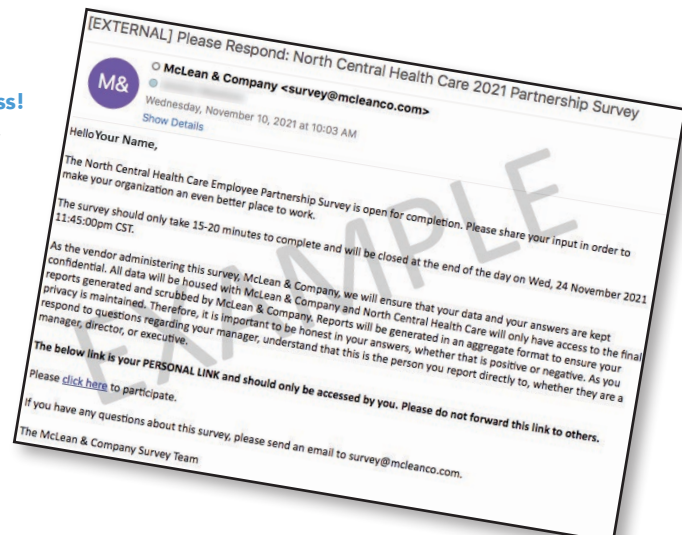
### Check Your WORK Email!

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.





## tidbits on benefits

## CHILDREN AGE 5-11 NOW ELIGIBLE FOR A COVID-19 VACCINE

The youngest age group to date is now eligible to receive a COVID-19 vaccine.

U.S. Centers for Disease Control and Prevention (CDC) Director Dr. Rochelle Walensky said Tuesday evening that she was endorsing a recommendation to vaccinate children ages 5-11 against COVID-19. A smaller dose of the Pfizer COVID-19 vaccine is authorized for use with this age group.

A CDC study published earlier in September 2021 found that hospitalization rates were 10 times higher among unvaccinated kids than among fully vaccinated kids.

"It's important to vaccinate kids because although their risk is lower than that of adults, kids are still getting sick and are still dying from COVID-19," said Dr. Robyn Schertz, System Senior Physician Executive - Aspirus Medical Group North. "So, it's important to have that option to keep your children safe."

According to a report published Monday by the American Academy of Pediatrics, children accounted for a quarter of all new COVID-19 cases last week.

Meanwhile, the CDC reports that approximately 8,300 COVID-19 cases in children 5 through 11

years of age resulted in hospitalization. As of October 17, 691 deaths from COVID-19 have been reported in the U.S. in individuals less than 18 years of age, with 146 deaths occurring among 5-to-11-year-olds.

A survey published by Kaiser Family Foundation (KKF) this week shows that parents are almost equally split between getting their kids vaccinated, never getting them vaccinated or waiting to get their kids vaccinated for COVID-19.

Preliminary data show the Pfizer vaccine is safe and 90.7 percent effective among children ages 5 to 11. Clinical trials also show the vaccine is effective against the highly contagious delta variant.

"Vaccines in general are one of the most important tools in general that we have in our arsenal to keep kids healthy and out of hospitals," Dr. Schertz said. "And the COVID-19 vaccine is yet another resource for us to make sure your children are protected."

Aspirus will offer COVID-19 vaccinations to children ages 5-11 and will work as quickly as possible to make appointments available. Additional announcements will be made as soon as Aspirus receives its supply of Pfizer pediatric doses and appointments are available.

## WELLNESS CORNER

Submitted by Sherry Hughes, PA



## EMPLOYEE HEALTH &amp; 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



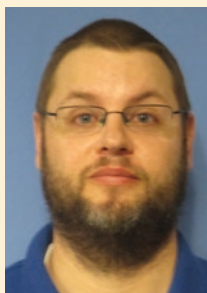
Person-Centered

Shout

out

"These employees were recognized by NTC Students for all of their help during their BHS clinical rotation."

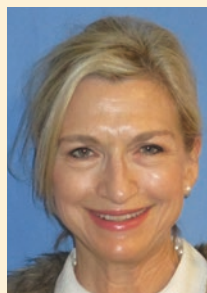
—Submitted by Andrea Hebert



**Matt Karpinsky**



**Sheri Lawrence**



**Victoria Avila-Hughes**



**Theresa Mills**

We want to remind our NCHC employees that Flu Shots are still available at the Employee Health and Wellness Center for employees and their family members.

**The Employee Health & Wellness Center Clinic will be closed on Thursday, November 25th and will only be open a half day on November 26th from 8am -12 pm.**

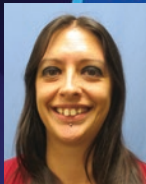


# Pine Crest

Person centered. Outcome focused.

## Star of the Month

### CONGRATULATIONS NICOLE ROBL!



Nicole Robl, was nominated and voted as the Pine Crest Star by Employee Appreciation. Her nomination form said: "I'm nominating Nicole Robl for the STAR of the month. She is so kind to the residents/patients and in how she is able to keep her temperament, even in the most stressful of situations. She greets the resident's with such a warm approach, being mindful to use the right words and tone to make the resident/patient's feel better and respected. I love to hear her tell a patient, "Here is your delicious breakfast," talking the food up, and then they both chuckle. Definitely deserving to be star of the month." She truly is always positive and you can never tell if she's stressed. She rolls with the curveballs on the busiest of days and goes out of her way to be helpful. She also gets to know the rehab residents and their routines/preferences quickly and anticipates their needs.



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
<b>5.95% APR*</b> \$1,001 - \$5,000	<b>6.95% APR*</b> \$1,000 and below	

\*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 • [culoads@co.marathon.wi.us](mailto:culoads@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.\*\*

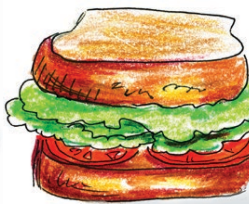




*Soft Opening* in the **NEW Mount View Building**

**Now Open!**

# 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 opened 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.**

Watch for  
announcements and  
details coming soon!



## WELCOME THESE NEW EMPLOYEES TO THE TEAM!

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

### IMS



**Marissa Glenn**  
Informatics Analyst II

### Adult BHS



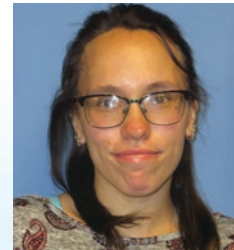
**McKenna Strombom**  
– Registered Nurse

### Mount View Care Center



**Jessica Sparks**  
CNA – Post Acute Care

### Pine Crest



**Angel Waldburger**  
– CNA

### Food Services



**Emily Houle** –  
Dietary Aide – Wausau



**Tshia Xiong** –  
Dietary Aide – Wausau



**Samantha Yang** –  
Dietary Aide – Wausau

*We are so excited to  
have you on our team!*

