




A Weekly Update
For The Employees of
North Central Health Care



NEWS YOU CAN USE

WEEKLY CONNECTION WITH OUR TEAM



Labor Day

Did you know that Labor Day first began in New York City in 1882 and was eventually recognized as a federal holiday in 1894. The initial intentions for Labor Day were to recognize American Workers as well as improve working conditions. Now many people use this day to spend time with their families, attend parades or festivals, and watch sporting events.

Speaking of sporting events, Labor Day also officially marks the start of both College Football and the National Football League

(NFL). The Wisconsin Badgers kick off on Saturday at 11:00am and the Green Bay Packers begin their season September 11th at 3:25pm. I hope you all take time to enjoy this weekend

Besides just sporting events, Labor Day is the start of a new school year with many of our student workers going back to school or off to college. We are so appreciative of their hard work during the summer, over breaks and holidays, and also those who continue to work during the school year. I would like to send best wishes to all our students as they start a new school year. And to all our NCHC parents who are busy getting kids into new routines, sending kids off to college and maneuvering through this busy time, I want to extend my appreciation and support to you as well.



ADMINISTRATOR ON-CALL
x4488 or 715.848.4488

**Monday, Aug. 29 –
Monday, Sept. 6**

**Dr. Robert
Gouthro**



Have a wonderful Labor Day weekend and thank you to those who are working over the holiday. We appreciate your commitment to those we serve.

Jarret Nickel
Operations Executive

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Person-Centered
Shout out



Gina Woodward,
Patient Financial Services

Why: Thank you for paying attention to detail and asking questions!

From: Tammy Buchberger





HARD HAT UPDATE

LOUD NOISE ALERT ON WAUSAU CAMPUS

Wausau Campus: Suite A – Beginning Aug. 25

Beginning Thursday, August 25, staff, residents and visitors can expect loud noises in Suite A (Old Mount View Care Center Building) as saw cutting for demolition will begin. Noise from these saw will continue all next week. There will be the high pitch whining sounds associated with saw cutting.

Please take time to inform residents, visitors and staff so that we can provide the best Person-Centered Service during the renovations and our teams can plan ahead for any anticipated disruption to those we serve. Loud noises have the potential to startle those who may be sensitive to noise or vibration. Please be sure to check in with patients, clients and residents and let them know of the additional noises and what this is they are hearing or feeling.

Please contact your manager if you have any questions or concerns. Thank you for your Person-Centered Service!



PARTNERS IN PREVENTION & RECOVERY PANEL

SEPTEMBER 21 • 10AM-12PM • HYBRID EVENT
FREE EVENT & OPEN TO ALL

[REGISTER NOW](#)

Join to learn about prevention & recovery initiatives in our community & available resources, additional details coming soon!





Pine Crest

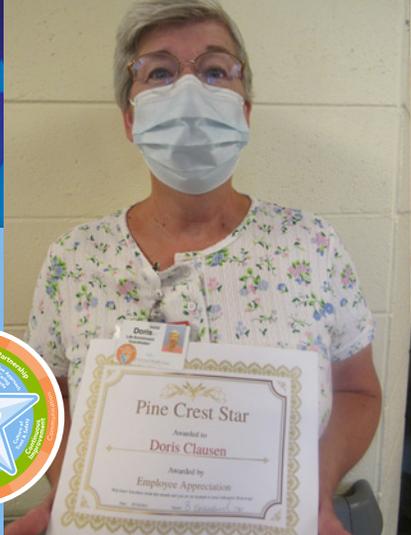
Person centered. Outcome focused.

Star of the Month



CONGRATULATIONS DORIS CLAUSEN!

Our August Pine Crest star is Doris Clausen! Doris has worked at Pine Crest for many years in Life Enrichment. She is such a pillar to our team and has an immense amount of experience and knowledge. She is extremely talented, especially musically, and founded awesome groups such as Pine Crest choir, bell choir, and our play group. She takes care of the aviary and pianos, knows the ins and outs of every position in Life Enrichment, and is the glue of the department. She's even covered three maternity leaves for the Supervisor and did an excellent job! Doris is always smiling, positive, and takes on whatever comes her way, no matter how big of curveballs. She really knows the residents and their likes and dislikes. They absolutely love her and she goes out of her way for them daily. Doris is patient, kind, understanding and very easy to open up to. She will always lend a listening ear to the residents and coworkers and will help in any way she can. She is the example of good work ethic and coworkers from all departments enjoy working with her. She has a big heart, is extremely generous, and has put together so many amazing programs for the residents over the years. Even her family does special things for Pine Crest! Doris will be retiring in the Fall and we can't tell her enough how much we appreciate her, thank her and will miss her! She's truly the best and is irreplaceable! She has made a great impact on Pine Crest and will never be forgotten. From the bottom of our hearts, THANK YOU Doris for everything you've done for Pine Crest and most importantly, the residents!







PHOTOS OF THE WEEK



NEW SIGNAGE AT THE BISTRO AT MOUNT VIEW CARE CENTER

Now that menus have been established and The Bistro visitors have told us what they like, and like even more, the menu boards are up and operational with all the favorites and specials. Come check it out!



Digital signage changes throughout the day.



HRinsights

Position Posting

Title: Several CNA Positions

Status: Full and Part Time

Location: Mount View and Pine Crest

As a CNA you will be responsible for having fun, engaging with the patients and residents, and contributing to the ongoing success of Pine Crest and yourself. Starting pay \$18/hour and 2+ years experience as CNA \$20/hour

Apply online at www.norcen.org/Careers

Position Posting

Title: Registered Nurse (RN)

Status: Part Time Shift: PM's & NOC

Location: Mount View

Starting at \$30/hour and up based on experience plus \$1.50 PM shift differential and \$2.50 NOC shift differential Hours/FTE and shift availability varies. Apply today and let us know what works for you! PTO, shift differentials, Wisconsin retirement system, tuition reimbursement and many other benefits. Hours/FTE and shift availability varies. Apply today and let us know what works for you! We are looking for qualified, dedicated and caring staff to join our team! Hiring for an Occasional Positions as well.

Apply online at https://bit.ly/RN_Fall2022



What's It Like to Work as a CNA?

Visit www.norcen.org/RJP and watch Our Realistic Job Preview Video!



THE BISTRO

MONDAY - FRIDAY | 7:30AM - 3PM
HOT FOOD AVAILABLE UNTIL 2:30PM

PANINI OF THE WEEK



8/29 CHICKEN CAESAR GRILLED CHICKEN | ROMAINE | CAESAR | PARMESAN

PANINI FORECAST

9/5 | BLT

BACON | LETTUCE | TOMATO | MAYO

9/12 | HOT TURKEY BERRY WRAP

TURKEY | SWISS | CRAISINS | SPINACH | MUSTARD/MAYO

9/19 | ITALIAN CHICKEN PESTO

CHICKEN | PESTO | ROASTED PEPPERS | PROVOLONE | SPINACH

LATTE OF THE WEEK



COPPER CARAMEL
CARAMEL, BUTTERSCOTCH
& IRISH CREAM

**KICK START YOUR WEEK WITH
\$1 OFF ANY LARGE LATTE EVERY MONDAY!**

NOW SERVING SOFT SERVE ICE CREAM & SUNDAES!

SMALL CONE/LARGE CONE 1.70/2.50

SMALL SUNDAE/LARGE SUNDAE 2.70/3.70

ONE TOPPING INCLUDED: * NEW - MINI BROWNIE BITES *
SPRINKLES, OREO CRUMBLES, CHOCOLATE SYRUP,
WHIP, STRAWBERRY SYRUP, CARAMEL

ADDITIONAL TOPPINGS 1.00





Community Events in Central Wisconsin Coming This September!



OUT OF THE DARKNESS CENTRAL WISCONSIN WALK MERRILL

September 10, 2022 | 10:30 am
Agra Pavilion/River Bend Trail

The Out of the Darkness Community Walk is a journey of remembrance, hope, and support. It unites our communities and provides an opportunity to acknowledge the ways in which suicide and mental health conditions have affected our lives and the lives of those we love and care about. For more information, please contact Gena Orlando at 414-216-4180 wisconsin@afsp.org

Walk for Suicide & Mental Health Awareness
prevent suicide
MARATHON COUNTY
PARTNERS SAYING LIVES IN WISCONSIN

Saturday, September 24, 2022

We're Taking It Local!!
All funds raised at this event will now be used for the needs of the people of Marathon County and the surrounding area!
Information/Registration: preventsuicidemarathoncounty.org
Register by September 5 to receive t-shirt



WAUSAU WALK TO END ALZHEIMER'S MARATHON PARK SEPTEMBER 24, 2022

Join the NCHC
Purple Passion Walk Team
Online!
<http://act.alz.org/goto/NCHCPurplePassion>

Save the Dates

September Calendar of Events

Hover Over Event Titles to Access Available Web Links
More Details to Come in September

ALL MONTH ACCESS

- 2021 Spotlight Event Recording
- Stories with Stigma Recording
- Recovery Meetings & Webinars for Couples & Families



Follow us on Facebook for more Prevention Information:
<https://www.facebook.com/MarathonCountyHealthDepartment>

RECOVERY MONTH 2022

Every Person. Every Family. Every Community.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		Live Vape Free Text VAPEFREE to 873373	 AMERICAN LUNG ASSOCIATION No-T: Not On Tobacco - Proven Teen Smoking and Vaping Cessation Program www.lung.org	1 Recovery Month Kick-Off Virtual 2-4PM	2	3
4	5	6	7	8 Nicotine Prevention Alliance of Central WI Virtual 10:30-12PM	9 State Council on Alcohol & Other Drugs Virtual 9:30-1PM	10 Rally for Recovery Madison, WI 11-3PM
11	12	13	14	15	16	17
18	19 National Addiction Professionals Day	20	21 Partners in Prevention & Recovery Panel 10AM-12PM Hybrid	22	23	24
25	26	27	28	29 SAVE THE DATE: October 29th Drug Take Back Day	30 International Recovery Day	 Addiction Recovery Helpline

Faces & Voices of Recovery states: Recovery Month works to promote and support new evidence-based treatment and recovery practices, the emergence of a strong and proud recovery community, and the dedication of service providers and community members across the nation who make recovery in all its forms possible.



Let's Get Physical!

Getting & Staying Active to Prevent Falls

September 7, from 2:00-3:30 p.m. via Zoom



Register online at www.adrc-cw.org/falls/ or call 888-486-9545.

Register for online access until September 6.

Join us to:

- Learn about local and home-based exercises to improve strength and balance.
- See demonstrations of exercises proven to help prevent falls.
- Explore ways to maximize your preventive insurance benefits, such as Silver Sneakers or One Pass.



**Marathon County
Employees Credit Union**



HAPPY LABOR DAY!

We Will be Closed on Monday, September 5th in Observance of Labor Day. We Hope You and Your Family Have a Wonderful Holiday!

Proudly Serving NCHC Employees and Their Family Members Since 1965.

Already a member: Thank you
Not a member: Contact us today!

715 261-7680
400 East Thomas Street Wausau, WI 54403

Think MCECU First for All Your Financial Needs!

REMINDER: AUGUST 2022 LEARNING MODULES ARE DUE!

August 2022 Organizational Learning Modules



Each month staff are assigned 30-60 minutes of organizational training that needs to be completed by the due date.

Log into the learning management system (LMS), *UKG Pro Learning*, to complete the following training modules:

- **Cultural Competence Through Person Centered Service and Effective Communication** (25 minutes)
- **Work on any outstanding assignments**





the PEOPLE of



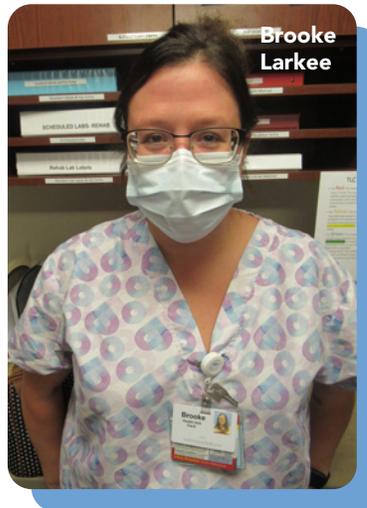
We have some talented people that do really amazing work here at NCHC. This new weekly column will focus on the unique position we have here and tell a little about what these positions do. Plus you will get to meet a few of the awesome staff in these roles in the process.

This Week's Featured People:

Nursing Home Unit Clerks of Pine Crest

We asked a few of our team members about the role of Unit Clerks. Our team at Pine Crest said that while the position can vary at different facilities and healthcare environments, the focus of work in the individual unit this is what makes the Unit Clerk job unique and valued. Units Clerks at Pine Crest:

- Provide clerical support to Physician and Department.
- Serve as nursing unit receptionist, answers phone, and takes and relays messages for nurses, residents, and other nursing staff.
- Relay orders for lab work to the Laboratory as scheduled and ordered, charts lab work done in Medical Record, prepare lab slips for pending lab work as ordered by the Physician and directed by the Nurse.
- Keep medical charts in efficient and orderly manner. Gleans Medical Records and sends gleanings to Medical Records office for filing.
- Prepare paperwork needed for Physician appointments, checks appropriate "preps", and arranges transportation.
- Maintains professionalism with staff, Physicians, clinics and hospitals.



Brooke Larkee



Nikki Krause



Micki Alsteen

Want to feature a role from your team?
Email communications@norcen.org
and we will make it happen!



TALK WITH AN ADVISOR ABOUT THE WDC PROGRAM!

Let's talk retirement



JOIN THE CONVERSATION!

Meeting with your Wisconsin Deferred Compensation Retirement Plan Advisor is an easy way to help make sure your savings and spending strategy fits you and your future. Schedule a one-on-one appointment. Additional virtual meetings can be found online.

BRING TO YOUR ONE-ON-ONE MEETING:

- ✓ WRS statement
- ✓ Social Security statement
- ✓ Other retirement account info
- ✓ Current paycheck stub (if applicable)
- ✓ WDC login information (if known)

REGISTER AT:

https://nc_wisconsin.timetap.com/#/

INDIVIDUAL RETIREMENT SESSIONS with Shawn Bresnahan

- Thursday, Sept. 1st | Wausau, Badger Room | 10am-2pm
 - *Thursday, Oct. 6th Antigo | Conference Room | 9am-11am
 - *Thursday, Oct. 6th Wausau | Badger Room | 1-4pm
 - *Thursday, Nov. 3rd Wausau | Badger Room | 9am-11am
 - *Thursday, Nov. 3rd Pine Crest | Admin Conf. Rm | 1-2:30pm
 - *Thursday, Dec. 1st Wausau | Badger Room | 10am-2pm
- *registration available 90 days before session date

Referral Bonus Now DOUBLED!

Earn A Referral Bonus For Referring both Part-Time and Full-Time Employees to NCHC!



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. No other forms or email are necessary.

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:

- \$1,000** After 90 days (Employees 0.5 FTE status or above)
- \$500** After 90 days (Employees below 0.5 FTE status)

Refer A Friend For Your Opportunity To Earn Referral Cash!

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.



North Central Health Care

Person centered. Outcome focused.



NEWS, UPDATES, LINKS, STORIES, PHOTOS, VIDEOS!

GET SOCIAL!
#IamNCHC

Check out all the latest Job Opportunities
www.norcen.org/Careers

Share on Social!





WELCOME THESE NEW EMPLOYEES TO THE TEAM!

These employees were welcomed at Orientation on August 22, 2022

Food Services - Merrill & Wausau



Jolene Bentz –
Dietary Aide



Sydney Crawford –
Dietary Aide



Jacob Glapinski –
Dietary Aide



Ben Pagel –
Cook



Souana Xiong –
Dietary Aide

Aquatic Services



Mary Molonare –
Lifeguard

Behavioral Health Hospital



Alexis Ange –
Behavioral Health Tech,
Hospital



We are so excited to have you on our team!



CHANGES TO CCITC PROVIDED IT SUPPORT ARE COMING



CCITC is implementing a new tracking tool for managing your IT issues and requests.

Please review the information below to better understand why and how IT support will soon be changing.

WHAT IS CHANGING AND WHY?

CCITC is moving to an integrated IT service management and project management tool. This will allow us to:

- centralize all incoming IT issues or requests
- track all IT needs in one tool
- better utilize CCITC staff
- provide more timely resolution to reported issues

HOW TO GET IT HELP NOW:

You should continue to contact the CCITC Helpdesk if you need IT assistance.

- **Call** 715-261-6710 or extension 6710
- **Email** it_helpdesk@co.marathon.wi.us

WHAT'S NEXT?

In October, you will be able to put in IT requests from a new web portal. The TAG (Technology Assistance Gateway) portal will allow you to look for answers, enter your own requests, and see the status of your tickets. CCITC will be sharing additional information on how to utilize and access the TAG portal in the next few weeks.

WHAT TO EXPECT:

Starting September 1, you will receive email notifications from the new system when a ticket is created for you by the Helpdesk or updated by CCITC staff.

All emails will be sent from TDX.Replies <tdx.replies.co.marathon.wi.us> with a subject line that includes TAG 'type of notice,' e.g. for a new issue reported:

TAG Incident Created (System unavailable)

 TDX.Replies <tdx.replies@co.marathon.wi.us>
To: Tami Coulson

You may still receive email notices from TrackIt, the IT ticketing tool being replaced, as it will continue to be used for completing requests previously made. TrackIt notifications are sent from trackitreq@co.marathon.wi.us



Questions? If you have questions, please contact the CCITC Helpdesk at x6710 or it_helpdesk@co.marathon.wi.us.



WHAT'S FOR LUNCH?

WAUSAU CAMPUS EMPLOYEE CAFETERIA



BREAKFAST HOURS

9 AM – 11 AM

LUNCH HOURS

MONDAY – FRIDAY

11:30 AM – 1:30 PM

HOT FOOD BAR \$.45/OUNCE

(Weekdays Only)

GRAB-N-GO HOURS

MONDAY – FRIDAY

9 AM – 5:30 PM

WEEKENDS:

GRAB-N-GO ONLY

AUGUST 29- SEPT 2, 2022

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	Chow Mein Chinese Pork Chop Mixed Veggies	Boneless Ribette Broccoli Au gratin Potatoes	Country Fried Steak Mixed Veggies Baked Potato	Sloppy Joe Baked Beans Cucumber Salad	Beef Tips Carrots Parslied Noodles Dinner Roll
SOUP	Cream of Broccoli	Butternut Squash	Texas Tomato Soup	TBD	Chicken Noodle
DESSERT	Fortune Cookie	Cherry Delight	Apple Crisp	Watermelon Salad	Chilled Pears

SEPTEMBER 6 – 9, 2022

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	Closed For Labor Day	Bacon Cheeseburger Casserole Peas & Carrots Dinner Roll	Cornflake Chicken Broccoli Baked Potato	Roast Pork Seasoned Brussel Sprouts Scalloped Potatoes	Sloppy Joe Creamy Coleslaw Home Fried Potatoes
SOUP		Vegetable Beef Soup	Creamy Cabbage Soup	Chicken Vegetable Soup	Chili
DESSERT		Fruit Pizza	Chocolate Chip Cookie	Pudding Fruit Salad	Blueberry Cheesecake



NCHC Covid-19 Weekly Status Report | August 25, 2022



Wear a Mask – Maintain Social Distance – Wash Your Hands – Stay Home If You Are Sick.
Report Symptoms and Covid-19 Exposures to Your Manager Immediately. Managers report in SafetyZone ASAP.
 Staff will **continue to screen**, 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. **Questions: Employee Health 715.848.4396**

GENERAL PPE GUIDELINES

The General PPE Guidelines below are in place at all times, regardless of the Alert Level to right. You must follow BOTH General and Alert Level Guidelines to right for the County you work in.

Employees: Self-screening required using temperature kiosks procedures. If Alert Level requires masks, staff may remove masks while working alone in private offices.

Visitors: Cloth face covering or surgical masks required by all in Nursing Homes and Adult/Youth Inpatient Hospitals. Visitors to Nursing Homes & Adult/Youth Inpatient Hospitals will be screened using the COVID Screener. All other visitors will require temperature check only.

Employees Working in Direct Patient/Resident Care: Each patient/resident care area will be designated as being in Standard or Covid-19 Confirmed/Suspected Precautions. Units/Patients on Covid-19 Confirmed/Suspected Precautions must have it clearly posted on the entrance to the unit or patient room.

o **Standard Precautions** – Surgical Mask and Gloves required. Eye Protection (face shield, goggles or safety glasses) required during applicable isolation precautions.

o **Covid-19 Confirmed/Suspected Precautions** – N95 Mask, Eye Protection (Face shield, goggles or safety glasses), Gloves and Gown during patient encounters required.

CURRENT NCHC ALERT LEVEL RESPONSE BY COUNTY

MARATHON: HIGH	LINCOLN: HIGH	LANGLADE: HIGH
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REQUIRED PPE GUIDELINES:

- **All Nursing Home and Hospital (Adult & Youth) locations** are required to wear masks at all times in all areas including hallways, waiting rooms and meetings. This includes staff, patients & visitors. Nursing Home and Hospital staff may remove masks while working alone in private offices; shared offices require masks. Eye Protection (face shields or goggles) to be worn with patient care encounters. Visitors to Nursing Homes and Adult/Youth Inpatient Hospitals will be screened using the COVID Screener. All other visitors will only require temperature check.
- **Non-Nursing Home and Non-Hospital locations**, face masks are recommended, but not required by staff, patients and visitors, except for when social distancing cannot be maintained in private offices, therapy rooms, exam rooms and while transporting any patient, client or resident in a personal or NCHC vehicle.
- **ALL Employees, ALL locations:** Self-screening required using temperature kiosks procedures.

GENERAL:

- Clinical Areas restricted to only necessary personnel.
- Limit movement to and between clinical areas within facilities.
- No Staff flexing to alternate units if possible.

STAFF MEETINGS/BREAKS:

- No in-person staff meetings unless approved by Incident Command. Use virtual meeting options only.
- Employee potlucks restricted.
- Social distancing required in Employee Cafeteria/break areas (2 per table only). Masks must remain in place when not eating or drinking.

PROGRAM-SPECIFIC OPERATIONAL CHANGES

Information below denotes only Covid-19 Confirmed cases. Some units/patient rooms may be on Covid-19 Suspected and use same precautions until negative test results are returned.

- **Pine Crest:** In-Person Visiting Hours: M-F: 9am – 6 pm, Weekends: 9am – 3pm.
 - o No positive Residents in building.
 - o 2 New Positive Employee case reported since last report. Additional PPE and Testing required by staff.
 - o Visitors allowed in all NH units, must follow ALL precautions in place.
 - **Mount View:** In-Person Visiting Hours M-F: 7am – 7pm, Weekends/Holiday: 10 am – 6 pm
 - o **Covid-19 Confirmed/Suspected Precautions:** 3 positive Residents in building: Gardenside (1) and Floor 2 (2).
 - o 3 New Positive Employee cases reported since last report. Additional PPE and Testing required by staff.
 - o Visitors allowed in all NH units, must follow ALL precautions in place.
 - **Residential: Fulton Street**
 - o **Covid-19 Confirmed/Suspected Precautions:** 1 positive Resident in building.
 - o Additional PPE and Testing required by staff.
- Additional positive Covid-19 employee cases reported at HIM - Wausau, Youth Hospital, and Patient Access - Wausau since last report.

Note: Lakeside Recovery/MMT: Temporarily closed. No Admissions.

Please contact your Manager for specific operational questions for your areas. Managers will use the full Alert Level Policy for all guidance.

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



WORKPLACE SAFETY CHALLENGE

PARTICIPATE FOR A CHANCE TO WIN!

North Central Health Care is kicking off it's **2022 Workplace Safety Campaign** with an all staff challenge! This year, simply write a poem with a workplace safety theme and **submit to communications@norcen.org by September 5th**. The challenge winner will receive a 50 dollar gift card and be featured in this year's Workplace Safety Campaign! All staff are encouraged to participate and we look forward to reading your creations. Have fun and good luck!



DETAILS

We have a safety challenge for you
Do it yourself, or use your whole crew.

Write a poem, limerick or rhyme
Make sure you keep safety in mind

Nothing long that will make us snore
We're trying hard to not make this a bore

Include in this poem: slips, trips and falls,
Employee health doesn't need anymore calls.

Lifting, pushing, pulling and bending,
The list of staff injuries seems never-ending.

Using all of our equipment the right way
Also needs to be something you say.

Grab a pen and paper and go get started,
We're looking for you to keep it lighthearted.

Workplace and personal safety are the key,
A gift card will be given to the winner for free.

September fifth is the due date,
Get going, act now and make it great!



https://www.youtube.com/watch?v=slwDHy0Q_Lc



Use the safety tips and pointers on your Communication Boards and on the Employee Communications Group Facebook Page to write your Workplace Safety Challenge Poem!

ALL SUBMISSIONS MUST BE RECEIVED BY SEPTEMBER 5TH!

Email communications@norcen.org