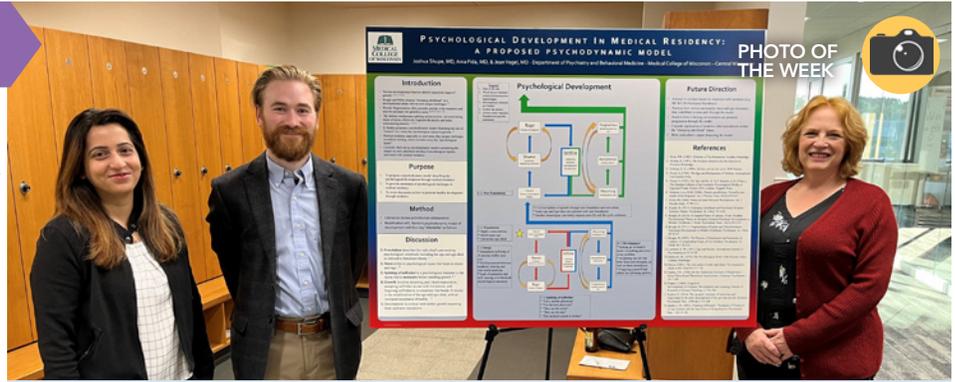


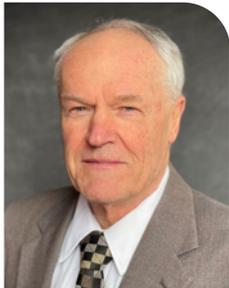


A Weekly Update  
For The Employees of  
North Central Health Care




# NEWS YOU CAN USE

## WEEKLY CONNECTION WITH OUR TEAM



### Apple Season

Last time I wrote something for the front page, I mentioned how I love the Fall season (except for “budget” season of course which also happens at this time of the year). One of my very favorite parts of the Fall is “apple season”. I have a small orchard in my backyard, with some apple and pear trees, a few berry bushes, and raised beds for my veggies. Because of the short growing season in this part of the state, most fruit trees here only produce a good crop every other year. This year, as luck would have it, was the “on” year for my trees and I did have a good apple crop.

The big challenge for us gardeners, of course is what to do with all that produce that ripens at the same time. A few years ago I bought an apple press to turn my apples into apple juice, and I was able to haul it out this year and made about 13 gallons last Saturday. This year I still had more apples left, so I’ll also be making applesauce, dried apples, canned apples, and maybe even some fruit leather. This year, the “on” year for my trees, I am thankful that I had a crop at all, with the cold weather, a late frost, the Japanese beetles, the apple maggots, the birds constantly pecking away at the crop, and the apple disease which does a number on some of my trees every year. But when I taste that apple juice, or maybe enjoy hot cider in the middle of the winter, it’s all worth it.

In talking with some of you, I’ve been told that it’s been more than two years since we last held quarterly Employee Update meetings with everyone, so I’m glad to confirm that this is the “on” year when we can now go back to holding those meetings with everyone. I must say how much I am looking forward to meeting each of you at our upcoming series of Employee Updates meetings, starting on October 11.

Be sure to sign up for Employee Updates in UKG Learning to save your seat. See you next month!

**Mort McBain**  
NCHC Interim Executive Director

Employee Fall Fest.....	<b>2</b>
Employee Updates.....	<b>3</b>
Photos of the Week .....	<b>5-6</b>
Privacy Reminders.....	<b>7</b>
ALZ Walk Photos.....	<b>8</b>
Notices & Reminders.....	<b>9-10</b>

Person-Centered  
**Shout out**



**Stephanie Keller & Mackenzie Drengler, BHS**

Why: Thank you both for your willingness to do a last minute transport to Rock County!”

From:  
**Misty Swanson**



**ADMINISTRATOR ON-CALL**  
x4488 or 715.848.4488

Monday, Sep. 26 –  
Sunday, Oct. 2

**Jarret Nickel**




**EMPLOYEE FALL FEST NEXT WEEK!**

October 3-7, 2022

Details on Page 2



North Central Health Care

# EMPLOYEE FALL FEST



## October 3-7, 2022

### Employee Picnics

**Merrill Picnic**  
Tuesday, 10/4  
Pine Crest -  
Employee Lower Lounge  
10:00 am - 2:30 pm

**Wausau Picnic**  
Wednesday, 10/5  
Employee Cafeteria  
& Courtyard  
10:00 am - 2:30 pm

**Antigo Picnic**  
Wednesday, 10/5  
Conference Room  
11:30 am - 1:30 pm

*Grilled Hamburgers, Veggie Burgers, Potato Salad, Carrots & Dip, Dessert and Beverages will be served. No sign-up required. Indoor and outdoor seating (weather-dependent). For those on Night Shift, Managers will work with you to deliver food to your programs.*

### Fall Fest Fun

- Monday, 10/3 NCHC Spirit Day** Wear your favorite NCHC apparel and watch for your FREE NCHC Swag!
- Tuesday, 10/4 Flannel Day** Autumn is upon us! Get cozy and wear your favorite flannel!
- Wednesday, 10/5 Harvest Day** Wear those fall colors! Oranges, reds, yellows and browns!
- Thursday, 10/6 Hunting Day** Sport your favorite hunting gear – Camo or blaze orange will do the trick!
- Friday, 10/7 Football Friday** Wear your favorite football jersey or fall team gear!

**GET SOCIAL!**  
#IamNCHC



Watch Your NCHC Email & Facebook Employee Communications Group for more fun!



# 2022 4th Quarter EMPLOYEE UPDATES

## Back & In-Person!



**TUES, OCT 11 WAUSAU CAMPUS**  
 10 am MVCC 1st Floor  
 Community Room  
 9 pm MVCC 1st Floor  
 Community Room

**THURS, OCT 13 MERRILL**  
 1:00 pm Pine Crest  
 Chapel Area  
**ANTIGO**  
 3:00 pm Conference Room

**TUES, OCT 18 WAUSAU CAMPUS**  
 9 am MVCC 1st Floor  
 Community Room  
 3:30 pm MVCC 1st Floor  
 Community Room

**WED, OCT 19 WAUSAU CAMPUS**  
 3:30 pm MVCC 1st Floor  
 Community Room

**THURS, OCT 20 WAUSAU CAMPUS**  
 6:15 am MVCC 1st Floor  
 Community Room



**Presented by**  
**Mort McBain,**  
Interim Executive Director



Scan with your  
smartphone  
camera app to  
register

**Masks will be required.**

Note: Presenters will be allowed to remove mask while presenting and maintain social distancing.

**Please Register in UKG Learning!**

# 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](http://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](https://bit.ly/RN_Fall2022)**



**What's It Like to  
Work as a CNA?**

Visit [www.norcen.org/RJP](http://www.norcen.org/RJP)  
and watch Our  
Realistic Job Preview Video!



## COMMUNITY CORNER CLUBHOUSE NOTICE

Community Corner Clubhouse hours of operation will be changing beginning Monday, September 26. The updated weekly hours will be:

- Mondays 10 am – 2 pm
- Tuesdays 10 am – 6 pm
- Wednesdays 10 am – 2 pm
- Thursdays 10 am – 2 pm
- Fridays 10 am – 2 pm



If you have any questions, please contact Mike Frankel, Clubhouse Manager at 715.843.1926 or mfrankel@norcen.org.



## COVID-19 & INFLUENZA VACCINE CLINICS FOR STAFF

### OCTOBER NOVEMBER & DECEMBER SIGN-UPS AVAILABLE!

#### COVID-19 BOOSTERS AVAILABLE:

[The Moderna Bivalent Vaccine is available only for those who have completed their initial series or have received additional boosters beyond their primary vaccination series. If you are looking to get your Covid-19 Booster and it has been at least 2 months since your last dose, you can sign-up using the link above. Those seeking their booster will need to bring proof of their previous COVID vaccinations (CDC vaccination card or WIR printout), prior to getting their booster.

#### INFLUENZA VACCINATIONS AVAILABLE:

Quadrivalent influenza vaccine is available to be received as well.

**Staff can receive both vaccines - the only stipulation is that they must be administered in separate arms.**

#### COVID-19 VACCINE 1ST OR 2ND DOSES NOT AVAILABLE AT THESE CLINICS.

NCHC Employees who are not vaccinated will NOT be able to receive the initial doses during these clinics. Those wanting to be vaccinated should schedule an appointment with their provider or go to a local pharmacy to have their primary vaccination series scheduled.

### VACCINATION CLINIC LOCATIONS

- Mount View Care Center Tower Community Room
- Pine Crest Nursing Home Chapel

### WATCH FOR SIGNS WHEN YOU ARRIVE!



SCAN OR CLICK TO SIGN UP!

<https://bit.ly/CovidVacc2022NCHC>



## Marathon County Community Conversation: Child Care

### LET'S TALK ABOUT ACCESSIBLE QUALITY CHILD CARE

We'll explore: The current state of the issue in our area and across WI, solution driven approaches, resources, and funding opportunities.

This event is part of the Dream Up! strategic planning for Marathon County

**UWSP - WAUSAU : CENTER FOR CIVIC ENGAGEMENT**  
625 Stewart Ave, Wausau, WI 54401

**SEPTEMBER 28, 2022**  
5:00PM - 6:30PM

Presentations by Childcaring, Wisconsin Early Childhood Association, North Central WI Workforce Development Board, and other local leaders.

We need families, child care providers, employers, and community leaders at this discussion in order to make lasting change. Your input is needed!

715-598-4004

childcare@ncwadb.org



TO ATTEND VIRTUALLY, REGISTER HERE  
<https://www.eventbrite.com/e/406434756297>



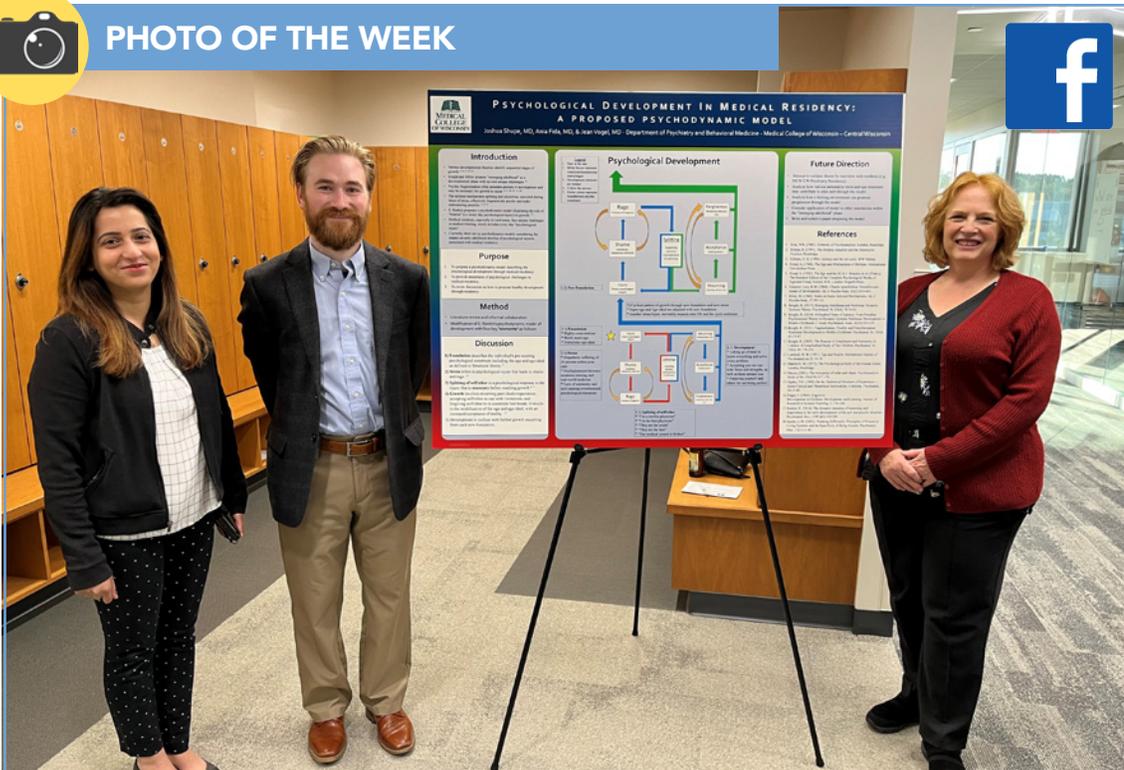
### WAI Child Care Project

The Worker Advancement Initiative (WAI) is a grant program made available by the American Rescue Plan Act Coronavirus State and Local Fiscal Recovery Funds.

If you have a disability and need assistance with this information, please call us through Wisconsin Relay Service (7-1-1). To request information in an alternate format, including free language assistance or translation of the information, or reasonable auxiliary aids and services please contact us at 715-204-1640 (Voice)/ 711 (Hearing Impaired) 10 days in advance of your scheduled appointment.



PHOTO OF THE WEEK



WISCONSIN COLLABORATIVE RURAL GME'S SPOTLIGHT Poster Fair

Congratulations Drs. Fida, Shupe and Vogel for participating in last night's Poster Fair for the Wisconsin Collaborative Rural GME's Spotlight on Recruitment and Poster Fair. You can follow the post on the MCW-CW Medical School Campus Facebook page.



NCHC STAFF & COMMUNITY PARTICIPATE IN CPI TRAINING AT WAUSAU CAMPUS

Crisis Prevention Institute (CPI) is an international training organization that specializes in the safe management of disruptive and assaultive behavior. CPI is a strategy used for crisis prevention for a wide variety of people, and is used by many healthcare organizations. CPI can best be described as non-violent crisis intervention training designed to teach best practices for managing difficult situations and disruptive behaviors.

Last week NCHC hosted CPI training at the Mount View Care Center Community Room. Participants were trained on the proper intervention techniques and also train-the-trainer sessions were held as well.

"I wanted to follow up with great feedback around the training this last week at North Central Health Care. The contact person, Nic Lotzer, as well as other staff from North Central Health were so incredibly supportive and helpful in setting us up for an awesome training. Overall, the participants appeared very engaged and positive around CPI (many were veteran CPI Instructors—returned as Renewal participants). The overall climate was all about CARE-WELFARE-SAFETY-SECURITY."

— Kari, Crisis Prevention.com



These photos show the physical training that staff receive in CPI training classes.





### WAUSAU CAMPUS PARKING LOT COMING ALONG

Renovations are moving quickly on the 1100 Lake View Drive parking lot....the new curb was installed in less than a day! Thank you to our staff for their Person-Centered Services and making sure visitors get where they need to go during the renovations. Look for more photos on our Facebook Employee Communications Group! #IamNCHC



### BABY SHOWER FUN

The team at Mount View wanted to share their baby shower fun. Earlier this month the team celebrated the upcoming arrival of Nicole Long's baby. Nicole is a Nurse at Mount View and she typically works on the 4th Floor. Here's wishing you and your family all the best with the much anticipated arrival of your little one!



### THERAPY WEEK RECOGNITION AT PINE CREST

The team at Pine Crest wanted to share their appreciation for their Therapy Team during National Rehabilitation Awareness Week, September 19-25, 2022. Thanks for all you do Therapy team!!

### RETIREMENT NEWS! Congrats Linda Dotter

Linda Dotter, Nutrition Services Manager at Pine Crest will be retiring on September 30, 2022. Congratulations on your upcoming retirement Linda!





North Central Health Care

# PRIVACY REMINDERS

## NCHC'S Privacy Program is designed to protect all those we serve and their protected health information (PHI)

which includes verbal, written, and electronic information that can identify someone as a recipient of our services. Further, our patients, clients, and residents have a right to have their information kept private. One way we can make sure that this is occurring, is through random audits of patients' medical records to determine if there is potential snooping or unauthorized access by staff.



### WHAT ARE THE CONSEQUENCES OF SNOOPING OR UNAUTHORIZED ACCESS?

Consequences could mean termination of your employment and applies to intentionally and inappropriately accessing records, whether for purposes of curiosity, malicious intent, or personal gain of:

- Your spouse/partner
- Your siblings
- Your children/grandchildren
- Co-workers
- Friends/neighbors
- Public figures or those of media interest
- Any patient without a legitimate, authorized, work-related reason

### WHAT IF YOU ARE DIRECTLY INVOLVED IN THAT PERSON'S TREATMENT OR CARE?

If you are the patient's treating provider, case manager, crisis professional, nurse, etc.:

- You may only access protected health information (PHI) related to your involvement in the patient's care.
- You may share PHI only with the treatment team as needed for purposes of treatment, payment, or operations.
- You may not share information with anyone else who does not have a work-related reason to know or without the proper consent of the patient. Working at NCHC does not automatically equal having a right to PHI. You must have a work-related reason or be involved in the person's treatment, payment, or operational functions (i.e., quality audits, DHS surveys).

### CAN I VIEW MY OWN MEDICAL RECORDS?

It is not a HIPAA violation to view your own records, however it is NCHC policy that **you must formally request this through HIM**. Please follow the proper procedure to receive a copy of your records to avoid disciplinary action leading up to and including termination of employment for improper access.

### WHAT IF I AM INVOLVED IN A FAMILY MEMBER'S OR ACQUAINTANCE'S TREATMENT, BILLING, OR OTHER ACTIVITY?

If your job requires you to access the person's medical information, then you should **immediately report this to your supervisor**, who will determine whether to assign the task to someone else. Clarify with your supervisor the preferred handling of these situations in the future.

### WHAT IF MY CHILD OR PARENT IS A PATIENT HERE?

To get copies of your child or parent's medical records, you must **request the records by making a request through Health Information**. You may not access the records directly through the electronic medical record.

### TO HELP MAINTAIN PATIENT/CLIENT/RESIDENT PRIVACY AND CONFIDENTIALITY, PLEASE:

- Access patient medical records only when it is required for your job. Just because you have access to medical records and protected health information does not mean you can look at anything or anyone.
- Do not access medical records of co-workers, friends, family members or those listed above unless for a work-related reason or with approval.
- If authorized: access, use and disclose only the minimum protected health information needed to get the job done.
- Log off and lock your computer whenever you leave your workspace. Employees who leave their workstations without logging off are responsible if someone else uses their login and password to access medical records.

## WHAT IF I HAVE OTHER QUESTIONS OR NEED HELP?

If you have any doubts or concerns about whether to access a patient's medical record, or if you have other privacy-related questions, please contact the HIPAA Privacy Officer: Jennifer Peaslee @ **715-848-4507** or **jpeaslee@norcen.org** or **submit a question using "HIPAA-Submit a Question"** form in SafetyZone.



# WAUSAU WALK TO END ALZHEIMER'S

THANK YOU TO ALL OUR PARTICIPANTS!!



## 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 <a href="http://www.lung.org">www.lung.org</a>	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.



### NCHC STAFF NOTICE: PLT BALANCE & CARRYOVER

As we approach the final quarter of 2022, our HR team wants to remind employees of the current PLT Policy and the PLT Schedule. NCHC wants to make sure that all staff have time to use their accrued PLT as we near the end of the year. This alleviates a rush of PLT requests in the final months of the year, but more importantly it gives staff the ability to enjoy time away from work to balance their lives.

#### What Should Employees Do Now?

Start by reviewing the attached policy to understand how much PLT you can carry over to 2023 based on your years on continuous service. Then, consult your latest Pay Statement in UKG. You will find your balance PLT if you scroll to the lower portion of your current Pay Statement.

If you are at higher risk of losing PLT or are above the maximum allowance, please connect with your manager and discuss options for working down your balance before the end of the year.

Below are the maximum carryover amounts:

<u>Years of Continuous Service</u>	<u>Accrual Rate (Per Hour)</u>	<u>Annual Hours</u>	<u>Annual Days</u>	<u>Maximum Carry Over</u>
0 - 1	0.06154	128	16	168
1 -3	0.06923	144	18	184
3-5	0.08077	168	21	208
5-10	0.08846	184	23	224
10-15	0.09615	200	25	240
15-20	0.10769	224	28	264
20+	0.11539	240	30	280

If you have questions, please talk with your manager, stop into HR or contact our HR Team at 715.848.4419 or hresources@norcen.org.

### UKG DOWN TIME ALERT

**Sunday, October 9**  
**1 am to 7 am**

UKG will be updating our production environment Sunday, October 9, 2022, beginning at 1 am. The update is expected to take up to 6 hours. During this time staff will not be able to access the UltiPro environment.



#### Employees will be impacted in several ways:

- Employees will not be able to log into Time Management.
- Employees will not be able to enter their time via their "Clock Entry" or "Time Management" options in Time Management.
- **Employees who enter time at a physical device, such as a time clock, can punch in as they normally do. Punches are stored within the clock and the data is added when the upgrade is complete.**
- Supervisors and/or managers cannot approve time during the upgrade.

### Wisconsin Deferred Compensation Program's Virtual Webinars



Helping You Turn Over a New Retirement Leaf

Your guide to the Wisconsin Deferred Compensation Program's (WDC) virtual Benefits Fairs/Open Enrollment.

Choose the desired topic(s) below and find a date and time that works for your schedule. Once you select the date and time you will be directed to WebEx to register for your selected webinar(s).

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

- Monday, September 26<sup>th</sup>-3:00 p.m.
- Wednesday, September 28<sup>th</sup>-11:30 a.m.
- Thursday, September 29<sup>th</sup>-12:30 p.m.
- Wednesday, October 5<sup>th</sup>-12 p.m.
- Thursday, October 6<sup>th</sup>-12:30 p.m.
- Friday, October 7<sup>th</sup>-1 p.m.
- Monday, October 10<sup>th</sup>-11:30 a.m.
- Tuesday, October 11<sup>th</sup>- 12:30 p.m.
- Wednesday, October 12<sup>th</sup>-1 p.m.
- Thursday, October 13<sup>th</sup>-10 a.m.
- Friday, October 14<sup>th</sup>-12 p.m.
- Monday, October 17<sup>th</sup>-11:30 a.m.
- Wednesday, October 19<sup>th</sup>-10 a.m.
- Thursday, October 20<sup>th</sup>-12:30 p.m.
- Friday, October 21<sup>st</sup>-12 p.m.

**Women and Investing:** *How to use the WDC program to be more confident about your financial future.*

- Tuesday, September 27<sup>th</sup>-12 p.m.
- Thursday, October 13<sup>th</sup>-12:30 p.m.

## employees on the move

Congratulation to these employees for their recent transfer or promotion!



#### Jacie Cihlar

Congratulations to Jacie Cihlar for her recent promotion from Pharmacist to Manger of Pharmacy Services. Congrats Jacie!



#### Michelle Sczygelski

Congratulations to Michelle Sczygelski on her recent transition from Adult Day Services to Health Info Specialist I. Congrats Michelle.



**COMPLETE YOUR SEPTEMBER LEARNING MODULES NOW!**

# September 2022 Organizational Learning Modules



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

- **Understanding Bloodborne Pathogens and Your Organizations Exposure Control Plan** (30 minutes)
- **Work on any outstanding assignments**



**Marathon County  
Employees Credit Union**

## It's Christmas Club Time!

**For members with Christmas Club accounts, funds will be transferred to your designated checking or savings account on October 1<sup>st</sup>. Make sure you also stop in for your free gift for having a Christmas Club account with us!**



**Don't have a Christmas Club account? It's never too early (or too late) to open an account and start savings for the holidays, whether that be this year or next. Set aside a few dollars every payday and next October you too will have funds set aside for the holiday season. Contact Us Today to Open Your Account!**

**Proudly Serving NCHC Employees and Their Families**

**Marathon County Employees Credit Union  
400 E. Thomas St  
715-261-7680**

## TALK WITH AN ADVISOR ABOUT THE WDC PROGRAM!



### 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/#/](https://nc_wisconsin.timetap.com/#/)

### INDIVIDUAL RETIREMENT SESSIONS with Shawn Bresnahan

- \*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



tidbits on benefits



A WARM WELCOME TO Theresa Micke, PA-C Physician Assistant

Having access to quality healthcare is essential to maintaining good health. But busy schedules and work hours can make it difficult to schedule necessary care. North Central Health Care is committed to employee wellness by providing quality health care right where you work.

We are happy to welcome Theresa Micke, PA-C as your new "at work" health care provider for both acute and long-term health conditions. Theresa brings 6 years of experience in family practice prior to working in the Aspirus Walk-In/Urgent Care clinic for the past 4 years.

Onsite health and wellness services provided by Theresa include:

- Help to maintain your health & prevent disease
• Meeting urgent medical needs for illness and injuries
• Managing and treating chronic health problems
• Coordinating care with other providers and specialists
• Can also serve as your Primary Care Provider

Appointments are recommended and can be made online by visiting MyAspirus.org or by calling the Employee Health and Wellness Center at 715-843-1256. Same day and walk-in care may be possible based upon the daily schedule for that day.

CLINIC HOURS

Monday, Wednesday, Friday: 8:00 am - 4:30 pm
Tuesday: 6:30 am - 3:00 pm
Thursday: 9:30 am - 6:00 pm

Aspirus Employee Health & Wellness Center
Marathon County
North Central Health Care
1000 Lake View Drive, Suite 200
Wausau, WI 54403
North Central Health Care Campus, Door 25
715.843.1256

To learn more or to schedule an appointment, visit aspirus.org

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.

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

Share on Social!





April Oppen



Dan Bailey



Merry Malone



Melissa LaPorte

## OUTSTANDING TEAM PARTNERSHIP AWARD

### Accounting Team

Congratulations to the Accounting Team, recipient of the 3rd Quarter Outstanding Team Partnership Award. The Accounting Team worked many extra hours, coming in early, staying late and working weekends, to prepare our annual audit and Medicare/Medicaid cost reports. Much of the staff are in their first year at NCHC, and they did a fabulous job. The audit ended up going much more smoothly than previous years. This team replaced a team

with over 50 years combined experience. They continually provide accurate, timely and transparent information to our decision makers so we can make informed decisions. At the time of the nomination, the following Accounting Team members were included in the nomination for their efforts: April Oppen, Dan Bailey, Merry Malone, Melissa LaPorte and Jill Nelson. The Accounting Team was nominated by Bobby Splinter. Bobby wishes to also recognize

the additional members of the accounting team including Patric Lanning, Angela Lepak, Cristy Maltbey and Gary Olsen.



Jill Nelson

**The Pine Crest Appreciation Team was also nominated for this award.**



## OUTSTANDING LEADERSHIP AWARD

### Karissa Nelson Community Treatment

Congratulations to Karissa Nelson, recipient of the Outstanding Leadership Award. Karissa is a member of the DBT implementation team and has been a

great leader. She is now operating a DBT group to enhance her skills and attends weekly DBT consultation calls. In addition, she is supervising employees who are completing their internship to become mental health professionals. Karissa invests in her own professional development while inspiring others to do so.

Karissa was nominated by Janelle Hintz.

**Jamie Collins was also nominated for this award.**



## OUTSTANDING SERVICE EXCELLENCE AWARD

### Mel Wohlwend Patient Access, Antigo Center

Congratulations Mel Wohlwend of Patient Access Antigo Center. Mel was nominated because she goes

above and beyond to make sure clients' needs are met. She keeps our office running smooth and communicates well with staff and clients alike. Mel saw a need in our office and took college classes to become an AODA counselor. She is working on her training now while working in Patient Access. Mel was nominated by Carrie Bussiere, Nanette Griese, and Kristin King.

**Angie Lepak was also nominated for this award.**



## OUTSTANDING PERSON CENTERED SERVICE AWARD 2 RECIPIENTS!

### Edd Hill, Crisis Services

Congratulations to Edd Hill of Crisis Services. Edd works incredibly well with the team. He is collaboratively with partners, clients and the team. He has a high level of professional integrity and is always working towards the greater good for the community, NCHC, team and those we serve. Edd constantly works to stream-

line communications between partnering agencies and team members and he goes the extra mile for those we serve. Edd was nominated by the Langlade County CCS Adult Team.

### Savannah Severt Pine Crest

Congratulations to Savannah Severt of Pine Crest. Savannah has excellent work ethic and helps out in any way possible. She takes feedback and also brings back feedback from residents to make helpful suggestions. She is creative and has a way of making everyone smile. She relates to everyone and helps people feel comfortable, especially our dementia residents. She puts in 100% as soon as she walks through the door. Savannah was nominated by the Brianna VandenHeuvel.



**Angela Burton, Bette Llyod, Cassie Smith, Dr. Vogel, Emily Bandow, Laura Zaucha, Rebekah Strege, Lynn Kelly, Teresa Schoone, Coralie Benson, Grace Crass, Deidre Ratzloff, Sydney Baldwin and Tara Leibers were also nominated for this Award.**

**Nominate a Coworker or Team today! [www.norcen.org/Recognition](http://www.norcen.org/Recognition)**



# 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

## SEPT. 26 – 30, 2022

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	Chinese Pork Chop Chow Mein Mixed Veggies Rice	Boneless Ribette Broccoli Au gratin Potatoes	Meatloaf Stewed Tomatoes Mashed Potatoes	BBQ Pork Sandwich Creamed Corn Fried Potatoes	Baked Cod Capri Blend Veggies Mashed Sweet Potatoes
SOUP	Cream of Broccoli	Butternut Squash Soup	Texas Tomato Soup	TBD	Savory Chicken Noodle
DESSERT	Fortune Cookie	Cherry Delight	Apple Crisp	Watermelon Salad	Chilled Pears

## OCTOBER 3 – 7, 2022

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	Meatballs and Sauces Green Beans Spaghetti Noodles Garlic Bread	Bacon Cheeseburger Casserole Peas & Carrots Dinner Roll	Employee Fall Fest Picnic - See page 2	Roast Pork Seasoned Brussel Sprouts Scalloped Potatoes	Bratwurst Rutabagas Macaroni & Cheese
SOUP	Turkey Dumpling Soup	Vegetable Beef Soup	Employee Fall Fest Picnic - See page 2	Chicken Vegetable Soup	Tomato Soup
DESSERT	Mandarin Oranges	Fruit Pizza	Employee Fall Fest Picnic - See page 2	Pudding Fruit Salad	Strawberry Jello



# THE BISTRO

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

## PANINI OF THE WEEK



**BYO NACHOS!** GROUND BEEF | CHEESE | LETTUCE | TOMATOES | ONIONS | SOUR CREAM | SALSA | BLACK OLIVES

### PANINI FORECAST

10/3 | CORDON BLEU PANINI

MUSTARD SAUCE | SWISS | HAM | GRILLED CHICKEN

10/10 | SOUTHWEST TURKEY

CHEDDAR | PEPPERS & ONIONS | TURKEY | JALAPENO RANCH

10/17 | PIZZA PANINI

MARINARA | MOZZ | PEPPERONI & SAUSAGE | GRILLED ONIONS

### LATTE OF THE WEEK



SALTED TURTLE

CHOCOLATE, SALTED CARAMEL & HAZELNUT + WHIP W/ CHOCOLATE & CARAMEL DRIZZLE

**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





# NCHC Covid-19 Weekly Status Report | Sept. 22, 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

<b>MARATHON: HIGH</b>	<b>LINCOLN: HIGH</b>	<b>LANGLADE: HIGH</b>
-----------------------	----------------------	-----------------------

### 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).

## 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 No 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.
- **Mount View:** In-Person Visiting Hours M-F: 7am – 7pm, Weekends/Holiday: 10 am – 6 pm
  - o No positive Residents in building.
  - o 2 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.
- No Additional positive Covid-19 employee cases reported since last report other than those mentioned above.

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](http://www.norcen.org/Covid-19)