



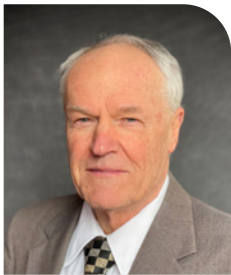
A Weekly Update  
For The Employees of  
North Central Health Care



RETIREMENT NEWS!  
**CONGRATS!**

# NEWS YOU CAN USE

## WEEKLY CONNECTION WITH MORT MCBAIN



### Introduction of Renee Krueger and Vicki Tylka

This week I would like to introduce everyone to a couple of new key players at NCHC that you may not know. Renee Krueger of Merrill was recently appointed as the Interim Administrative Coordinator for Lincoln County. As the chief appointed representative for that County she also serves on our Executive Committee for the NCCSP Board. Renee replaces Cate Wylie, who was recently hired as County Administrator for

Green Lake County, in the Southern part of the state. We wish Cate well in her new position, while looking forward to working with Renee, bringing a fresh perspective to the Committee. Renee has many years of experience with county social services and with state youth correctional facilities.

Vicki Tylka, Social Services Director with Marathon County, has been hired by NCHC in the newly established position of "Managing Director of Community Programs". Vicki starts on January 3rd as the newest member of the Senior Leadership Team here at NCHC, joining Jarret Nickel, Gary Olsen, Jennifer Peaslee, Dr. Gouthro and myself.

I am personally looking forward to working with both of these talented and experienced leaders to help guide NCHC as we move forward in 2023.

And finally, let me wish everyone a Merry Christmas and a happy and prosperous New Year.

**Mort McBain**  
Interim Executive Director



**Renee Krueger**  
Executive Committee of  
NCCSP Board and Interim  
Administrative Coordinator for  
Lincoln County



**Vicki Tylka**  
NCHC Managing Director of  
Community Programs joining  
NCHC on January 3

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## Shout out



**Lindsay Leach, RN**  
Outpatient, Community Treatment



When we were short-staffed on one of our busier days, Lindsay dedicated her whole day to us and offered to help where she could with patient cares. She truly went above and beyond as a manager. Thank you!

From: **Alexa Kufalk, RN**

**Occurrence Reporting Hotline**  
**x4488 or 715.848.4488**

Only significant or sentinel events requiring immediate notification to this hotline.



UPDATED 2022



# North Central Health Care ANNUAL EMPLOYEE



# Holiday Celebration!

**Rescheduled to Tuesday, December 20**

Employees can enjoy a wonderful Chili Dinner complemented with cheese, relishes, breadsticks, dessert and a beverage. Even if you are not working this day, please stop in and share a delicious meal with your colleagues.

LUNCH SERVED* 10:30 am – 1:30 pm	SUPPER SERVED 4 – 6 pm	NIGHT SHIFT 1 – 2 am (Dec. 21)
<p><b>Wausau Campus Cafeteria &amp; Pine Crest Employee Lounge</b></p> <p><i>Lunch Delivery to Antigo &amp; Merrill Centers, ADS Wausau and All Residential Sites</i></p>	<p><b>Wausau Campus Cafeteria &amp; Pine Crest Employee Lounge</b></p>	<p><b>Box Lunches Delivered</b></p>



\*Arrangements have already been made to deliver food to these off-campus locations on December 20 at lunch time: All Residential Services locations, Adult Day Services Wausau, Pine Crest and the Antigo & Merrill Centers.

**Happiest of  
Holidays to Our  
NCHC Staff!**

*Thank you* for your commitment and dedication!



# Jingle & Mingle



~ HOLIDAY DRESS UP AT NCHC ~

The Holidays are fast approaching. Get your wardrobe ready for **EIGHT days of Holiday Dress-Up** at NCHC. Join ALL of North Central Health Care for this Tri-County holiday dress up event and show us your holiday spirit!

## WEDNESDAY 12/14

### Deck the Halls

Get decked out in your ugliest holiday sweater (or make one if you like!)

## TUESDAY 12/20

### Rockin' Around the Christmas Tree

Rock out your Christmas look

## THURSDAY 12/15

### Rudolph the Red Nose Reindeer

Holiday Glow-Up, wear something shiny and bright OR wear as much red as you can

## WEDNESDAY 12/21

### Blue Christmas

Wear various shades of blue

## FRIDAY 12/16

### Baby it's Cold Outside

Brrrr! Stay warm in your favorite flannel

## THURSDAY 12/22

### Christmas in Dixie

Christmas Cowboy Style (fringe, handkerchiefs, cowboy hats)

## MONDAY 12/19

### Here Comes Santa Clause

Bundle up in your comfiest PJ's

## FRIDAY 12/23

### Let it Snow

Get ready for the snow by wearing your favorite holiday or winter hat and scarf



North Central Health Care

Person centered. Outcome focused.

**Jeans are Allowed  
with Your Jingle &  
Mingle Attire!**

(Please no holes, rips or shredded jeans)



# Got Junk Lights?



**DROP BOXES ARE LOCATED AT MAIN ENTRANCES & EMPLOYEE AREAS AROUND WAUSAU, MERRILL & ANTIGO LOCATIONS!**

## BRING THEM TO WORK!

# HOLIDAY LIGHT RECYCLING

to benefit Habitat for Humanity!



Bring in your old, junky, burnt out strings of lights. Habitat for Humanity of Wausau will recycle the materials and use the proceeds to benefit our local Habitat for Humanity efforts here in Central Wisconsin.

**IT'S A HOLIDAY WIN FOR EVERYONE!**

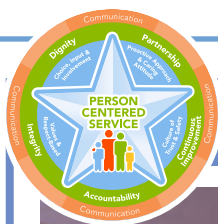


Submitted in our online Suggestion Box by Kim Woyak:

## Looking for NCHC Swag?

Visit the *Swag* shop.

[www.norcen.org/SwagShop](http://www.norcen.org/SwagShop)



## PHOTO OF THE WEEK



### LAURA ZAUCHA RETIREMENT

Laura Zaucha recently retired from Pine Crest on December 10, 2022. Laura was a CNA and Restorative Aid with Pine Crest for just over 35 years, mostly on the day shift. We greatly appreciate her years of service and dedication. She had outstanding attendance and provided excellent care to our residents and was always happy and cheerful.

**Best of luck to you in your retirement Laura!**



## RETIREMENT NEWS!

# CONGRATS!





# NORTHWOODS MARCHING BAND

ANTIGO | DC EVEREST | LAKELAND | MERRILL | MOSINEE  
NORTHLAND PINES | THREE LAKES | WAUSAU EAST

Rose Bowl 2023

# TUNE IN!

 MONDAY, JANUARY 2  
10AM CST  
CHECK LOCAL TV LISTINGS

The Wisconsin Northwoods Marching Band – the second largest marching band in Rose Parade history – will perform in the 134th 2023 ROSE PARADE.

400 STUDENT MUSICIANS

PERFORMANCE VIEWED BY 1 MILLION+

Performing  
**"BEAUTIFUL WISCONSIN"**  
a combination of "On Wisconsin" and "America the Beautiful" that celebrates our nation and Wisconsin.

# DONATE!

 JOIN US IN OUR EFFORT TO RAISE \$1 MILLION.

The DC Everest Band Boosters is a 501(c)(3) non-profit organization.

For more information, please contact D.C. Everest Band Director Joe Finnegan at: [jfinnegan@dce.k12.wi.us](mailto:jfinnegan@dce.k12.wi.us).



## STUDENTS FROM MARATHON, LINCOLN AND LANGLADE COUNTIES MARCHING IN ROSE BOWL PARADE

### Help Support Their Musical Journey

The annual Rose Parade is viewed by millions of people around the world and has become an iconic part of New Year's Day celebrations. This year, the Eight area high school programs will take part in this historic event and perform together as the Wisconsin Northwoods Marching Band. The nearly 400-member Northwoods band will be the second largest marching band to ever perform for the Rose Parade, second only to Allen High School Marching Band from Texas in 2016, which had 716 members. Students will march along the 5.5-mile parade route in front of nearly 1 million attendees from around the world.

North Central Health Care is showing our support by sharing opportunities for our community to donate to support the effort. Thank you for your support and best of luck to the students and families that will be traveling to California this New Year!



# HRinsights

## Position Posting

**Title:** Cook **Status:** Full Time **Location:** Wausau

Prepares and cooks food in compliance with State, Federal, and County safety and sanitation regulations. NCHC is looking for new or experienced cooks. NCHC does not mandate employees and have flexible scheduling options available. Starting pay is \$16.00 per hour and experience of 2 or more years is starting at \$18.00 per hour. 0.8 Full-Time (64 hours per pay period) Monday-Friday 11 am - 7:30 pm, works every other weekend and holiday.

<https://bit.ly/3VWipxU>



## Position Posting

**Title:** Laundry Worker

**Status:** Full Time

**Location:** Wausau

Under the direction of the laundry team coordinator, performs manual tasks to insure the efficient processing and delivery of all facility linens. Full time position regularly scheduled for 80 hours every two weeks. Hours 6:30am-3pm and every other weekend.

<https://bit.ly/3uOzsGE>



### 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.*

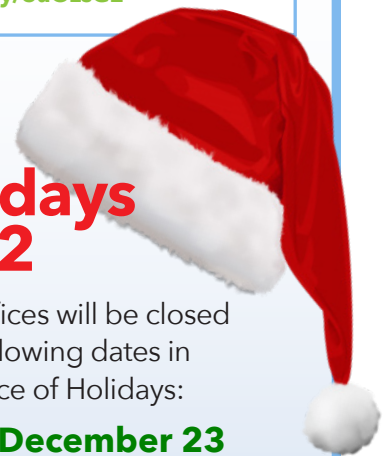
\*For additional details and qualification requirements please refer to the Referral Bonus Policy.



North Central Health Care  
Person centered. Outcome focused.

Check out all the latest Job Opportunities  
[www.norcen.org/Careers](http://www.norcen.org/Careers)

Share on Social!



## Holidays 2022

NCHC offices will be closed on the following dates in observance of Holidays:

**Friday, December 23**

**Monday, December 26**

**Friday, December 30**

**Monday, January 2**





## COMMUNITY TREATMENT/OUTPATIENT SPOTLIGHT AWARD NOVEMBER 2022



### Amber Gollon Community Treatment

NCHC Outpatient and Community Treatment are pleased to announce Amber Gollon, Service Facilitator on the Marathon Adult Team, was nominated and selected as the November 2022 CT/OP Spotlight Award. Congratulations Amber!

*"Amber Gollon is a consistent and positive presence for her consumers and the Big Team. Whenever there is a new directive or task, she response with thoughtful questions to understand what is being asked and the reason for the change, and delivers high quality support to her consumers. Amber is adaptable to change and receptive to feedback when given and her continuous improvements are seen in her work."*

*"Amber is one of those team members who will offer to support her coworkers when a need is identified. She shows excellent teamwork and collaboration to best meet her consumer needs. Consumers and providers have shared praise and appreciating for Amber's work with shared consumers and when filling in while the service facilitator assigned was out of office."*

*Thank you, Amber, for your efforts to consumers and the Big Team!*



### Congrats Amber!

## December 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:

- **Annual Healthcare Compliance Refresher 2022**  
(30 minutes)
- **Work on any outstanding assignments**







**KEY COMMAND: WINDOWS KEY + UP OR DOWN**  
Purpose: Maximize and Restore Down Windows



**How To:**

1. Hold down Windows key located left of space bar on keyboard.
2. Press up or down arrow key at same time.
3. The up arrow will maximize, and the down arrow will restore down the window.

**Why is this command relevant at NCHC?**

- Avoid accidentally clicking  icon instead of  icon.
- Quickly maximize window to easily view window.
- Quickly restore down window for ability to move, resize, or have multiple windows up at the same time.

**STAY TUNED FOR FUTURE TIPS!**



Recently, the WI Department of Health Services (DHS) released a notification about the increase spread of respiratory diseases impacting healthcare facilities, especially those in long-term care. From data presented by DHS (shown at bottom of email), COVID isn't the only illness we need to be aware of, but other respiratory viruses like RSV, Influenza, and Influenza-Like Illnesses (ILI).

Talking about these viruses seems antiquated – given our focus on COVID for the better part of 3 years – but this year's data has shown a dramatic increase in cases from years prior. While Wisconsin hasn't seen as many Influenza cases as the southern half of the U.S., the number of RSV cases has been at its highest levels in recent memory, resulting in numbers of hospitalization not seen since COVID the last two years.

**RSV & Influenza Have Very Similar Symptoms Compared to COVID**

So what do we need to do to keep ourselves and those we care for safe? Employees should understand what the signs and symptoms of these illnesses look like.

**Signs and symptoms include:**

- Coughing
- Sneezing
- Congestion
- Runny nose
- Sore throat
- Shortness of breath
- Nausea
- Vomiting
- Diarrhea
- Headache
- Body aches

If you're having any of these symptoms of respiratory illness you should:

Immediately report your symptoms to your manager and Employee Health 715.848.4396.

Get tested and stay home. Don't assume your symptoms are due to allergies or another condition.

**Other Ways We Can Help**

Beyond monitoring our symptoms before coming to work, employees should perform hand hygiene often and when required – utilizing hand sanitizer instead of hand soap when possible – especially during these cold winter months to limit the chances of contact dermatitis (red burning and itching hands from being dried out by soap).

Make sure to cover your coughs and sneezes – catching those in our elbows and not in our hands, or doing so uncovered.

If you have any questions or need clarification, please reach out to Reneé in Employee Health, or Tim and Shelley from Infection Prevention and we'll be happy to help you any way we can. 715.848.4396

**CCITC NOTICE**

**Attention NCHC Apple iPhone and iPad Users**



**Effectuated systems:** Apple iOS devices including iPhones and iPads

**Problem:** MS Authenticator fails or locks up.

**Details and resolution:** The Authenticator Application was recently updated and is not compatible with your IOS version

Updating IOS on your device will resolve this issue.

**Update instructions.**

On the device, If you go to Go to Settings Logo 

Description automatically generated with medium confidence > General > Software Update. The device will display if there are pending updates. (below is the link to the apple support article with the instructions on device updates).

**Additional information**

There was an update to the MS Authenticator app yesterday (12/8/22) for Apple devices. This is the Application on your mobile device that allows you to use MFA (Multi Factor Authentication) for login (email and VPN). The update introduced some additional security enhancements, but now requires a minimum Apple iOS version of 14 or higher (the latest is 16.1.2). We have found that some of the sub-revisions (example 14.4.2) of the iOS are not compatible. If you are not on the current iOS version (16.1.2), please upgrade asap to avoid any issues if you need to authenticate. This process usually will take between 10-30 minutes, requires Wi-Fi connectivity, and may require multiple installs to complete depending on how out of date the device is. We also advise users to enable automatic update if it is not enabled (the device will then update at night when the phone is idle and charging). <https://support.apple.com/guide/iphone/update-ios-iph3e504502/16.0/ios/16.0>  
If you have any questions please call HelpDesk @ x6710.





# 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

### DECEMBER 12 – 16, 2022

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	Smoked Paprika Chicken Mashed Potatoes & Gravy Green Beans	Lasagna Salad Garlic Toast	Apple Butter Pork Loin Stuffing Roasted Butternut Squash	Turkey & Rice Casserole Dinner Roll Corn	Baked Cod Herbed Rice Creamy Coleslaw
SOUP	TBD	Beef Barley Soup	Garden Vegetable Soup	TBD	TBD
DESSERT	Brownie Bottom Cheesecake	Peaches	Snickerdoodle Krispy Bar	Banana Strawberry Cup	Cranberry Crunch

### DECEMBER 19 – 23, 2022

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	Baked Chicken Drumsticks Loaded Mashed Potatoes Carrots	North Central Health Care <small>Person centered. Outcome focused.</small> <b>ANNUAL EMPLOYEE</b> <i>Holiday Celebration!</i>	Hot Pork on A Bun Parmesan Noodles Broccoli	Scalloped Potatoes & Ham Brussel Sprouts Dinner Roll	Baked Spaghetti Peas & Carrots Garlic Breadstick
SOUP	Cream of Broccoli		Cream of Tomato	Goulash	TBD
DESSERT	Pineapple Tidbits	Chili Dinner complemented with cheese, relishes, breadsticks, dessert and a beverage	Sweet Potato Crisp	Fluffy Fruit Dessert	Chocolate Chip Cookie



# THE BISTRO

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

## PANINI OF THE WEEK

PANINI OF THE WEEK

# JALAPENO POPPER

\$5.50



CREAM CHEESE | JALAPENO | BACON | CHEDDAR

### PANINI FORECAST

12/19 | BEEF OR CHICKEN NACHOS

WITH CHOICE OF TOPPINGS!

12/26 | TURKEY CLUB

TURKEY | BACON | SWISS | MAYO

1/2 | PEPPER STEAK

BEEF | ROAST PEPPERS + ONIONS | PEPPER JACK | GARLIC MAYO

### LATTE OF THE WEEK



CINNAMON HONEY LATTE

KICK START YOUR WEEK WITH

\$1 OFF ANY LARGE LATTE EVERY MONDAY!



THE BISTRO  
at North Central Health Care  
2400 MARSHALL STREET, WAUSAU

\$5

From:

NOT FOR CASH PAY ONLY. ALL ORDERS MUST BE MADE IN PERSON. THANK YOU.

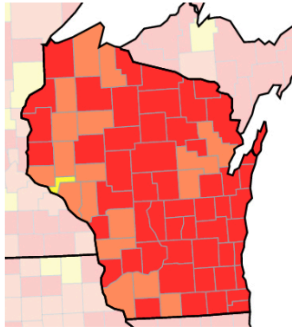
HOLIDAY GIFTING  
MADE EXTRA EASY!





# CURRENT TRANSMISSION LEVELS BY COUNTY | DECEMBER 8, 2022

Temperature screening is **NO LONGER** required for Employees or Visitors at any NCHC location.



MARATHON



High

LINCOLN



High

LANGLADE



High

All counties are back in **HIGH** level.

Based on your county's transmission levels noted above, please take the following actions for your county of service:



### All Nursing Home and Hospital Locations (Adult & Youth):

Staff, visitors and patients are **REQUIRED** to wear masks at all times in all areas including hallways, waiting rooms and meetings that include residents or patients.

### 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 Staff at ALL locations may remove masks while working alone in private offices, employee-only access areas and in areas prohibited to patients or residents, like staff-only meeting rooms, offices or lounges.

### VISITOR NOTE FOR ALL LEVELS:

- When visiting **Covid-19 Confirmed patients** or residents, visitors are required to wear masks and eye protection and practice social distancing.

### EMPLOYEE REPORTING

- Employees are **REQUIRED** to report any signs of illness to their manager immediately.
- Employees should **STAY HOME** if they are experiencing any signs of illness. Managers and Employee Health will provide return to work guidance.
- Staff are required to use PLT or take unpaid leave due to symptoms or exposure.
- Managers are **REQUIRED** to report employees with symptoms, exposure or positive for Covid-19 in SafetyZone as soon as possible.
- Employee Health: 715.848.4396



## Get your **FREE** at-home test kits!

The State of Wisconsin is offering free, rapid, at-home COVID-19 test kits to residents of eligible communities. Visit their online website to get test kits shipped to your home at no charge.

<https://sayescovidhometest.org/>

## WINTER WEATHER PREPARATION

### Be Safe!

As you all know by now, some winter weather is coming our way in Central Wisconsin. Please be alert, give yourself more time to get to where you are going and be safe. Preparation is key for you, your family and our organization when everyone goes to and from their destinations. Attached you will find the updated NCHC Snow Maps for parking protocols at the Wausau Campus and Pine Crest. Please read and understand the snow removal process and where to park so that facilities can remove snow in an ordering fashion without having to drive around your vehicle.

Be prepared in your department for outages, late arrivals and cancellations due to weather. Review with your teams what you would do in the event of an outage or cancellation. Be prepared!

## How to WALK SAFELY ON ICE

### ✓ Do The Penguin Walk

### ✗ Wrong Way



### Tips for avoiding slips and falls in icy conditions

- Don't take long strides or run.
- Avoid taking shortcuts over areas where ice removal is incomplete.
- Select appropriate footwear - flat footwear with rubber soles provides better traction on ice and snow than leather-soled or high-heeled shoes.
- Be particularly careful getting into and out of vehicles - and hold on to the vehicle for support.
- Keep both hands free for balance, rather than in your pockets.
- Use handrails where you can.
- Be sure to use floor mats when entering a building to remove moisture from the soles of your shoes - this will help protect you, as well as others who follow, from having to walk on wet or slippery surfaces.

NORTH CENTRAL HEALTH CARE

## SNOW PROTOCOL

### Priority Entrances & Winter Parking

### PRIORITY ENTRANCES

All marked entrances/exits have been designated as priority snow removal areas. For your safety, please use these entrances/exits after a snowfall as they will be less hazardous. Priority entrances include:

- 1100 Lake View Drive
- 1150 Lake View Drive
- Aquatic Services, Suite C
- Mount View Care Center, Suite B
- Marshall Street, Suite A
- Crisis Center
- 2370 Marshall Street
- 2380 Marshall Street
- Door 33

### WINTER PARKING - 3RD SHIFT

For those working 3rd shift on the Wausau Campus, **please continue to park in the front rows marked in yellow** when there is snow fall. This will allow for effective snow removal.

First and second shift have no parking restrictions.



PINE CREST NURSING HOME

## SNOW PROTOCOL

### Designated Employee Winter Parking

### ASSIGNED PARKING

To ensure timely and effective snow removal and parking lot salting, Pine Crest is initiating assigned winter parking areas based on shift.

The back half of the employee parking lot will be closed during the winter months.

- AM SHIFT PARKING
- PM SHIFT PARKING
- NOC SHIFT PARKING
- PARKING LOT CLOSED FOR WINTER

### SEASONAL LOT CLOSURE

Due to winter icing issues, **the back half of the Employee Parking Lot will be closed during the winter months.**

