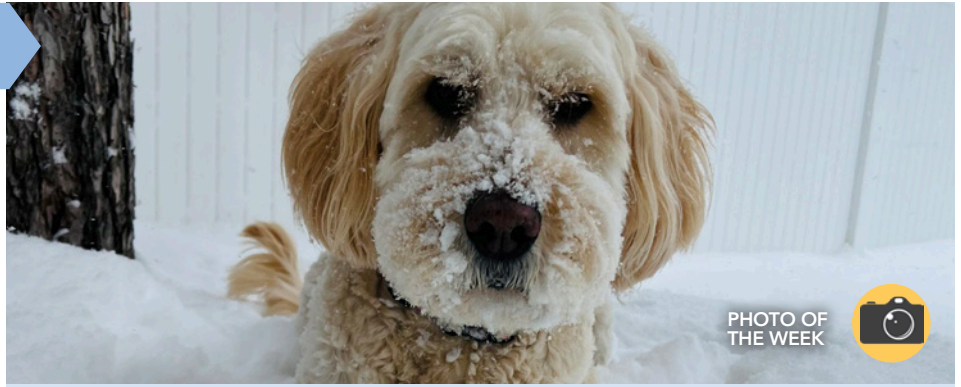




A Weekly Update
For The Employees of
North Central Health Care



NEWS YOU CAN USE

WEEKLY CONNECTION WITH JASON HAKE



March 20th marks the official first day of Spring, which I could not be more excited for. Besides longer days and warmer weather, I am looking forward to one of my favorite times of the year – maple syrup season! For three generations my family has made maple syrup on our family farm in Neillsville, WI, a tradition I hope I can pass down to my daughters. One reason I love the process of making maple syrup is the time I get to spend with my family... something I can, at times, take for granted. I also like being able to enjoy the delicious result after the long process. The process of making maple syrup is no easy task. It takes 40 gallons of sap to make 1 gallon of syrup. In order to be successful in the process, it requires the attributes of hard work, patience and teamwork.

So why all the maple syrup talk? For one, I believe it is delicious. But beyond that, the attributes and values we apply to whatever we set out to accomplish, like making maple syrup, ultimately influence our success. When my family all comes together to make maple syrup, we are all accountable for certain aspects of the job from gathering sap, to cooking it down, processing and bottling it. We work together to ensure that we end up with a few great batches to enjoy throughout the year.



At NCHC our Core Values of Dignity, Integrity, Accountability, Partnership and Continuous Improvement are the attributes that help us achieve our success, something I believe we do incredibly well...just like my family during maple syrup season. The success of NCHC is driven by the hard work and dedication of our employees. With the hard work, dedication and hustle and bustle of everyday life it is easy to take things for granted. I hope that the changing of seasons can serve as a remind to take a step back and remember what is important to all of us.

Happy Spring!

Jason Hake
Managing Director of Finance and Administration

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- Foodie Forecast... 11-12



Choua Khang, IMS

Great co-worker. I enjoy our discussions about technologies.

From:
Yuka Yoshino



Occurrence Reporting Hotline

x4488 or 715.848.4488



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



WELCOME THESE NEW EMPLOYEES TO THE TEAM!

These employees were welcomed at Orientation on March 13, 2023

Outpatient MH



Kaylee Babich – RN

Food Services



Lisa Anderson –
Dietary Aide

Pine Crest



Gena Radtke –
Weekend Warrior RN



April Sobiesczyk –
Weekend Warrior RN

Youth Behavioral Health Hospital



Morgan Hartenstein
– BHP



Brooke Boe –
BHP

Mount View Care Center



Martina Miller –
Weekend Warrior CNA



Adeline Strejc – CNA

Patient Financial Services



Chelsie Carazalla –
Patient Account Rep

We are so excited to have you on our team!





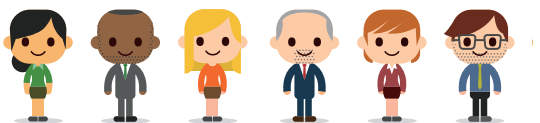
2023 1st Quarter EMPLOYEE UPDATES



Presented by
Gary Olsen,
Executive Director



**Scan with Your
Smartphone
Camera App to Register!**



TUES, MAR 21	PINE CREST 2 <u>pm</u> Chapel Area MERRILL CENTER 3:30 <u>pm</u> Conference Room
THURS, MAR 23	WAUSAU CAMPUS 9 <u>am</u> MVCC 1st Floor Community Room 3:30 <u>pm</u> MVCC 1st Floor Community Room
MON, MAR 27	ANTIGO CENTER 3 <u>pm</u> Conference Room
TUES, MAR 28	WAUSAU CAMPUS 12 <u>Noon</u> MVCC 1st Floor Community Room 9 <u>pm</u> MVCC 1st Floor Community Room
WED, MAR 29	WAUSAU CAMPUS 11 <u>am</u> MVCC 1st Floor Community Room
TUES, APRIL 4	WAUSAU CAMPUS 6:15 <u>am</u> MVCC 1st Floor Community Room
THURS, APRIL 6	WAUSAU CAMPUS 8 <u>am</u> MVCC 1st Floor Community Room 3:30 <u>pm</u> MVCC 1st Floor Community Room

Please Register in UKG Learning!

Employees can make arrangements to attend one of the in-person sessions by registering in UKG Learning. PLEASE BE SURE TO PUNCH IN WHEN YOU ARRIVE TO MEETING. The session will also be recorded if you are unable to attend and will be available after the final session.



PHOTO OF THE WEEK



Alvin

NCHC Therapy Dog

AT LEAST SOMEONE IS ENJOYING ALL THIS SNOW!!

Follow Alvin on Facebook!!

<https://www.facebook.com/AlvinLovesNCHC>

REMINDER: PLEASE COMPLETE YOUR ASSIGNED JANUARY LEARNING MODULES BY APRIL 8!

(Yep, these are the January Modules. You read it correctly! Just making sure all staff remember to get these completed!)

January 2023 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:

- **NCHC Policies, Procedures, and Related Forms 2023**
(10 minutes)
- **NCHC Work Expectations & HR Policy Review and Acknowledgement 2023**
(60 minutes)
- **NCHC Charge and Conviction Notifications, Background Checks 2023**
(10 minutes)





FrontLine

Employee Assistance Program | ascensionweap.org | eap@ascension.org | 800.540.3758

Focus on Excellence, Not Perfection

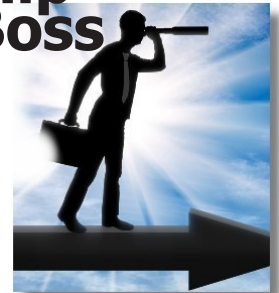
Excellence at work involves setting high standards and striving to achieve them. But not letting go of a work project because it is not “perfect” is a path to frustration and burnout. Most people know that perfection is not attainable, but it may not feel like it when it’s your project. Just one more tweak seems critical. And then another. Start by not labeling yourself as a “perfectionist.” Next, think about your relationship with mistakes and failure. Do you see these things as personal flaws rather than learning experiences? If so, being self-critical is likely a habit that accompanies your perfectionism. Talk to a professional counselor. You will learn how to reframe how you view mistakes, errors, and imperfections and see these moments as opportunities to practice letting go, patience, and self-love.



Stress Management, Right Now:

Refresh Your Relationship with the Boss

There’s nothing like a positive meeting with the boss. You feel confident of what he or she thinks of your work, you feel the strength in your relationship, and the rest of your day flows.



However, worrying about what the boss thinks is a major stressor for employees. Resolve this stress by having a refresher, status, or reacquaintance meeting. Here are the signals it’s time set a meeting date: 1) You don’t get regular feedback anymore. 2) You aren’t sure of what you are supposed to do or what the boss wants. 3) Your boss does not follow up after giving you an assignment. 4) Your boss does not engage with you to discover how things are generally going. 5) Your gut tells you there is something wrong.

Looking for EAP Services?

Visit the For Employees page of our website for more information or go directly to the links above.

Information in FrontLine is for general informational purposes only and is not intended to replace the counsel or advice of a qualified health or legal professional. For further help, questions, or referral to community resources for specific problems or personal concerns, contact a qualified professional.

2023 Wisconsin Statewide Tornado Drill

Thursday, April 20th, 2023

1:45pm and 6:45pm

Please reserve these times to discuss and practice your tornado and severe weather safety and sheltering plans.

What will happen:

- NOAA Weather Radio Weekly Test
- Some municipalities will sound sirens.
- Some TV/radio stations will briefly cut into programming
- Social Media Posts

What will NOT happen:

- ❑ Wireless Emergency Alerts
- ❑ Push notifications on phones
- ❑ Test Watch/Warning



Educational Communications Board





HRinsights

Position Postings

Title: Personal Care Worker

Status: Full Time

Location: Community Living - Wausau

This position assists in the general operation of a group home or supported apartment for adults with developmental disabilities and/or chronic mental illness. Your time spent here will truly make an impact on those most in need. CNA certified candidates earn \$17-\$19/hour, uncertified candidates earn \$14-\$16/hour, depending on experience

Apply Online: <https://bit.ly/3l99Zqm>

Lakeside Recovery - Multiple Positions

Title: Mental Health Therapist, Behavioral Health Professional

Status: Full Time Positions - Day and Night Shifts (for BHP)

Location: Wausau Campus

Lakeside Recovery will be opening soon and there are multiple positions available. Mental Health Therapist and full-time Behavioral Health Professional (day and night shifts). Lakeside Recovery will be on the 2nd floor in the new Behavioral Health wing and offer medically monitored treatment (MMT) to those in recovery. Visit the link below to view all positions and apply online!

Apply Online: <https://bit.ly/3EMjXVs>



Hi NCHC Employees!

Have you heard of Tria Health? We are a benefit available through NCHC's health insurance that will support employees in managing their health, medications, and healthcare budget. Employees may talk with a pharmacist over the phone and receive the personalized care they deserve!

Employees and/or dependents may be eligible to participate in Tria Health's Pharmacy Advocate Program. This program helps employees manage their health by providing a confidential appointment with a pharmacist to make sure medications are safe, affordable, and effective.

Schedule Your Free Consultation at <https://bit.ly/3FDZVgh>

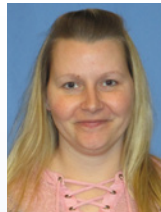
Call 1.888.799.8742 to start saving on your medications today!

Sincerely,

Tria Health Team • www.triahealth.com • 1.888.799.8742

employees on the move

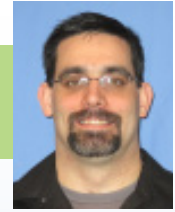
Congratulations to these employees for their recent transfer or promotion!



Mandy Sikorski was promoted from Registered Nurse to Nurse Practitioner in Outpatient Services. Congrats on your accomplishment!



Tristan Azevedo transitioned from Crisis Professional to Youth Behavioral Health Professional in YCSF. Congrats!



Kevin Cooper transferred from Registered Nurse in ACSF to Registered Nurse in Residential Services. Congrats! Way to go Kevin!



March Information Session Opportunities:

We wanted to remind you of the upcoming webinars! We are excited to share two awesome opportunities to learn more about the education benefits you have. See below for the FREE registration. *If you are not able to make the webinar time, please register and we will send you the recording once the webinar is over.*

Master's Degree Information Session Wednesday, March 29th 2023:

Register Here for 2:00 PM EST | Register at <http://bit.ly/3TuqJ8a>

The first webinar will cover the 20% corporate grant and the second will cover the Rasmussen University Masters programs. Whether you work directly with patients or behind the scenes, there are over 60+ degree programs available at Rasmussen University. This virtual information session will give you the chance to learn more about your tuition grant opportunities to help you earn your degree.

Learn more at rasmussen.edu/corporate or *Text DEGREE20 to 96194



Employee Health & Wellness Center



Open House!

Come and tour your newly remodeled Employee Health & Wellness Center!

All North Central Health Care employees and their families are welcome to come and check out the clinic at the North Central Health Care Campus!

Join Us at the Open House!

April 17

4:00 pm – 6:00 pm

and

April 18

8:00 am – 10:00 am

Location:

1000 Lake View Drive
Wausau, WI

North Central Health Care Campus
Door 25

Meet the staff and learn about the convenient care available to you.

The staff will be there to greet you:



Theresa Micke, PA-C



Joseph Stepanik, OHT



Sara Cordrey,
Administrative Specialist



North Central Health Care
Person centered. Outcome focused.



Partnering for Better Health

The Employee Health & Wellness Center Clinic provides easy access to convenient health care right where you work.

Health and Wellness Services

- **Annual Physicals:** women's health, men's health.
- **Chronic Condition Support:** hypertension, diabetes, asthma, anxiety, depression, thyroid disorders and prescriptions.
- **Health Monitoring:** blood pressure, cholesterol, blood sugar, weight management, routine lab test and gynecological concerns.
- **Common Health Issues:** colds, sore throat, earaches, influenza, sinus infection, stomach disorders, nausea, skin problems: rashes, bug bites, minor wounds, suturing, strains, sprains, urinary tract infections.
- **Wellness Care:** Health screening, prevention education, general fitness assessment, goal setting and routine wellness advice.
- **Lab Services and Procedures:** Rapid strep test, urine dip stick, flu screens, pregnancy test and procedures such as mole and skin tag removal are provided at the onsite clinic.

*Ages 18 months and up

Appointments and Same-Day Care

Clinic Appointments are encouraged and can be made online by visiting MyAspirus.org, or by calling the Employee Health & Wellness Center at **715.843.1256**.

Same day appointments may be possible based upon the schedule for that day. Clinic Walk-ins will also be taken if the schedule permits.

Confidentiality

All medical information provided to Aspirus will be confidential and not shared with North Central Health Care, or other health care providers without your written consent. The physical layout of the clinic within North Central Health Care Campus and the installation of separate phone and fax lines support a commitment to patient confidentiality. Aspirus will maintain the privacy and confidentiality of your personal health information in compliance with all applicable state and federal laws.

EMPLOYEE HEALTH & WELLNESS CENTER

1000 Lake View 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: 9:30 am - 6:00 pm



Talk with a Retirement Plan Advisor about the WDC Program!



Let's talk retirement



WISCONSIN DEFERRED COMPENSATION PROGRAM

Join the conversation!

Meeting with your WDC 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 meeting dates and times can be found at https://nc_wisconsin.timetap.com/#/.

Next meeting:

Individual Retirement Readiness Review with Shawn Bresnahan

North Central Health Care Wausau Campus

Thursday, March 30th Wausau Badger Room 10am-3pm

Pine Crest, Merrill

Thursday, April 27th Merrill Classroom 9-11am

Antigo Center

Thursday, April 27th Group Room, 1-2:30pm

Register Online at https://nc_wisconsin.timetap.com/#/

What to bring to your one-on-one meeting once enrolled:

- Wisconsin Retirement System statement
- Social Security statement
- Other retirement account information
- Current paycheck stub (if applicable)



Marathon County Employees Credit Union

Use MCECU's Remote Deposit Capture to Deposit Checks from Anywhere!

Register through the "Remote Deposit" tab in your mobile app today!

- Once registered, you will get an approval email
- Sign your check and add "For RDC Deposit Only to MCECU"
- Then simply snap a picture of the front and back of your check
- Click Next
- In most cases, check will be deposited into your account on the same business day (submission deadline 4pm during normal business hours)

Questions? Give us a call!

We are a full-service credit union that offers products and services to meet all your financial needs.

Not a member? Join today!

Proudly Serving NCHC Employees and Your Families.

Some RDC restrictions and limits apply. Contact us for details.

www.mcecu.org • 715 261-7680

cuteller@co.marathon.wi.us • 400 East Thomas Street • Wausau, WI 54403

PREVENT UNDERAGE DRINKING IN YOUR COMMUNITY

JOIN US FOR A FREE WEBINAR THURSDAY, APRIL 20 10:00-11:00AM

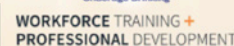
REGISTRATION OPTIONS

- [CLICK HERE](#)
- VISIT: bit.ly/3JGc0E6
- SCAN THE QR CODE



WEBINAR OBJECTIVES

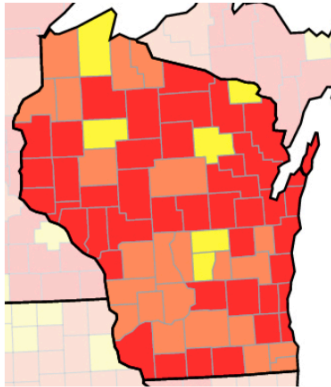
- Learn why preventing underage drinking matters
- Gain tips on how to talk to the kids in your life about alcohol
- Learn how you can take action to prevent underage drinking
- Leave with ways to get help and tools for learning more





★Marathon and Langlade Counties will continue with precautions at HIGH LEVEL for until 3/22/23, even though currently in Substantial and Moderate levels. We must remain at these lower levels for 2 consecutive weeks before changing PPE precautions. Please follow masking requirements below when social distancing cannot be maintained in therapy and exam rooms or during patient transport.

CURRENT TRANSMISSION LEVELS BY COUNTY | MARCH 15, 2023



MARATHON



Substantial *

LINCOLN




High


LANGLADE



Moderate *



MVCC: ALL AREAS
Masks **REQUIRED** at ALL TIMES: **OUTBREAK.**



PINE CREST: ALL AREAS
Masks **REQUIRED** at ALL TIMES: **OUTBREAK.**

★Please follow masking requirements for HIGH LEVEL until 3/22, when social distancing cannot be maintained in therapy and exam rooms or during patient transport.

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



High

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.

OR



Substantial Moderate Low

- Surgical face masks or face coverings are **NOT REQUIRED** at any NCHC locations at these Levels.

* Employees will follow all Covid-19 Confirmed/Suspected Precautions posted in all units or patient/resident rooms.

* All units and program areas under **outbreak precautions** will continue to require masks until out of outbreak. Follow all outbreak signage posted within unit or facility.

Employees experiencing any signs of illness are required to **REPORT TO MANAGER IMMEDIATELY. STAY HOME** if you are experiencing any signs of illness.



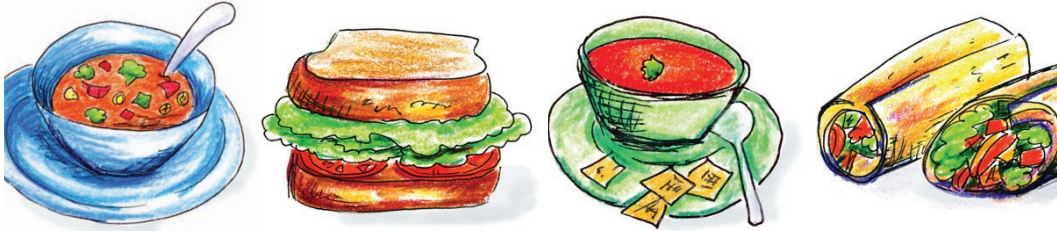
Get your **FREE** at-home test kits!

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://sayyescovidhometest.org/>



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

MARCH 20-24, 2023

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	Ranch Pork Medallions Baked Yam Mixed Vegetables	Chicken Lasagna Tossed Salad Breadstick	Baked Fish Cheesy Baked Potatoes Seasoned Cabbage	Cranberry Glazed Chicken Garden Long Grain & Wild Rice Parslied Carrots	Salmon Patty Boiled Potatoes Creamed Peas
SOUP	TBD	TBD	Taco Soup	TBD	Chili
DESSERT	Peaches & Cream Dessert	Frosted banana Bar	Caramel Apple Crisp	Ice Cream Cup	Peanut Butter & Jelly Brownie

MARCH 27-31, 2023

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	Cheesy Meatloaf Baked Potato Wax Beans	Vegetable Beef Stew Biscuit Creamy Coleslaw	Turkey Dumplings Buttered Peas Dinner Roll	Shredded Roast Beef Mashed Potatoes Gravy Parslied Carrots	Vegetable Lasagna Broccoli Cuts
SOUP	Turkey Dumpling Soup	TBD	TBD	Beef Noodle Soup	Ham & Bean Soup
DESSERT	Cherry Delight	Bread Pudding with Caramel Sauce	Lemon Burst Poke Cake	Cinnamon Baked Apples	Pumpkin Fluff



THE BISTRO

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

PANINI OF THE WEEK



TUNA MELT | \$6.50
TUNA SALAD | CHEDDAR | TOMATO

LATTE OF THE WEEK



Almond Bark

\$1 OFF LARGE LATTES EVERY MONDAY!

LUNCH

- PANINI COMBO (1/2 PANINI, CHIPS, WATER)5.00
- TURKEY BACON GUAC PANINI6.00
- TURKEY BACON GUAC WRAP5.75
- 3 CHEESE PANINI (ADD CHICKEN FOR \$1)3.50
- GRILLED HAM & CHEESE PANINI 4.50
- GARLIC BACON PANINI 5.00
- CHICKEN BACON RANCH WRAP5.25
- CHEESE QUESADILLA (ADD CHICKEN FOR \$1)4.50
- CALZONE 4.50/5.00
- CHEF SALAD/CHICKEN SALAD5.50

SIDES + SNACKS

- CHIPS1.00
- NUTS1.50
- HUMMUS 2.50
- M&M CHOCO CHIP COOKIE1.25
- MARSHMALLOW CRISPY BAR2.00
- PEANUT BUTTER CRISPY BAR2.00
- CHEESECAKE 2.00/ 3.50

BEVERAGES

SELECTIONS VARY - JUICES, YOGURT DRINKS, VEGGIE DRINKS, ENERGY DRINKS, COFFEE & TEA, VARIOUS WATERS 1.00-3.50

**Please note: All sales subject to Sales Tax.*



Continual Readiness



EDITION 7

FLASH FRIDAYS



North Central Health Care
Person centered. Outcome focused.



March 17, 2023

Flash Fridays will be distributed weekly on Fridays to prepare you for upcoming surveys like The Joint Commission or State of WI surveys. The Continual Readiness information provided will pertain to all areas within NCHC, from Behavioral Health to Skilled Nursing Care, however some information may be more specific to one survey. Some may only pertain to clinical staff, but always read it thoroughly. If you have questions, ask your Team Leader to explain how the topic relates to your program or department.

THE JOINT COMMISSION IS COMING SOON! SURVEY WINDOW: FEB. 5, 2023 – AUG. 5, 2024

KNOW THE RESOURCES AVAILABLE TO ALL EMPLOYEES

Each day NCHC employees need to be fully prepared to work in an environment that promotes quality and safety as top priorities. Our employees have a variety of resources available to assist us with providing a safe and quality care experience. You have received resources in trainings, in UKG Learning, by email, or in meetings. Resources are on our website on the For Employees page, the NCHC intranet and the O:drive. And you have various printed available to you in your department, offices, on the floor and even on your badge buddy!



Remember Your Resources

These resources are here to guide you and your team during the survey process and may be consulted at any time.

- **Connections Employee Success Guide**
- **Survey Readiness Guide**
- **Communications Boards**
- **Infection Prevention Materials**
- **Code of Conduct**
- **Policies & Procedures in UKG**
- **Badge Buddies**
- **Flash Fridays**
- **Training & Education in UKG Learning**
- **www.norcen.org/ForEmployees**
- **Your Manager/Supervisor**
- **Health Info. & IMS Departments**
- **Human Resources Team**
- **Your Coworkers & Managers**

Get Familiar With Where Your Resources Are Located

Take some time with your team to locate and review the resources above. Ask your team if everyone knows where to find them and how to access the information. Challenge yourself with these questions:

- *If there is a power outage, where can you find printed resources?*
- *If you are out in the community, where can you access electronic resources?*
- *Do you have the contact information for your managers and supervisors if you need to consult them?*
- *What do I do if I forget a password and need to access materials through a login?*

Reviewing your resources and preparing for the unexpected will help you and your team succeed in your day to day work, as well as when surveyors ask questions.

Questions? Contact your manager or team leader and ask them about your role in the survey process.