



A Weekly Update
For The Employees of
North Central Health Care



NEWS YOU CAN USE

WEEKLY CONNECTION WITH VICKI TYLKA



People, connections and paying it forward. That is the theme for my article today which (not accidentally) relates to our Core Values of *Integrity* and *Partnership*. NCHC is supportive of not only working to be the best we can be, but helping others to be their best. Recently, I participated on an interview panel for a leadership position in another county, which Gary supported me to do because every county in Wisconsin is connected in some way to human services and the people we collectively serve.

Well, I learned as much interviewing with the candidates as the panel received from my participation. One person shared her philosophy that if she made one person happy each day, they in turn would make

5 people happy and so on. I received an email from a manager after rounding recently that made me smile because she felt very engaged with our leadership and vision and was newly excited about her job. Shortly after that, I noticed an example of excellent work by a staff person here and gave them specific positive feedback. Right after that, the same person lifted another person up with her positive words.

The power of words is immense. Sometimes we think about how words can hurt, and they can. But this week, think about how your words can lift one person up and the ripple effect that will have. Join me in paying it forward and make at least one person's day. And guaranteed it will be more than that one person that you positively impact.

Happy April all,

Vicki Tylka

Vicki Tylka
Managing Director of Community Programs

Spotlight Award	2
Pine Crest Star	3
Employee Health & Wellness Center Open House	7
Frontline	5
Updating Your WRS Beneficiary	6
Flash Friday.....	10

PARKING REMINDER FOR WAUSAU CAMPUS

Parking Lot C - Employees Should Park in Furthest Spots from Entrance Only

For employees who park in the Aquatic Services parking lot C on the Wausau Campus, please remember to park at the back, not in the front/close parking spaces. Please reserve these for our patients who are coming in for therapy. Thank you!

Occurrence Reporting Hotline

x4488 or 715.848.4488



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



April Starr, Crisis

A staff member working with a client April was helping in the Crisis Center emailed later to report that April was "so helpful and went out of her way to find available options and supports for the client." This sounds just like April. She is always so patient on the phone with clients and a great problem solver.

From: Kayley McColley





PHOTO OF THE WEEK



Person-Centered
Shout out



Shout Out to the Maintenance Crew at Pine Crest! Thanks for all you do!

- The Pine Crest Team



WELCOME BABY GARDNER

Quincy Gardner was born on Wednesday, March 29th at 4:45pm weighing in at 7 pounds 5 ounces and 19.5 inches long.

Glen Gardner is a happy daddy, and mom is healthy. Glen is a service facilitator on the ACT Team in Community Treatment.



COMMUNITY TREATMENT SPOTLIGHT AWARD FEBRUARY 2022



**Randy Krueger
Community Treatment**

NCHC Community Treatment is pleased to announce Randy Krueger was awarded the February Spotlight Award!

"Randy has been a valued member for the ACT Team for several years. He is hard working and demonstrates care for his consumers."

"Most recently Randy has been working on finding housing for an individual that has been at Trempealeau. This has been met with multiple roadblocks and lack of communication from group homes. Randy continues to follow up and push for information and assessments to support his client. Randy's integrity with keeping the needs of the consumer and the organization forefront to meet this need. Communicating with other departments to keep all teams informed with updates."

"Randy recently was able to support a client that was struggling with substance abuse getting inpatient for detox. This consumer was struggling with intense emotions and irritability. Randy was steadfast and didn't allow this to deter him to provide necessary support, even when consumer was directing frustrations our on him, and continued to treat the consumer with dignity."



Congrats Randy!



April Sexual Assault Awareness and Child Abuse Prevention Month Events 2023

Mondays in April 2023, 7:00am - 9:00am, Coffee Chats: Join us at participating coffee houses as we travel throughout the community to visit with you over coffee. Learn about services, volunteer opportunities, and get your free coffee sleeve. Dates and location: 4/3 – Tucknee Coffee House, 4/10 – VINO Latte, 4/17 – Clean Slate Coffee House, and 4/24 – Mission Coffee House, Mosinee, WI.

Tuesdays in April 2023, Teal Tuesday: Show your support by wearing teal on Tuesdays. Take a picture of yourself all dressed in teal and share it on your favorite social media platform and tag The Women's Community.

Tuesday, April 4th, 2023 12:00 PM and 6:00 PM: Nathan Spiteri's Toy Cars: One Man's Story of Surviving Child Sexual Abuse: Filmmaker, Actor, and Writer. Nathan is also a sexual abuse survivor, activist and advocate. Born in Canberra, Australia, Nathan was sexually abused as a child, threatened with his life and that of his family. He turned to drugs, violence and sex as a result to survive. Hitting rock bottom, Nathan finally came out the other side, through intense therapy, Alcoholics Anonymous, Narcotics and Sex Anonymous. He chooses to share his painful past to spread awareness, educate and be an advocate for victims of sexual abuse. Join us to hear a dynamic speaker with a powerful story. The event is free and located at NTC, 1000 Campus Dr., Wausau, WI, Room E101/E102. A Virtual Option is also available. Sponsors of this presentation are made possible by Dani's Journey Education Fund and NTC. Registration required. Optional lunch from 11:30 AM-12:00 PM prior to afternoon presentation for a fee. Refreshments included at evening presentation for free. Go to The Women's Community website under events tab to register or NTC website conferences tab.

Wednesday, April 5th, 2023 Start by Believing Day: On this day we gather to end the silence and change the way we respond to sexual assault. We Start by Believing. Please join us on social media for information about how you can show support for survivors. The next step is to speak out. We invite you to sign a petition to support a victim centered response and show support for victims of sexual assault. To sign a national petition - <https://www.startbybelieving.org/call-to-action/>

Wednesday, April 12th, 2023 5:30pm, Award Ceremony: Join us as we recognize outstanding community members for their dedication to supporting survivors of sexual assault. Lights snacks provided. Refreshments may be purchased from Whitewater Music Hall. The event is located at Whitewater Music Hall and Brew Works, 130 1st St., Wausau, WI. Free and open to the public.

Friday, April 14th, 2023 7:30am-8:30am, MOSAIC Virtual Training – Supporting Survivors of Sexual Violence with a Trauma Informed Lens: Anyone can be a victim of sexual assault. Whether we are a victim or the person hearing about an event, most of us don't know how to react. When survivors have support, it can decrease long-term effects of trauma. For more information, go to MOSAIC website or The Women's Community website.

Saturday, April 15th, 2023, 6:00pm, 9th Annual Dani's Journey Bowling Event: 9-pin tap, 1 shift at 6:00pm. Registration begins at 5:00pm. Live music from 8:00pm-midnight. For more information about the fundraiser or how to get involved with Dani's Journey Education Fund, please contact DanisJourney@yahoo.com. Bowling event will be held at Dales Weston Lane, 5902 Schofield Ave., Weston, WI. Proceeds will go to The Women's Community to help educate youth about teen dating violence and sexual assault.

Monday, April 24th, 2023, 6:00pm-7:30pm, Virtual Book Discussion: Join us in reading the book, 'My Dark Vanessa' by Kate Elizabeth Russel. *My Dark Vanessa* alternates between the past and present of character Vanessa Wye. In the midst of the national reckoning around sexual assault brought on by the #MeToo movement, she is re-evaluating a relationship she had when she was 15 with her 42-year-old English teacher Jacob Strane. In 2017, Strane is accused of sexual abuse by another former student, who reaches out to Vanessa. Vanessa suddenly finds herself facing an impossible choice: remain silent, firm in the belief that her teenage self willingly engaged in this relationship, or redefine herself and the events of her past. Content Warning: Graphic sexual violence content. To find the zoom link: <https://womenscommunity.org/events/>

Wednesday, April 26th, 2023, Denim Day: A symbolic gesture –Denim Day is an international protest responding to the Italian Supreme Court's overruling of a rape conviction in 1999. Although the assailant had been found guilty at trial, the Supreme Court argued that because jeans are difficult to remove, the assailant couldn't have done so without the victim's help. Sounds outrageous, yet all over the world, women and men who are victims of sexual assault continue to be disbelieved and accused of causing the assault due to their behavior... or fashion sense. Everyone is invited to wear denim. We encourage you to wear jeans on this day in support of survivors and bringing awareness to the issue. Post your photo to social media pages on Facebook and Instagram and tag The Women's Community, #denimday2023.

Thursday, April 27, 2023, 5:00pm-7:00pm, We Step Into the Light Art Exhibit Open House: Enjoy art work created by volunteer survivors who collaborated together through We Step Into the Light, a project raising awareness about sexual assault, relationship and gender based violence, and stalking. Artists are paired with survivors who act as a muse for the art created. All artwork focuses on celebrating survivors and their ambition, goals, and passions of the survivor. Food and refreshments will be provided. Mingle while enjoying art, music and food. A formal presentation on the project and artwork will take place at 5:45pm. The event will be held at UWSP at Wausau, 625 Stewart Ave, Wausau, WI 54401 in the UW Center for Civic Engagement.

For more information or how to make a donation to support survivors please visit our website at <http://womenscommunity.org/ways-to-help/donate/>

Pine Crest Star of the Month

CONGRATULATIONS SPENCER SCHEIDEMANN!

Spencer Scheidemann is our April Pine Crest Star! Spencer is our Dietary Supervisor and has made such an impact in a short period of time. His smile and positive attitude are contagious, and he is more than willing to try new things and go the extra mile. He has collaborated with Life Enrichment to put on some really special activities. He and his team provided fun new treats and the presentation is always beautiful. He really stays on top of things and anticipates people's needs and preferences. He's done an excellent job with Dietary Council and always brings back follow up. He truly takes their feedback to heart and implements any changes he can to create a better dining experience for the residents. He is always prepared but also thinks quick on his feet when thrown curveballs such as outbreaks or boilers going down. We are so thankful to have Spencer on our team. He is passionate about his work and also makes it fun! He's a joy to work with and we thank him for his hard work and dedication!

NTC & THE WOMEN'S COMMUNITY PRESENTS:

Actor, Filmmaker, Writer and Survivor Nathan Spiteri with

"How I Broke Up With My Abuser"

TUESDAY, APRIL 4TH
PRESENTATIONS AT 12:00PM AND 6:00PM

Nathan Spiteri shares the story of his abuse as a child, turning to unhealthy coping mechanisms, hitting rock bottom and coming out through the other side. He chooses to share his painful past to spread awareness, educate and be an advocate for victims of sexual abuse.

"I'VE ACCEPTED WHAT HAPPENED TO ME AND I FEEL LIKE THE REASON IT HAPPENED WAS SO I COULD SHARE MY STORY AND HELP OTHERS." - NATHAN SPITERI

Scan QR code on the right or get the link on The Women's Community Facebook Events page to register in advance.

Attend in-person at Northcentral Technical College or receive a link of the recording if unable to attend.

*OPTIONAL LUNCH AT 11:30A PRIOR TO NOON PRESENTATION

*REFRESHMENTS INCLUDED AT EVENING PRESENTATION

CEUs available for an additional charge!

Presented with special thanks to Dani's Journey Education Fund



Position Postings

Title: Dietary Aide - Transport

Status: Full Time

Location: Dietary Services, Wausau

Work involves resident centered dining service, food assembly, dish room assembly, pot-n-pan clean up, cafeteria service, as well as general housekeeping tasks. Pay starts at \$14.50/hour and up to \$16 hour. 1.0 FTE (80 hours per pay period) Monday - Friday 9:00 am - 5:00 pm, works every other weekend and holiday rotation.

Apply Online: <https://bit.ly/3IM79YE>

Title: Dietary Aide - Pine Crest

Status: Part Time

Location: Pine Crest, Merrill

Work involves resident centered dining service, food assembly, dish room assembly, pot-n-pan clean up, cafeteria service, as well as general housekeeping tasks.

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

Title: Crisis Professional

Status: Full Time

Location: Crisis Services, Wausau

Starting pay for Non-Bachelors level is \$20.00 and Bachelors level is \$23.50/hour and Masters level is \$26.25/hour (plus shift differential of \$1.50 for PM shift and \$2.50 for NOC shift) Shift time - 10a - 8p Shift time - 12p - 12a Provide crisis intervention, crisis counseling for individuals and families, referral and short-term follow-up, and collaborative community consultation, and education. Perform crisis line risk assessments to evaluate and triage to the most appropriate treatment setting. Full Time 0.9 FTE (72 hours per pay period) PM works every other weekend and holiday.

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

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 34

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

The staff will be there to greet you:



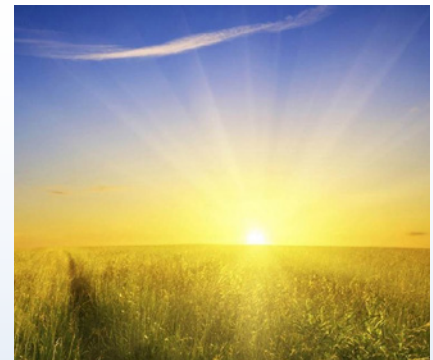
Theresa Micke, PA-C



Joseph Stepanik, OHT



Sara Cordrey,
Administrative Specialist



SKIN SCREENING

Available in May

The Employee Health & Wellness will be offering skin screening dates coming up in May. More information is coming soon, but mark these dates on your calendar:

May 9: 8-11 am

May 11: 2-6 pm

May 16: 8-11 am

May 18: 2-6 pm

Appointments are required and if those dates don't work out, we can always find other times when patients call.

Patients can call 715-843-1256 and start scheduling now if you would like!



FrontLine

Frontline | April 2023

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

Alcohol Awareness Month: Dispel Myths about Addiction



M yths and **M** isconceptions still fuel stigma about alcoholism (now called “alcohol use disorder” or AUD). Are you surprised by any of these myths? 1) “Only ‘heavy drinkers’ develop alcohol use disorders.” Fact: Moderate drinkers can experience health problems related to alcohol, such as liver disease, high blood pressure, and certain cancers. 2) “AUD is a choice.” Fact: People do make the choice to drink, but they do not choose to become addicted, which is a disease process. 3) “AUD only affects adults.” Fact: Teenage-only alcoholism treatment programs have existed for over 50 years. 4) “You can cure an AUD by going cold turkey.” Fact: Delayed withdrawal symptoms can occur weeks, months, or years after the last drink, and they often explain relapse. (Note: Learn more: Alcoholism.org [search “myths”])

Tax Season... Help with Tax Questions

A pril is tax season, so there are a few free resources you may not know exist. And they are staffed by IRS-certified volunteers. 1) Volunteer Income Tax Assistance: Available if you make \$57,000 or less, have a disability, or have limited English language speaking skills. 1-800-906-9887, or visit IRS.gov. 2) Tax Counseling for the Elderly. Free tax help for people aged 60 and older. Contact IRS.gov, or phone 1-800-906-9887. 3) AARP Foundation Tax-Aide: Help with taxes for low- and moderate-income taxpayers aged 50 and older. Visit www.aarp.org, or call 1-888-687-2277. 4) Check with other non-profits in your community, especially associations, churches, and libraries.



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



HAVE YOU UPDATED YOUR BENEFICIARY FOR YOUR WISCONSIN RETIREMENT SYSTEM?

This a friendly reminder that NCHC does not manage your beneficiary designations for WRS and if you do have questions please call the WRS directly at 1-877-533-5020?

Beneficiary Designation Instructions

Personally identifiable information such as your Social Security number, birth date, etc., will not be used for any purpose other than for the administration of the benefit programs administered by ETF.

Who Completes a Beneficiary Designation
If you are the owner of a Wisconsin Retirement System account from which a death benefit or life insurance benefit would be payable upon your death, you may file a Beneficiary Designation. Most WRS participants, some alternate payees (former spouses/domestic partners) of participants and some beneficiaries of deceased participants are eligible to file. **If no Beneficiary Designation is on file WRS, death benefits and life insurance benefits will be paid according to the statutory standard sequence in effect on the date of death as explained in the "Naming Standard Sequence" section.**

Special Note to Annuitants: If you selected a WRS joint and survivor annuity when you retired, you can never change the named survivor that you named on your WRS annuity application. Filing a Beneficiary Designation form does not change your named survivor.

Completing a Beneficiary Designation

Clarity. Our objective is to ensure prompt payment of any death benefits available upon your death, as specified by you on the Beneficiary Designation form. Clarity is necessary when you complete a Beneficiary Designation form. In order to avoid any questions as to your intent, ETF staff will review your designation and may reject it if it is unclear or confusing.

Note: Nicknames, overwriting, erasures, "white-out," crossed-out words, numerals denoting order of beneficiaries, special instructions and notations, references to future events, or use of the word "or" in naming beneficiaries will result in your rejecting your designation and returning it to you. Designations by letter, previously submitted designations that have been altered, designations with extra non-pages attached will also be rejected.

Simplicity is important. Because your designation may remain in effect for many years and applies to all benefit plans and accounts to which you wish to name a beneficiary, or complex designations. If you wish to name a large number of beneficiaries, anticipate frequent changes in your benefit plan or prefer to make special arrangements on some benefits, you should consider naming your estate or a trust. Your death benefits should be distributed according to your will administered by ETF would then be distributed to the trust or estate, not to the trustee or estate representative.

Top of form. Your name, address, Social Security number, birth date and telephone number should be typed or printed in ink (not pencil) at the top of the Beneficiary Designation. This information is required.

Sign and date. After designating a beneficiary or beneficiaries, sign and date the designation at the bottom of the page. Unsigned and/or undated forms will be rejected and returned to you. Forms dated with a future rather than a current date will be rejected and returned to you.

Guardian/Conservators. A legal guardian or conservator of the estate who has appropriate legal authority may sign a Beneficiary Designation form on behalf of a participant. The guardian or conservator must also submit a photo-copy or facsimile of the court order of guardianship or conservatorship.

Submit the form to ETF at the address listed at the top of the form. Make a photocopy of the completed form and keep for your records. An acknowledgment notice will be sent to you.

Effective for all benefit plans and accounts. Unless otherwise specified on the Beneficiary Designation form (in the box below the tertiary section, above the signature line), a Beneficiary Designation form filed with ETF will apply to the benefits payable upon your death from all benefit plans and accounts administered by ETF. You may designate beneficiaries for separate benefit plans and WRS accounts. Separate benefit plans are life insurance and Deferred Compensation Program. The separate WRS accounts you may hold are your own account and/or those you may own as a beneficiary or alternate payee.

If you wish to designate different beneficiaries for separate benefit plans or accounts, please contact ETF toll free at 1-877-533-5020 or 608-286-3285 (local Madison) to request forms and a specific instructions. If you file a Beneficiary Designation form for a specific benefit plan or account, and subsequently file a form which does not specify a benefit plan or account, the new designation will supersede all previously filed designations.

Please contact the administrator of the Deferred Compensation Program for details regarding naming or changing beneficiaries for your Deferred Compensation Program account.

Other Life Insurance. The designation of a beneficiary filed with ETF does not apply to any life insurance program not administered by ETF.

When effective or invalid. Once a properly completed Beneficiary Designation is received and approved by ETF, it remains in effect until you file a new designation or until there are no further benefits payable. **EXCEPTION:** This designation will be set aside, and standard sequence will govern payment of your retirement account death benefits, if ETF makes a mandatory distribution of your retirement account to you. Designations continue to be applicable to any life insurance or beneficiary account that may be payable, if you subsequently reestablish eligibility for benefits after closing an account, the previously filed Beneficiary Designation is invalid.

NOTE: A divorce, annulment, or similar event will not invalidate a Beneficiary Designation which named your former spouse. To remove a former spouse as a beneficiary, you must file a new designation.

Payment progression. If some of your primary beneficiaries die before you, your death benefit will be divided among those primary beneficiaries who are still living. Secondary beneficiaries will receive benefits only if no primary beneficiary survives you. Tertiary beneficiaries will receive benefits only if none of your primary or secondary beneficiaries survives you.

If you wish to specify who shall receive a primary beneficiary's share if a primary beneficiary is deceased, you must use an Alternate Beneficiary Designation form. You can request this form from ETF. **Equal shares unless otherwise specified.** If you name two or more persons as beneficiaries at one level (primary, secondary or tertiary), payment will be made in equal shares to the beneficiaries at that level unless you specify a percentage for different beneficiaries. If you specify percentages to be paid to beneficiaries at one level, the percentages at each level must total 100%.

Continue to back for further instructions
Page 2 of 3

* ET - 2320 *

Wisconsin Department of Employee Trust Funds
P.O. Box 7831
Madison, WI 53707-7931
etf.wi.gov
1-877-533-5020 (toll free)
Fax: (608) 287-4540

Beneficiary Designation
Wis. Stat. § 40.02 (8) (a) and 40.74

Do not submit to your employer
Refer to instructions on reverse

Complete if applicable
Beneficiary of:
Alternate Payee of:

Type or print in ink

Your name First Middle I. Last Former/maiden
Your address (Street number and street name)
City State ZIP Code

Your Social Security number or ETF ID
Your birth date (MMDDCCYY)
Your weekday telephone number (Include area code)

Any benefits payable by the Wisconsin Retirement System and Life Insurance program at my death shall be paid in EQUAL SHARES, unless otherwise specified, to the following primary beneficiary(ies) who survive me.

Name (First, Middle I., Last)	Relationship	Birth date (MMDDCCYY)	SSN	Address (street, city, state, ZIP code)

In the event all primary beneficiaries die before me, the death benefit shall be paid in equal shares, unless otherwise specified, to the following secondary beneficiary(ies) who survive me.

Name (First, Middle I., Last)	Relationship	Birth date (MMDDCCYY)	SSN	Address (street, city, state, ZIP code)

In the event all primary and secondary beneficiaries die before me, the death benefit shall be paid in equal shares, unless otherwise specified, to the following tertiary beneficiary(ies) who survive me.

Name (First, Middle I., Last)	Relationship	Birth date (MMDDCCYY)	SSN	Address (street, city, state, ZIP code)

If this designation to apply only to specific benefit plan(s) or account(s), use this space to specify the benefit plan(s) or to which you want this designation to apply. See "Effective for all benefit plans and accounts" section on the reverse side before this section.


I, Wis. Stat. § 943.395 provide criminal penalties for making false or fraudulent claims on this form and hereby certify to the best of my belief, the above information is true and correct.

Signature (Do not print) _____ Date signed (MMDDCCYY) _____ DATE

This form is signed is not the date it becomes effective. A Beneficiary Designation form does not become effective until received and approved by Employee Trust Funds. The person filing the designation must still be alive when ETF receives the form. An acknowledgment will be sent to you when it has been reviewed and accepted. Invalid designations will be rejected and returned to you.

ET-2320 (2/18) * ET - 2320 * Page 1 of 3

The form is available online at www.norcen.org/ForEmployees



Helping You Turn Over a New Retirement Leaf

Let's talk retirement

Talk with a Retirement Plan Advisor about the WDC Program!

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

Pine Crest, Merrill
Thursday, April 27th Merrill, Classroom 9-11am

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

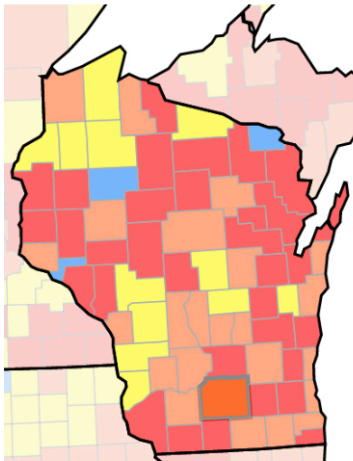
Register Online at https://nc_wisconsin.timetap.com/#/

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)



CURRENT TRANSMISSION LEVELS BY COUNTY | MARCH 29, 2023



MARATHON

Substantial

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

LINCOLN

High

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

LANGLADE

Substantial

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.

OR



- **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.



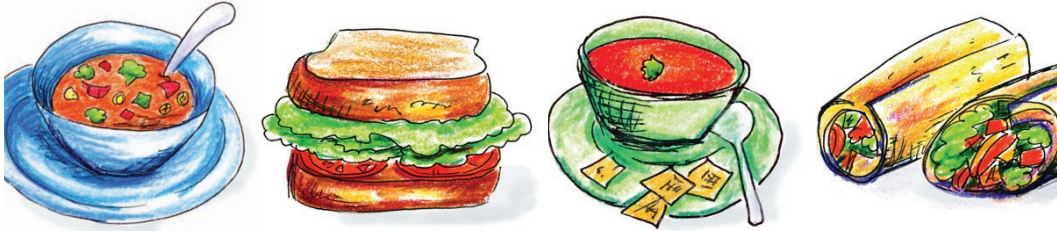
Get your **FREE** at-home test kits!

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



Due to recent cost increases with food, some items in the Bistro and the Wausau Campus Café will be increasing in cost.

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

APRIL 3- 7, 2023

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

APRIL 10 - 14, 2023

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	Baked Chicken Drumstick Loaded Mashed Potatoes Carrots	Old Fashioned Chicken & Noodles Mixed Vegetables	Hot Pork on Bun Parmesan Noodles Broccoli	Scalloped Potatoes & Ham Brussel Sprouts Dinner Roll	Baked Spaghetti Peas & Carrots
SOUP	Cream of Broccoli Soup	TBD	Cream of Tomato Soup	Goulash	TBD
DESSERT	Pineapple Tidbits	Marbled Cherry Pie Cake	Sweet Potato Crisp	Fluffy Fruit Dessert	Rice Krispie Treat



THE BISTRO

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

PANINI OF THE WEEK



BBQ PORK | \$6.00

BBQ PORK | CHEEDAR | ONIONS | COLESLAW

LATTE OF THE WEEK



Pistachio

\$1 OFF LARGE LATTES EVERY MONDAY!

Ice Cream
RETURNING APRIL 4TH!

APRIL SPECIALS



ICE CREAM CONE1.00
ROOT BEEF FLOAT2.00

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

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



Continual Readiness



EDITION 9

FLASH FRIDAYS



North Central Health Care
Person centered. Outcome focused.



March 31, 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

HUMAN RESOURCES & THE JOINT COMMISSION

The World Health Report 2000 – Health Systems: Improving Performance states that human resources is the most important contribution to the quality of healthcare because “the performance of healthcare systems depends ultimately on the knowledge, skills, and motivation of the people responsible for delivering services.” The Joint Commission has standards on human resources to address the organization’s responsibility to establish and verify employee qualifications, orient employees, and provide employees with the training they need to support care, treatment, and services the organization provides. It is also the responsibility of the organization to assure **all employees** have continued competence and performance evaluations.

What is MY responsibility as a Team Member to ensure compliance with The Joint Commission human resource standards?

- **Complete Annual Required Training & Computer- Based Learning** in the learning management system (LMS) by the required due date.
- **Satisfy professional licensure & certification renewals** required for your position.
- **Complete recertifications** as required by your position.
- **Attend annual and/or ongoing training** to maintain or increase your competency for your department, i.e. skills fairs, unit education, in-services.

During training file audits, in preparation for The Joint Commission survey, you may be requested to complete additional training or competency check-off to assure there is proper documentation. This documentation verifies that you are qualified to perform your job.

Accessing the Learning Management System (LMS)

Every employee should be familiar with the LMS and how to navigate the web-based system. When you log in you can review any required competencies or trainings that you need. You should log in and check for any incomplete training at least every two weeks to ensure you are up to date and compliant on training and competency requirements.

On any network computer, click on the UltiPro (UKG) icon on your desktop to log into the LMS. If you are having technology issues or are having trouble opening/viewing items in the LMS you can contact CCIT at **715-261-6710 (ext. 6710)**.



If you need additional help or have questions about content or navigation in the LMS you can contact Learning & Development. Contact Curt Matsche at **cmatsche@norcen.org**.

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