



A Weekly Update
For The Employees of
North Central Health Care



NEWS YOU CAN USE



WEEKLY CONNECTION WITH GARY OLSEN

Every year, our organization will continue to do our part to reduce the spread of infectious diseases through our Vaccination Program. Getting vaccinations is an easy way to protect yourself, your family, friends, co-workers, and those we serve. In the next few weeks, we'll be asking you to participate in our 2023 Vaccination Program. We've tried to make it as easy as possible for you to do so. Your manager will be delivering a packet of information to you. Your participation in the program involves 3 things:

1. Get your vaccination(s) or complete a Vaccination Declination Form
2. Complete the other forms in the packet from your manager
3. Return everything to Employee Health

Employees may receive vaccinations at an NCHC Employee Vaccination Clinic, with a Nurse Vaccinator, through your personal care provider or at a community vaccination provider, like a local pharmacy.

I want to make it clear that you are not required to get vaccinations, but you are required to complete the necessary paperwork to fulfill your participation in the Vaccination Program. It is your choice regarding getting vaccinated, and if you decide not to, you just have to complete the Declination of Vaccination form that is in your packet. All forms then will need to be submitted to Employee Health.

Our deadline for participating in the 2023 Vaccination Program is December 4th. By doing this, you are demonstrating our Core Value of Accountability. You are being accountable to the organization and those we serve by participating in our Vaccination Program. In addition, as we move into respiratory illness season, I'm asking everyone to make sure that if you're not feeling well...*please stay home*. This single action can seriously limit the spread of infection. It's also the right thing to do for all the right reasons. It helps you be more Accountable to the people we serve and those individuals we work with.

Gary D. Olsen

Gary Olsen
Executive Director



**Sign-Up Online
for an Employee
Vaccination
Clinic at work!**

www.norcen.org/ForEmployees

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**Connie Gulke,
Adult Day
Services**

Take the initiative to be creative with consumers program ideas and groups giving them fulfilling days at ADS.

Shared By: Audra & Wendy



Occurrence Reporting Hotline
x4488 or 715.848.4488

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



North Central Health Care 2023 EMPLOYEE VACCINATION PROGRAM

ALL Employees
Must Complete
by Dec. 4



Sign-Up Online
for an Employee
Vaccination
Clinic at work!

- 1** Make an appointment and get your Flu and/or Covid vaccinations*.
- 2** Complete the required forms.
- 3** Return your forms to NCHC Employee Health.

Skip the Clinic! If you work in a Direct Care Program, talk with your manager about how to get your vaccination(s) from a trained nurse vaccinator right in your department!

Make An Appointment to Get Your Vaccination Outside NCHC! You can get vaccinations (at your expense) at the Employee Health & Wellness Center (must be covered by an NCHC Health plan), a Primary Care Clinic of your choice, or at a Community Pharmacy. Remember to get proof of vaccination from the provider!

*Your manager will deliver all required forms and instructions directly to you at work. Employees who work with vulnerable elderly populations will have requirements for Influenza and Covid vaccinations. All other employees will have requirements for Influenza vaccination only. Employees who do not complete these steps by Dec. 4 will be removed from the schedule.



Visit www.norcen.org/ForEmployees

for more details, FAQ's, vaccination locations and options, copies of forms, or to make an appointment at a NCHC Vaccination Clinic!

Questions? Contact your Manager or Employee Health at 715.848.4396



North Central Health Care 2023 EMPLOYEE VACCINATION PROGRAM

ALL Employees Must
Complete **by Dec. 4**



Frequently Asked Questions

Which vaccines are required for employees to receive?

- All staff must participate in the Vaccination Program, meaning getting vaccinated **or** turning in the appropriate declination form.
- All staff must get the influenza vaccine **or** turn in a declination form.
- Only employees in MVCC, Pine Crest, Food Services, Housekeeping, and Transportation must get the Covid vaccine and the Influenza vaccine **or** turn in the declination form. You may choose to decline one or both vaccines.

Can I decline one or both vaccines?

- Yes. If you decline one or both, please complete the appropriate declination form and return to Employee Health with your other required forms.

If I decline the Influenza and/or Covid Vaccine, do I need to wear a mask for a period of time?

- No. At this time, masks will only be required by all staff in areas designated due to outbreaks within the facility.

Can I get one or both vaccinations outside NCHC?

- Yes. Should an employee get a vaccination outside NCHC, they will still need to complete the forms and return to Employee Health with the forms provided to them and proof of vaccination. Instructions are in packet.

How do I get forms to Employee Health?

- Complete forms and place in sealed envelope provided. Managers may choose to collect the envelopes to make sure their staff turn them in, or employees may return them in one of the following ways: at a vaccination clinic, interoffice mail, giving sealed envelope to a nurse vaccinator or dropping off at Employee Health or Human Resources.

I lost my packet. Where can I get another one?

- www.norcen.org/ForEmployees

Where can I sign up for an Employee Vaccination Clinic?

- www.norcen.org/ForEmployees

How do I connect with a Nurse Vaccinator from my department?

- Managers will be working with direct care staff designated as Nurse Vaccinators. Each direct care department will communicate to their team in the best way that works for their team. Contact your manager for more details.

I do not work in a direct care program, can I get my vaccination with a Nurse Vaccinator?

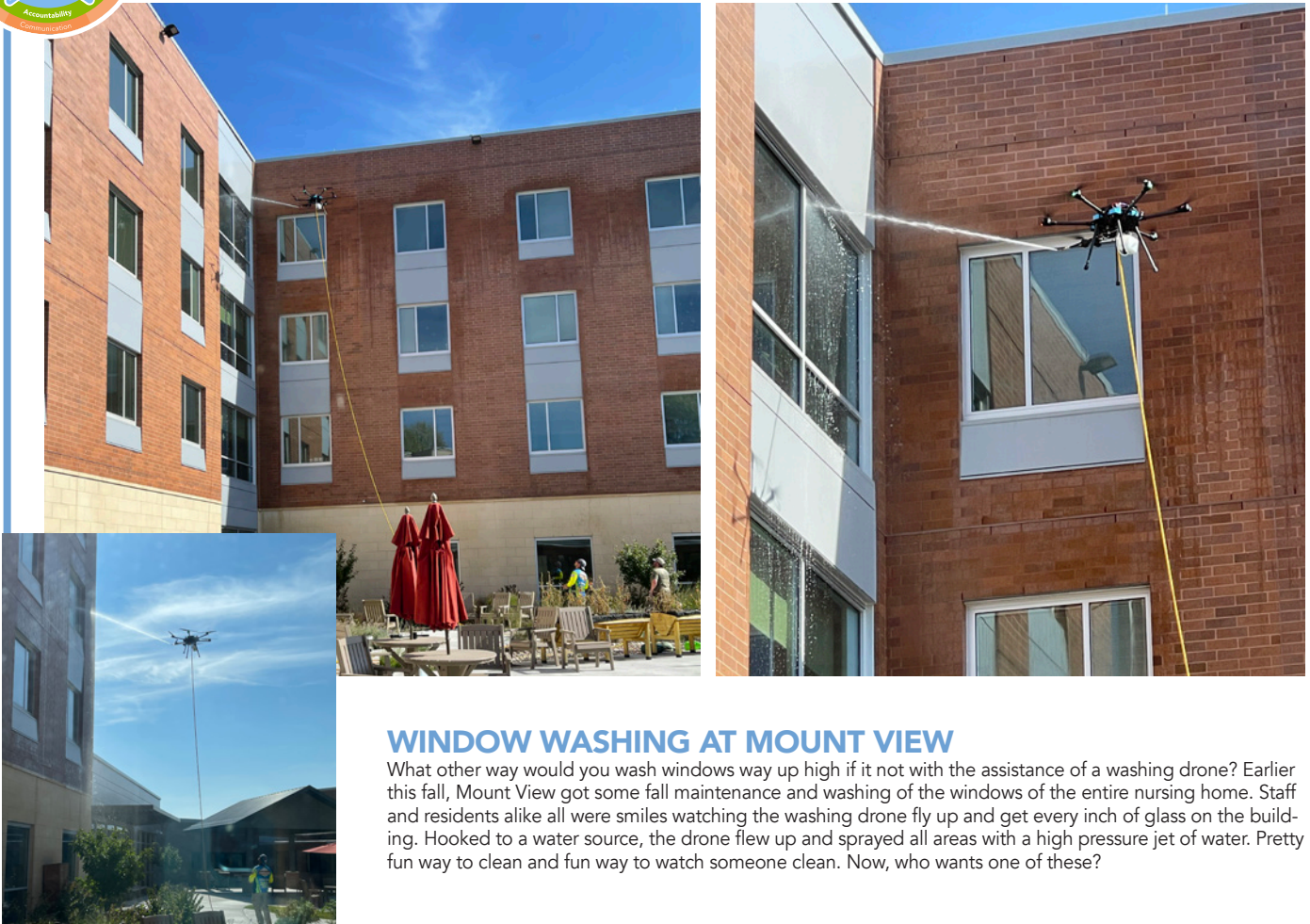
- No. Due to volume and time available from our Nurse Vaccinators, these appointments are reserved for staff in direct care programs only. Please make an appointment at an [Employee Vaccination Clinic](#).

Questions?

If you have any questions, please contact [Renee Erickson](#) in NCHC Employee Health at 715.848.4396.



PHOTO OF THE WEEK



WINDOW WASHING AT MOUNT VIEW

What other way would you wash windows way up high if it not with the assistance of a washing drone? Earlier this fall, Mount View got some fall maintenance and washing of the windows of the entire nursing home. Staff and residents alike all were smiles watching the washing drone fly up and get every inch of glass on the building. Hooked to a water source, the drone flew up and sprayed all areas with a high pressure jet of water. Pretty fun way to clean and fun way to watch someone clean. Now, who wants one of these?



MEET KARRIE KOPPA
Manager of Crisis Services

Effective September 17, Karie Koppa is now the new Manager of Crisis Services, replacing Gregory Schubring who transferred to Manager of Outpatient Services. Karrie has worked at NCHC since August 2017 and began her career here as a Case Manager in Community Treatment. She has also worked as Linkage Coordinator and Court Liaison. Prior to NCHC, Karrie worked in another county in Adult Protective Services, Crisis Services, Forensic Case Management and also worked in Homme Youth and Family Programs as a Supervisor.

Karrie is married to Jeremy Koppa, her husband of 13 years. Together they have two children Charlie (10) and Eddie (8) and one goldendoodle names Rex and live in Marathon, WI, Karrie's childhood hometown. She enjoys being outdoors, spending time with family and friends, watching sports, and reading a good mystery/thriller book. Congratulations Karrie on your new management position!

congrats!



dollars & sense

Information to Fuel Your Financial Goals

Not a Trick... We Want to TREAT You to \$250!

Fueling Your Financial Goals

Open a New Loan with MCECU between
9/27/23 and 10/31/23 and you will
automatically be entered to win \$250!



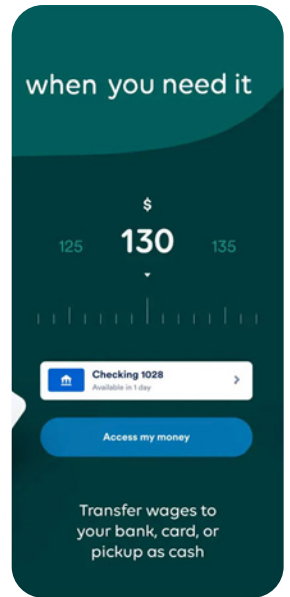
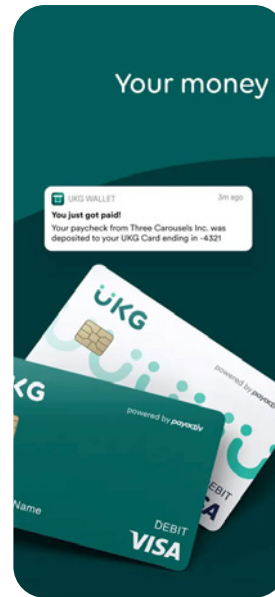
MUST BE MINIMUM OF \$2,500 NEW MONEY
ALL LOANS ARE SUBJECT TO MCECU'S NORMAL
CREDIT REQUIREMENTS



UKG

UKG has partnered with NCHC to reinvent the way you get paid. Work your shift, and we'll make a portion of that money available, giving you more control over when and how you want to use it.

Visit
www.norcen.org/UKGWallet
for More Details
& Instructions!

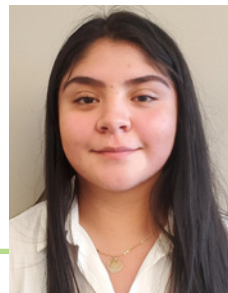


Taylor Gutowski transferred from Hospitality Assistant to CNA reporting to Kelly Roe effective 9/17/2023.

employees on the move

Congratulations to these employees for their recent transfer or promotion!

congrats!



Arely Ocampo transferred from Hospitality Assistant reporting to Kristin Woller to CNA reporting to Cheryl Rye at Mount View Care Center effective 9/17/2023.



Autumnm Palmer transferred from Hospitality Assistant to CNA reporting to Kristin Woller effective 9/25/2023



UPDATED FACE MASK REQUIREMENTS

Nursing Homes: Effective 9/27/23

We have some updates to general face mask requirements in our nursing homes, effective 9/27/23. Based on CDC recommendations, face masks will be required for visitors and staff in nursing homes in designated resident care areas only when an outbreak occurs. Signs will be placed to designate each of the units, floors, or resident care areas where masks will be required by all staff and visitors.

Note: If an outbreak occurs in ANY NCHC program, additional PPE may be required and will be designated by our Infection Prevention team in those areas. Follow any posted signage. PPE for employees when caring for patients or residents who are ill is not impacted by these changes (ex. Influenza, Covid, GI, etc.). Resident/Patient rooms will continue to be designated with the appropriate PPE for Contact, Droplet, and Enhanced Barrier Precautions, etc.

! DUE TO OUTBREAK OF ILLNESS !

FACEMASKS ARE REQUIRED BY STAFF & VISITORS



IN THESE AREAS:

- MVCC FLOORS 2, 3 & 4
- ELEVATORS
- COMMUNITY ROOM (WHEN RESIDENTS ARE PRESENT)
- PHYSICAL THERAPY

North Central Health Care
Person centered. Outcome focused.

So what does this mean for Employees and Visitors?

For example: At Mount View Care Center, the building is used for, and connected to, a variety of non-nursing home areas and is shared by Campus partners. You will see signs like the one to the left, that designate where masks are required to be worn due to outbreak of illness.

At Pine Crest, since the building is only nursing home care, you will continue to see Face Masks Required signage like shown below posted at unit entrances.

Facemasks Are REQUIRED



If you are experiencing any signs of illness, please reschedule your visit.

What does NOT change?

Staff will continue to follow good infection prevention techniques to prevent the spread of illness:

- Wear a mask where designated.
- Wear your mask properly.
- Wash Your Hands Frequently.
- Stay Home When You Are Sick.



Don't Infect, Please Protect.



Feeling sick?
STAY HOME



DO NOT GO TO WORK SCHOOL EVENTS



1 person can spread germs



DO YOUR PART

STAY HOME WHEN YOU ARE SICK

Employees: Report symptoms & Covid-19 exposures to your Manager immediately.

Your Manager will complete a SafetyZone report as soon as possible and you will be contacted about your return to work.

Questions? Call Employee Health at 715.848.4396



Pine Crest Star of the Month

CONGRATULATIONS JIM KORDUCKI!

Jim has worked at Pine Crest for 22 years as a Physical Therapist, and he is so much more than that to us! He is a true member of the Pine Crest family and is well known for his singing talents, personalized songs, Christmas coconut bra performance, sing alongs, graduations, dressing up for special occasions, and many other wonderful things. He knows how to put a smile on anyone's face and is so willing to go the extra mile to do it. He has genuine compassion for the residents and works very hard to make their life better. He is friendly, a team player, has a great sense of humor, and puts in so many extra hours. He works late most evenings and is here many weekends. We feel so thankful and blessed to have Jim on our team and he has made such an impact. Anyone who has crossed paths with Pine Crest knows exactly who Jim is, as he leaves a positive and lasting impression. We can't thank you enough, Jim, for putting your heart and soul into your work and please know that your care shows!



SAFETYZONE ALERT Outage Scheduled for October 18, 10 – 11 pm

On Wednesday, October 18th, from 10:00 PM CST until 11:00 PM CST, the Healthcare SafetyZone system will be unavailable due to server maintenance. Please complete your SafetyZone submissions after the maintenance is complete.

COURIER SCHEDULE CHANGES Effective First Week of October 2023

In order to achieve efficiencies and provide better service to our partners, the weekly courier from Wausau to Antigo to Merrill will change from Wednesday back to Thursday. This will begin the first week of October. Please mark your calendars! Any questions or input, please contact Jenny McKenzie @ jmckenzie@norcen.org or 715-841-5101.



MOUNT VIEW TRICK-OR-TREATING Tuesday, October 31 | 3 – 5 pm

Spread the word! Mount View is hosting a spook-tacular trick-or-treating event this Halloween. Little ones can trick-or-treat through the Mount View Community Room, delighting our residents with their costumes and spreading Halloween joy. Our residents eagerly await this annual tradition, and the children's visits bring smiles and happiness to all. Join us for this spooky night of community spirit!

HALLOWEEN CANDY DONATIONS FOR RESIDENTS

The activity department is in need of small wrapped candies for Residents to pass out during our Mount View Trick or treating event, on October 31. Donations can be dropped off at the Guest Services desk or with the Life Enrichment team.

A Community Celebration!

HEALING MINDS & HEARTS SHOW

October 21st
doors open at 6:30
LT Club - Grand Ballroom
(The Labor Temple)
318 S. 3rd St
Wausau, WI 54401

Join us for:

- Artwork for display or sale;
- a dessert buffet from local bakeries;
- multiple raffle opportunities;
- cash bar!

The Desperate Ottos

Live Entertainment from
6:30-9:30

FREE ADMISSION!
*DONATIONS ACCEPTED

NAMI Northwoods
National Alliance on Mental Illness

This event is sponsored by NAMI Northwoods, whose mission is to provide advocacy, education, support and public awareness throughout Marathon, Lincoln and Langlade Counties in Wisconsin so that all individuals and families affected by mental illness can build better lives.



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!

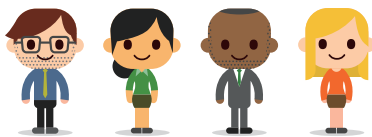
We value your referrals and know that together we can strengthen our North Central Health Care team. That's why earning some extra cash for your employee referrals has never been simpler. So text that friend, and get the ball rolling.

*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!



We want MORE Awesome People like YOU on Our NCHC Team!

Be sure to **SHARE** our Career Posts on Social!

HRinsights

Position Postings

Title: Crisis Professional

Status: Full Time, 6 pm - 6 am

Location: Wausau

A Crisis Professional 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.



Apply Online: <https://bit.ly/CrisisPro23>

Title: Supervisor of Nursing Services

Status: Full Time - PM Shift

Location: Wausau

The Nursing Supervisor has the authority, responsibility, and accountability for clinical and operational outcomes on all assigned Nursing Home units. Collaborates with designated unit staff to assure consistent, safe, and efficient delivery of quality care and serves as a resource for conflict resolution and decision making within established guidelines and regulatory standards.



Apply Online: <https://bit.ly/3RjB5c1>

Title: Want to Become a CNA?

Status: Full & Part-Time

Location: Wausau or Merrill

Make a difference in residents' lives! Bring our nursing home residents hope and cheer. Become part of a team that provides the highest level of rewarding work. Want to become a Certified Nursing Assistant and get paid? North Central Health Care is offering a CNA class at a reduced cost. Receive the CNA class paid for upfront. You will be offered a CNA position upon successful completion of the CNA class and passing the certification exam. You could be working as a CNA! As a CNA at Mount View Care Center or Pine Crest your number one job is to enhance their experience while they live here with us. There are multiple options for completion of the CNA Class. Expand your career possibilities today!



Apply Online: <https://bit.ly/48o9GMh>

www.norcen.org/Careers



Employee Performance Evaluation System Overview



North Central Health Care is dedicated to providing employees with prompt and accurate feedback about their performance. The goal of the Performance Evaluation System is to provide guidance and feedback to employees so they can be as productive and successful on the job as possible.

Annual Performance Evaluation Period: October – December



STEP 1: Employee Self-Appraisal October 1st – 15th

Log into UKG and complete your online self-appraisal.



STEP 2: Manager Assessment Oct. 15th – Dec. 15th

Managers will log into UKG and complete the online appraisal of your performance. You will be evaluated on the 6 competencies shown to the right.



STEP 3: In-Person Review Meeting October 15th – December 15th

Managers will meet with you to review your performance. SMART Goals for 2024 will be developed and reviewed.

What will employees be evaluated on?

6 Competencies

- Communication
- Core Values
- Job Knowledge
- Person-Centered Service
- Quality of Work
- Teamwork & Fostering a Positive Work Environment

Employee's pay for performance amount will be based on their individual Employee Performance Evaluation. All Performance-Based increases are effective annually in March.

IMPORTANT: If you have not completed your required UKG learning modules by Dec. 31, you will not be eligible for a performance-based pay increase.

Employees less than 0.3 FTE or occasional status will not be assigned a Performance Evaluation through UKG.



WHAT'S FOR LUNCH?

WAUSAU CAMPUS EMPLOYEE CAFETERIA
OPEN TO ALL NCHC & WAUSAU CAMPUS



BREAKFAST HOURS 8:30 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 8:30 AM – 5:30 PM WEEKENDS: GRAB-N-GO ONLY
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THE SANDWICH & SALAD BAR IS BACK!
Make your own cold sandwich with lunch meat & fixins' OR self-serve at the salad bar. Salads are charged by weight.

OCTOBER 2 – 6, 2023

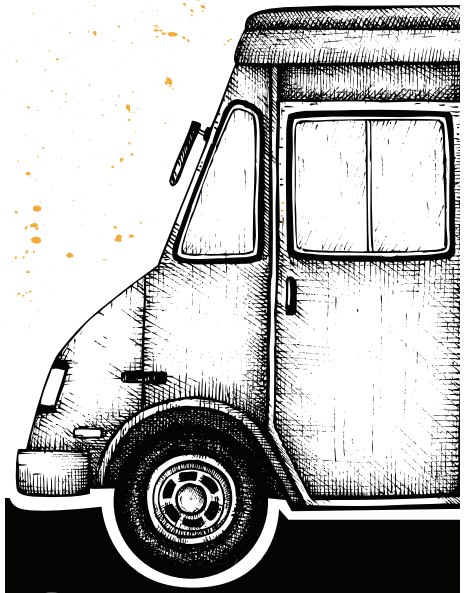
	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN	Ranch Pork Medallions Bakes Yams Mixed Vegetables	Chicken Lasagna Tossed Salad Breadstick	Baked Fish Cheesy Bakes Potatoes Seasoned Cabbage	Roast Turkey Rice Pilaf Parslied Carrots Dinner Roll	Salmon Patty Boiled Carrots Creamed Peas
SOUP	Turkey Dumpling Soup	TBD	Taco Soup	TBD	Chili
DESSERT	Peaches & Cream Dessert	Frosted Banana Bar	Caramel Apple Crisp	Frosted Chocolate Cake	Caramel Brownie

OCTOBER 9 – 13, 2023

	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN	Cheesy Meat-loaf Baked Potato Wax Beans	Vegetable Beef Stew Creamy Coleslaw	Turkey Dumplings Buttered Peas Dinner Roll	Roast Beef and Mashed Potatoes Parslied Carrots	Vegetable Lasagna Broccoli Cuts
SOUP	Turkey Dumpling Soup	Cream of Tomato Soup	TBD	Beef Noodle Soup	Ham & Bean Soup
DESSERT	Cherry Delight	Bread Pudding with Caramel Sauce	Cranberry Dessert	Cinnamon Baked Apples	Pumpkin Fluff



WAUSAU CAMPUS SUMMER FOOD TRUCKS



Mitch's Texas Tacos
CLOSED FOR THE SEASON



10:30 am to 1:30 pm

Mount View Care Center Entrance

HANUMAN EXPRESS

Final Date of the Season:
Friday, Oct. 20



10:30 am to 2:30 pm

Employee Entrance

BB Kitchen

Friday, Oct. 20

Authentic Thai at Pine Crest

* Dates are subject to change. Watch for notices via email and NYCU.

Please note: Food trucks are independently operated and may cancel with little notice. We apologize for any inconvenience.



THE BISTRO

NOW OPEN 7 DAYS A WEEK! | 7:30AM - 3PM
HOT FOOD AVAILABLE UNTIL 2:30PM

PANINI OF THE WEEK



BBQ PORK PANINI

BBQ PORK | CHEDDAR | ONION
TANGY COLESLAW

Ice Cream

ICE CREAM CONE1.00
ROOT BEER FLOAT2.00



LUNCH

LATTE OF THE WEEK

Maple Cinnamon



**\$1 OFF LARGE
LATTES EVERY
MONDAY!**

PANINI COMBO (1/2 PANINI, CHIPS, WATER)	5.00
TURKEY BACON GUAC PANINI	6.00
TURKEY BACON GUAC WRAP	5.75
3 CHEESE PANINI (ADD CHICKEN FOR \$1)	3.50
GRILLED HAM & CHEESE PANINI	4.50
GARLIC BACON PANINI	5.00
CHICKEN BACON RANCH WRAP	5.25
CHEESE QUESADILLA (ADD CHICKEN FOR \$1)	4.50
CALZONE	4.50/5.00
CHEF SALAD/CHICKEN SALAD	5.50

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