



A Weekly Update
For The Employees of
North Central Health Care



PHOTO OF THE WEEK



NEWS YOU CAN USE

WEEKLY CONNECTION WITH GARY OLSEN

I truly believe that the biggest asset we have at NCHC is our employees. You are all very dedicated to the work you do and more importantly, dedicated to the individuals we serve. You all provide excellent Person-Centered Service each and every day. As reported in last week's *News You Can Use* edition, the Governor proclaimed the week of October 8-14, 2023, as *Healthcare Security and Safety Week*. I would like to thank all our security staff for helping us feel safe as we work here at NCHC.

The month of October has also been deemed *Physical Therapy Month*. I would like to also thank and recognize the physical therapists (PTs) who work for our organization. We have excellent PTs who work at both nursing homes and at our Aquatic Center. Thank you for all you do in helping individuals who need physical therapy so they can get back to a more active lifestyle.

Additionally, October 15-21 is also Pharmacy Week. Our Pharmacy team has a powerful impact on the lives of those we serve and also provide a valuable service to our staff at NCHC and their families.

All of you continually demonstrate our Core Values of Dignity, Integrity, Accountability, Partnership, and Continuous Improvement each day. Thank you all for all you do.

Gary D. Olsen

Gary Olsen
Executive Director



Catch the October 9th *News You Can Use* for the full recognition of the Safety Team.



Turn to page 7 for the entire Physical Therapy Month Recognition



Turn to page 6 for the to meet the Pharmacy Team!

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Person-Centered

Shout out

Sarah Hess,
Dietary Aide,
Pine Crest

Picking up, helping with 1 o'clock and always looking for solutions.

Shared By: Spencer Scheidemann



Occurrence Reporting Hotline

x4488 or 715.848.4488



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



NORTH CENTRAL HEALTH CARE

2024 OPEN ENROLLMENT

October 23rd through November 3rd, 2023 | Mark your calendars!



Enroll in the 2024 benefit coverages during Open Enrollment!

Annually, employees have the opportunity to review benefit options and make changes for the following year (January 1 – December 31, 2024). This time, called Open Enrollment, runs from October 23 – November 3, 2023 and is an important time to review options and make decisions for you and your family. 2023 Enrollment does not auto-renew. **Learn more online at norcen.org/OpenEnrollment**



IN-PERSON OPEN ENROLLMENT SESSIONS

The North Central Health Care Human Resources team is hosting a series of in-person open enrollment sessions to explain the details of existing and updated benefits available to qualifying NCHC Employees. Attend any Antigo, Merrill or Wausau session to learn about available benefits, understand Open Enrollment requirements, and get answers to any questions you may have.

WAUSAU SESSIONS - VARIOUS LOCATIONS

Monday, October 23 Mount View Community Room	8:30 - 9:30am
	1:00 - 2:00pm
Tuesday, October 24 Mount View Community Room	9:00 - 10:00am
	10:30 - 11:30am
Friday, October 27 Mount View Community Room	10:30 - 11:30am
	1:30 - 2:30pm
Monday, October 30 Mount View Community Room	8:30 - 9:30am
	11:00 - 12:00pm

MERRILL SESSIONS - PINE CREST CLASSROOM

Wednesday, October 25	6:30 - 7:30am
	1:00 - 2:00pm
	2:30 - 3:30pm

ANTIGO SESSIONS - ANTIGO CONFERENCE ROOM

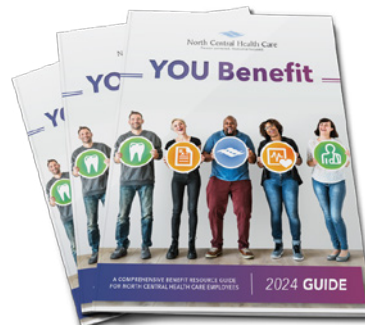
Thursday, October 26	3:00 - 4:00pm
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MORE RESOURCES AVAILABLE SOON!



BENEFIT BREAKDOWN VIDEO

ATTEND IN PERSON!
↙



2024 YOU BENEFIT GUIDE



PINE CREST RECEIVES NON-PROFIT BUSINESS OF THE YEAR HONORABLE MENTION Merrill Area Chamber Award

At the 2023 Chamber Award Dinne, Pine Crest received Honorable Mention and was in the top three businesses in the Merrill Area for Non-Profit of the Year. Congrats Pine Crest Team! This award is testament to the great employees at Pine Crest. Congratulations team!

COMMUNITY TREATMENT SPOTLIGHT AWARD Congratulations Katie Garcia!



We are please to congratulate Katie Garcia for her team's nomination and selection for the Community Treatment Spotlight Award for September. Katie has been with NCHC and the IPS Team in Community Treatment since February 2020. Shortly after her start date, she was redeployed to Residential to support their staffing during the early stages of the Covid pandemic. During this time, Katie supported many of our clients living in the supported apartments. Happily, Katie returned to her original role as an IPS Employment Specialist in fall of 2020 and has rocked it ever since!! Congratulations Katie!



HOLIDAY CHEER HAS ARRIVED IN THE HEARTFELT GIFT SHOP! A Little Something For Everyone

Discover a delightful array of new and distinctive items at the Heartfelt Gift Shop, just in time for the upcoming Fall and Winter seasons. Embrace the spirit of autumn with charming plaid gnomes, glittering pumpkins, and exquisite leaf-patterned scarves. If Winter is more to your taste, explore our collection of crimson trees, cheerful snowmen, and enchanting light-up landscapes. Whether you're seeking practical essentials or whimsical treasures, the Heartfelt Gift Shop is your ideal destination for holiday shopping.



LET'S TALK ABOUT SUICIDE Recording Available

In late September, our neighbors at the Taylor County Health Department, held a suicide prevention learning day. The recording is available for the public to view on YouTube! Please visit <https://www.youtube.com/@TCHDWI> and share these recordings with your networks!

Advertisement for 'The S Word' recording, featuring Taylor County Health Department logo and various community partners.



Managers Will Be Scheduling Employee Meetings Now through Dec. 15



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.



North Central Health Care 2023 EMPLOYEE VACCINATION PROGRAM

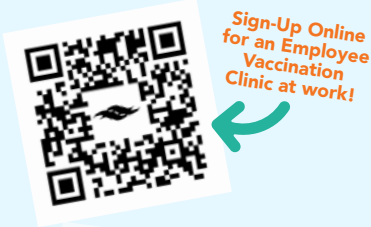
ALL Employees
Must Complete
by Dec. 4



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

FOLLOW-UP: EMPLOYEE VACCINATION CLINICS HAVE BEGUN!

Thank you to all those who have signed up to get vaccinated or who have turned in forms to meet the Employee Vaccination Program requirements. As a reminder, only employees who work in nursing homes, food services, housekeeping, and transportation are offered the Covid vaccine at our Employee Vaccination Clinics. We have received many inquiries at the clinics regarding this.

An Update on Covid Vaccine Availability

Influenza vaccines have been readily available, however, unfortunately, there has been a delay in shipment of Covid vaccines across the country. While we do have some Covid vaccines on hand, our Employee Vaccination Clinics may not have enough to provide to all the employees who have signed up over the next 2 weeks. We may need to reschedule some Covid shot appointments due to the shortage. We anticipate the delivery of the remainder Covid vaccines throughout the month of October, however, we are only receiving partial batches each week or two.

We encourage all those who have signed up for the flu/Covid shots to keep your appointment. We will get you your Covid vaccine or let you know if you need to reschedule your Covid vaccine appointment. We apologize for any inconvenience this may cause and assure you that our Pharmacy team is working hard to make sure we have what we need to get our employees and residents vaccinated.

If you have any questions, please call Employee Health at 715.848.4396.



NCHC PHARMACY WANTS YOUR PAPER GROCERY BAGS Can You Help?

Pharmacy is in need of clean used paper grocery bags. If you have any bags you can donate, please place them in interoffice mail to the Pharmacy or drop them off at the Pharmacy or Guest Services Desk. Thank you!

THURSDAY, OCTOBER 19TH

CELEBRATING 75 YEARS

INTERNATIONAL CREDIT UNION DAY 2023

Join Us!
STOP IN FOR A SWEET TREAT AND TO SPIN THE WHEEL TO WIN A PRIZE!

Marathon County Employees Credit Union
400 E THOMAS ST WAUSAU, WI 54403



PHARMACY STRONG

NATIONAL PHARMACY WEEK

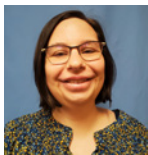
OCTOBER 15 - 21, 2023

Happy National Pharmacy Week! Help us celebrate the invaluable contributions that our pharmacists and pharmacy technicians have on all of our NCHC healthcare operations and settings. Below, meet our pharmacy staff and learn the integral roles each pharmacy team member plays in providing high quality, person centered service within our collective North Central Health Care team.

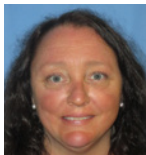


PHARMACY TECHNICIANS

Pharmacy Technicians are supervised by pharmacists. They're responsible for the overall efficiency and safety of pharmacy operations. Their time is usually split between using their technical skills for prescriptions and providing customer service. They help patients fill or order prescriptions and discuss any concerns with the pharmacist. They also make sure that everything runs smoothly in the pharmacy, including phone and technical operations, customer care, and communication between other workers. Pharmacy Technicians are the backbone of any pharmacy to make sure operations run smoothly and customer needs are being met.



Nora Fellenz



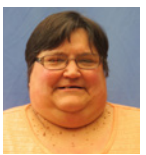
Tara Renteria



Megan Kruzicki



Kelly Varnum



Mary Derby



May Vang

MANAGER OF PHARMACY SERVICES



Jacie Cihlar

In addition to the job duties of a Staff Pharmacist and the Pharmacy Operations Specialist, the Pharmacy Director is responsible for overseeing the day-to-day operations of their pharmacy. They ensure that all staff members are performing their jobs effectively and that customer service standards are being met at all times. Pharmacy Directors may also be involved in developing new services or products for their pharmacy, as well as managing marketing efforts to attract new customers.

PHARMACY OPERATIONS SPECIALIST

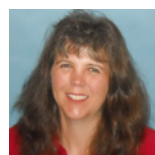


Kendra Eisner

Pharmacy Operations managers are responsible for assisting the Pharmacy Director with overseeing the day-to-day operations of their pharmacy. A Pharmacy Operations Manager typically has a wide range of responsibilities, which can include: evaluating pharmacy operations to ensure compliance with state laws and regulations, supervising pharmacy technicians and other staff members to ensure that operations run smoothly, Ensuring that pharmacists have access to necessary supplies, equipment, and staff members to carry out job responsibilities, Participating in the hiring process for new staff members as needed, Monitoring drug costs to ensure that they are within budget limits set by the company, Managing inventory levels of prescription medications to ensure that there is enough supply without excessive waste, and inspecting facilities to ensure that they comply with health and safety standards

PHARMACISTS

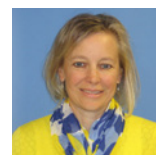
A Pharmacist is a healthcare professional who is specifically trained to store, handle, prepare, and dispense various medications. They play an essential role in educating patients about using or administering their medications. Likewise, they serve as a 'final check' to ensure that doses are correct and that a patient will not experience negative or harmful drug interactions. Types of Pharmacists include: Community Pharmacists, Clinical Pharmacists, Consultant Pharmacists, and Pharmaceutical Industry Pharmacists.



Joanne Krasselt



Andrew Rosicky



Jodi Aldrich



Dustin Ehster



October is Physical Therapy Month!



Mount View Care Center Physical Therapy Team



Aquatic Physical Therapists

October is National Physical Therapy Month. This annual occurrence is our opportunity to celebrate the profession and our physical therapists and physical therapy assistants and aides, who make a difference in resident and patient lives each day. Thank you for all that you do in Mount View Care Center, Pine Crest, and the Aquatic Therapy Center!



Jim from Pine Crest Physical Therapy!



GABBIN' with GARY

A Monthly Gab Session with Executive Director, Gary Olsen

SEPTEMBER GAB SESSION:

ADULT CRISIS STABILIZATION

Gary was joined by Caitlin Jeske, Operational Manager for ACSF, YCSF, and MMT along with Anna Dalton, Behavioral Health Professional

PHOTO OF THE WEEK



Inspired by Core Values & Committed to Person-Centered Service!



3rd Quarter 2023 - July, August, & September

Celebrating Employee Milestones

We would like to honor these employees who celebrated their milestone anniversary in the 3rd Quarter of 2023. Let us all take a moment to express our heartfelt gratitude and admiration for these employees and their remarkable achievements and loyalty. Their relentless pursuit of excellence has not only contributed to their personal growth but has also helped elevate North Central Health Care to new heights. Thank you for all you do for NCHC, for those we serve and for our communities.



- Bobbi Hansen** Community Treatment - Youth
- Julie Nelson** Post-Acute Care
- Alexa Kufalk** Outpatient
- Emily Bandow** Community Treatment - Youth
- Patricia Unseth** Adult Behavioral Health Hospital

- Morgan Bever** Residential
- Shadi Wrigley** Food Services
- Samantha Zoellner** Community Treatment - Youth
- Tonya Bush** Patient Access Services
- Keith Boyce** Post-Acute Care



- Dana Best** Community Treatment - Adult
- Gina Laszewski** Residential
- Fawn Wojcik** Residential
- Brenda Kaetterhenry** Post-Acute Care
- Heidi Bushar** Food Services

- Dana Kodl** Food Services
- Sierra Smith** Community Treatment - Adult
- Amy Collinworth** Nursing Home Admin



- Wendy Seltrecht** Post-Acute Care
- Michelle Lorbiecki** Community Treatment - Adult
- Heather Schultz** Post-Acute Care
- Julie White** Housekeeping
- Joanne Krasselt** Pharmacy

- Cathryn Salber** Patient Access Services
- Deidre Ratzlaff** Post-Acute Care
- Joanne Sczygelski** Post-Acute Care



- Mary Derby** Pharmacy
- Micki Alsteen** Post-Acute Care



- Todd Schueller** Residential
- Marsha Hickman** Patient Access Services

Congratulations!



WELCOME THESE *New Employees* TO THE TEAM!

These employees were welcomed at Orientation October 9, 2023!

Mount View Care Center



Idamae Harris –
CNA



Kortnie Matthaei –
CNA



Shawneen Hulstrom –
Hospitality Assistant



Matthew Wiskowski –
Laundry Worker



Alexis Bittner –
Enrollment Benefit
Specialist



Jamie Owen –
Registration
Specialist

Outpatient



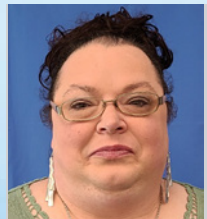
Tory Lee –
In-Training
Therapist

Pine Crest



Rebekka Surber –
CNA

Adult & Youth Crisis Stabilization



Patricia Keene –
Behavioral Health
Professional I



Feather King –
Behavioral Health
Professional I



Isaac McColley –
Behavioral Health
Professional III

Community Treatment - Youth



Jacob Wojciechowski –
Case Manager II

Adult Behavioral Health Hospital



Hayden Hare –
Behavioral Health
Professional I

Patient Financial Services



Hailie Fleischman –
Patient Account
Rep

Community Treatment - Adult



Erica Nikkila –
Peer Specialist -
Wausau



Candy Hable –
Employment
Specialist - Antigo

*We are so excited to have
you on our team!*





UKG SCHEDULED OUTAGE October 22, 1 – 7 am

UKG will be running an update to the system on Sunday, October 22, 2023, beginning at 1 am. The update is expected to take up to 6 hours. During this time staff will not be able to access the UKG.

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



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.



BOTH NURSING HOMES HOSTING TRICK-OR-TREATING Tuesday, October 31 | 3 – 5 pm

Spread the word! Mount View and Pine Crest are each hosting a spooktacular trick-or-treating event this Halloween. 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 and Pine Crest Trick or treating event, on October 31. Donations can be dropped off in Wausau at Guest Services desk or with the Life Enrichment team. Donations at Pine Crest can be dropped off at the Activities Office or the Front Desk.

community events



D.C. EVEREST IS PROUD TO HOST

TUESDAY, OCTOBER 17, 2023 | 7:30 PM
D.C. EVEREST SENIOR HIGH



CONCERT IS FREE, BUT TICKETS ARE REQUIRED.
TICKETS AVAILABLE BEGINNING
SEPTEMBER 17

- TICKETS ARE REQUIRED FOR THE CONCERT
- DOORS OPEN AT 6:45 FOR TICKET HOLDERS
- TICKETS VALID UNTIL 7:15
- OPEN SEATING AFTER 7:15
- NO LARGE BAGS OR BACKPACKS ALLOWED
- NO VIDEO ALLOWED | PHOTOS ARE ALLOWED

<https://marineband.ticketleap.com/weston2023/>

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!

FREE ADMISSION!
*DONATIONS ACCEPTED

The Desperate Ottos

Live Entertainment from
6:30-9:30

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.



2023 4th Quarter EMPLOYEE UPDATES



Presented by
Gary Olsen,
Executive Director



Scan with Your
Smartphone
Camera App to Register!



MON, NOV 6 **PINE CREST**
2 pm Chapel
MERRILL CENTER
3:30 pm Conference Room

TUES, NOV 7 **WAUSAU CAMPUS**
6:15 am Cardinal Room

THURS, NOV 9 **WAUSAU CAMPUS**
10:30 am MVCC
Community Room

MON, NOV 13 **WAUSAU CAMPUS**
Noon MVCC
Community Room
ANTIGO CENTER
3 pm Conference Room

TUES, NOV 14 **WAUSAU CAMPUS**
5 pm MVCC
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.



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



Ascension

FrontLine

Frontline | October 2023

Employee Assistance Program

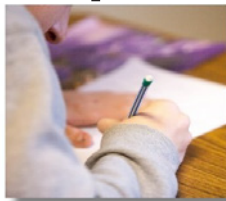
ascensionwieap.org

eap@ascension.org

800.540.3758

Bullying Prevention Month: Documentation Tips

Workplace bullying remains a serious issue, and surveys show it may have worsened since the advent of hybrid workforces. Intervening early is key, and how the bullying is documented is crucial. Bullying behavior can be shadowy and vague, so consider these tips: 1) Don't delay documenting an incident.



As time passes, recall of details can become fuzzy. 2) Document date, time, location, those involved, and witnesses. 3) Document details of what happened, what was said or done, tone of voice, and actions. Avoid opinions, analysis, or interpretation of the bully's behavior. (Example, "She/he is jealous of me.") Do document how you felt—fearful, intimidated, isolated, etc. 4) Document the effect of the bullying on productivity, personal health (headaches, gastrointestinal distress, etc.), well-being at home, concentration, quantity or quality of work, etc. 5) Save evidence such as sticky notes, emails, or text messages related to the bullying behavior. 6) Follow your manager's or organization's policy or the human resources professionals' instructions for reporting. 7) Bullying is often recurring, so document each incident in the same way. This helps demonstrate a pattern. 8) Stay professional in your documentation. Don't vent emotions in it. Stick to what, when, who, where, and how. 9) Your company's EAP is a go-to resource for emotional support. Use it to process difficult feelings, and feel empowered so you can address the bullying issue more effectively through proper channels.

<https://workplacebullying.org/wp-content/uploads/2021/04/2021-Full-Report.pdf>

Reflecting on Your Drinking Pattern?

There's an adage in the recovering alcoholic community: "If you wonder whether you have a drinking problem, then you probably do." This is called reflecting on one's drinking pattern. It's typically a first step toward self-diagnosis and acceptance of substance use disorder. If you have been reflecting on your drinking pattern, take the next step—an assessment if any of these discoveries are true: 1) Noticing a pattern of increased alcohol consumption over time. 2) Making unsuccessful attempts to cut down on the amount or frequency of your drinking. 3) Increasing the frequency of using alcohol to manage pain, anxiety, depression, or other psychological conditions. 4) Thinking about a drink at day's end, and looking more forward to drinking. 5) Experiencing more frequent adverse consequences of any kind related to drinking. 6) Drinking more to get the effect you want from alcohol than you did in the past.

Power of "Authenticity" at Work

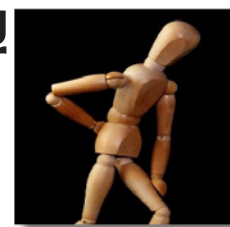
Authentic employees use an honest, transparent, no-façade approach to interactions with others at work. If that sounds like you, then others find you easy to be around because your genuineness makes them feel safe and prompts their desire to also be authentic. Authentic employees are more willing to show their true emotions and admit mistakes. Their communication style helps eliminate misunderstandings, miscommunication, and the hidden agendas that create conflict at work. Obviously, the payoffs for being authentic are greater job satisfaction, less stress, and more camaraderie with coworkers. This is why authentic employees are often held up as role models. Authenticity can be a bit risky. Showing honesty and vulnerability can expose you to criticism by some, but the productivity payoffs and being a happier worker are worth it. Ultimately, authenticity makes you stand out and appear more valuable, and it improves your career prospects.

Learn more: "The Art of Being Authentic: Increase Self-Esteem, Be Happier, and Discover Your Purpose" (2023).



Supporting a Coworker in Chronic Pain

Tens of millions of employees experience chronic pain, so the chances of having a coworker affected by this condition are high. You can't take the pain away, but you can make a big difference. Most appreciated is empathy—willingness to listen, stopping for moment, and offering understanding if your coworker mentions what they are experiencing. Employees with chronic pain typically have good days and bad days. They strategize how to minimize discomfort, but they may worry about job security, being judged, and how they are perceived by others. People are working more years than in the past, which will increase the number of chronic pain sufferers. Model patience, be encouraging, and consider helping with a small task that will bring relief and appreciation beyond words.



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. Add "http://" to source links to follow. Link titles are always case sensitive.



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

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 16 – 20, 2023

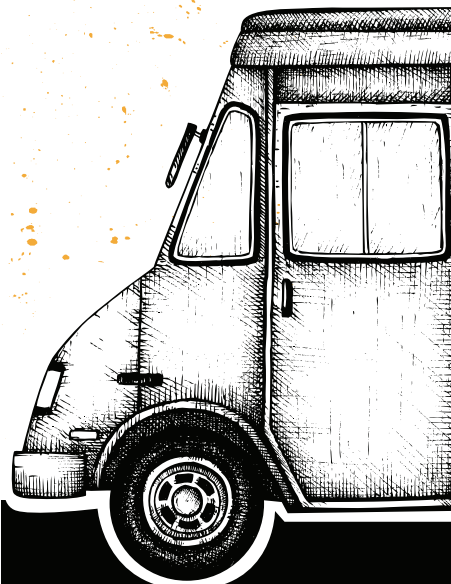
	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN	Smoked Paprika Chicken Mashed Potatoes Gravy	Lasagna Shredded Lettuce with Dressing Garlic Toast	Apple Butter Pork Loin Stuffing Roasted Butternut Squash	Turkey & Rice Casserole Dinner Roll Corn	Baked Cod Herbed Rice Creamy Coleslaw Rye Bread
SOUP	Cheese Cauliflower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

OCTOBER 23 – 27, 2023

	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN	Baked Chicken Drumstick Loaded Mashed Potatoes Carrots	Boiled Dinner Green Beans Dinner Roll	Hot Pork on A Bun Parmesan Noodles Broccoli	Scalloped Potatoes & Ham Brussel Sprouts Dinner Roll	Baked Spaghetti Breadstick Peas & Carrots
SOUP	TBD	Cream of Tomato Soup	TBD	TBD	TBD
DESSERT	Pineapple Tidbits	Pie	Sweet Potato Crisp	Fluffy Fruit Dessert	Rice Krispie Treat



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

THE BISTRO WILL BE CLOSED ON WEEKENDS FROM 9-9:30AM & 1-1:30PM TO ACCOMODATE STAFF BREAKS

*HOT FOOD IS AVAILABLE AT THE BISTRO DAILY UNTIL 2:30PM *

SPECIAL OF THE WEEK



TEX MEX PANINI/QUESADILLA

SEASONED BEEF | MOZZARELLA | PEPPERS
ONIONS | CHIPOTLE AIOLI

Ice Cream

- ICE CREAM CONE1.00
- ROOT BEER FLOAT2.00



LUNCH

LATTE OF THE WEEK

Hazelnut Mocha



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

- 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.*