



A Weekly Update
For The Employees of
North Central Health Care



NEWS YOU CAN USE



WEEKLY CONNECTION WITH GARY OLSEN

I absolutely love this time of year! I had written articles last year about how much I love Christmas, but my wife really, *really* loves Christmas! She always decorates our house so beautifully during this time of year. And yes, I do help with hanging the outside lights (even though it is one of my least favorite things to do). I love how the house looks when it is decorated, and the lights make it feel so warm and welcoming. When the lights are taken down in January, the house just seems dark and drab.

I also love getting together with family, which is super important to me, but most of all, I love the meaning of Christmas. It seems like people are a little more kind this time of year. I tell everyone at the orientation sessions that *Dignity*, one of our Core Values, is very important to me. We always need to treat those we serve with *Dignity*, and we need to be sure to treat everyone we work along side with *Dignity* also. This means being kind to one another, not spreading rumors, not swearing about others, or being rude to each other, but treating each other with respect. I am very grateful for all of you and how you treat our clients and one another, with *Dignity*.

I want to wish all of you and your families a very Merry Christmas and a happy and safe New Year! I want to extend a huge thank you to all the staff who work during the holidays. The time you spend serving others over the holidays and your commitment to those we serve is deeply appreciated by so many. I hope you are all able to spend time during this holiday season with family and friends and create some cherished memories.

Gary D. Olsen

Gary Olsen
Executive Director

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Happy Holidays!

HOLIDAY CLOSURES

Our NCHC offices will be closed on December 25th & 26th and January 1st & 2nd.



Occurrence Reporting Hotline

x4488 or 715.848.4488



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

Shout out



Paul Smith, IMS

Paul has continued to step up and handle Cerner issues. Helped manage ticket and load issues. Thank you!!

Shared By:
Marissa Glenn





2023 Employee Holiday Celebration!



Happy Holidays!



Marathon County Employees Credit Union

Holiday Hours

Thursday, November 23rdClosed
 Friday, November 24thOpen Normal Business Hours
 Monday, December 25th Closed
 Tuesday, December 26thClosed
 Friday, December 29thOpen Normal Business Hours
 Monday, January 1stClosed
 Tuesday, January 2ndOpen Normal Business Hours

Merry Christmas and Happy New Year
From All of Us at MCECU!

REMINDER #1: PLEASE FINISH YOUR UKG LEARNING MODULES!
Please take time to log into UKG Learning and finish your learning modules today!

REMINDER #2: CHECK & UPDATE YOUR HOME MAILING ADDRESS IN UKG
Year-end forms will be mailed the address listed for you in UKG. Please make sure your address is up to date to avoid delays in receiving your mailings.

HOLIDAY LIGHT RECYCLING

to benefit Habitat for Humanity!



North Central Health Care and Aspirus Women’s Health have teamed up to offer your annual mammogram right onsite!

January 10, 2024
 May 23, 2024
 July 18, 2024
 November 6, 2024
Appointment is required



3D mammography is available and covered by North Central Health Care’s Health plan benefits.

- Note: You will need 3D CPT codes: screening mammogram 77067 and 77063

For an appointment, call Aspirus Central Scheduling at 866.672.5133. Tell them you want a **North Central Health Care Mobile Mammo unit** appointment. An order from your health care provider is not needed.

You will be asked to provide:

- The name of your physician or nurse practitioner to receive results
- Insurance information
- The location(s) of your prior mammograms



<p>Wausau Associated Bank (Downtown and Stewart Ave.), Pick 'n Save, Wausau City Hall, Intercity State Bank, Marathon Bank, Prevail Bank, People's State Bank (6th and Stewart Ave.), Abby Bank</p> <p>Rib Mountain People's State Bank</p> <p>Schofield Intercity State Bank</p> <p>Rothschild Pick 'n Save, Marathon Bank</p>	<p>Weston Wausau Habitat ReStore, Associated Bank, Pick 'n Save, Intercity Bank, People's State Bank, Abby Bank</p> <p>Marathon People's State Bank</p> <p>Mosinee Piggly Wiggly, Mosinee City Hall, Marathon Bank</p>
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Laptop & iPad Users:
Please remember that your computers and devices like the cold even less than we do. **Please do not leave devices outside in vehicles overnight** when possible. If your device was left in the cold for any extended period of time (4 hours or more). Please allow the device to come up to room temperature before docking, or powering the device on, or damage may occur. This may take several hours.



COVID UPDATES FOR EMPLOYEES

NCHC cares about your health, that of your coworkers, and those we serve. We are continually monitoring and reviewing changes in Covid policies and procedures to ensure we are meeting the necessary requirements. Under current guidance and recommendations, NCHC has opted to move toward a system management approach with our updated Covid policies. This method takes into account the varying work areas we have within our organization. As a reminder, if you are experiencing signs of illness, please STAY HOME.

For nursing home employees and programs that work directly with nursing home residents, such as Food Services, House-keeping, and Transportation, your Covid-related procedures are not changing.

For non-nursing home areas within NCHC, policies and procedures are being updated. Below is a summary of those changes.

For non-nursing home employees, the following changes have been made and are effective immediately:

- If you are experiencing signs of illness, you are required to call your manager per your department procedures and report your signs and symptoms to Employee Health. Additionally, a SafetyZone report should be completed by the manager. Employee health will follow up with you regarding your symptoms and criteria for returning to work.
- Covid-testing is no longer required. However, if you choose to test for Covid and you have a positive test result, you must stay home for 5 days. Additionally, you need to send proof of the positive test result to Employee Health.
- Upon return to work, masking is not required, however you may wear a mask, if you choose to do so.
- If you work in a program where you can work from home, you may be able to do so with permission from your manager.
- If you have been exposed to Covid, reporting the exposure, testing, and masking is no longer required.
- If you are absent for 3 or more consecutive days for an illness other than a confirmed positive COVID test, per our existing Employee Attendance Policy, you will need a physician's slip to return to work.

The biggest impact we can have on preventing the spread of illness is Accountability. If you are sick, stay home. Use the infection prevention techniques we have practiced and know such as: wash your hands often, wipe frequently touched surfaces, and avoid touching your face. We are all accountable to one another and those we serve and if you keep this important Core Value in mind when it comes to infection prevention, we all play an important role.

December 2023 Organizational Learning Modules



Each month staff are assigned 30-60 minutes of organizational training that needs to be completed by the due date.

Log into the learning management system (LMS), *UKG Pro Learning*, to complete the following training modules:

- **Annual Healthcare Compliance Refresher 5.0 (US) 2023**
(30 minutes)
- **Complete any outstanding assignments**





Employee Recognition Program



Share your experience with a coworker or team that demonstrated the outstanding work and commitment to providing excellent Person-Centered Service at North Central Health and the community.

Recognition is Awarded Quarterly for:

- Outstanding Person-Centered Service
- Outstanding Service Excellence
- Team Partnership
- Outstanding Leadership

North Central Health Care
Person centered. Outcome focused.

Employee Recognition Program

Quarterly Award Nomination Form

Please complete this form by sharing your comments about the experience you had with the employee(s) that demonstrated the individual or team's outstanding work and commitment to providing excellent Person-Centered Service at North Central Health and the community.

REQUIRED: Check One Award Category Below

Outstanding Person-Centered Service Award
Recognizes an employee who provides direct care, exceeds standards and works effectively to ensure the optimal patient experience and uncompromising Person-Centered Service. Recipient selected by Recognition Committee. NCHC Directors, Managers and Supervisors are not eligible for this award.

Outstanding Service Excellence Award
Recognizes an employee who does not provide direct care, has consistently achieved exemplary performance within their program and has excelled in supporting the programs and services of NCHC. Recipient selected by Recognition Committee. NCHC Directors, Managers and Supervisors are not eligible for this award.

Outstanding Team Partnership Award
Recognizes any work team, committee or department who has made significant contributions to advance the position and reputation of the department or organization, 15 employees or less per group. Recipient selected by Recognition Committee.

Outstanding Leadership Award
Recognizes a director, manager or supervisor who inspires, influences and conducts themselves in a professional manner, acting as a role model for others to follow in the workplace and our community. Recipient selected by Executive Team and presented quarterly at the Management Meeting.

Note: Recipients are selected based on the criteria for each award which can be found on www.norcen.org/ForEmployees

Employee(s)/Team You Are Recognizing
Name(s): _____
Title: _____ Department: _____

Your Information
Name: _____ Today's Date: _____
Title: _____ Department: _____
Phone Number/email: _____

The awards will be distributed quarterly:

Quarter	Submission Dates	Selection and Recognition Planning
1st Quarter	January 1 to March 31	April
2nd Quarter	April 1 to June 30	July
3rd Quarter	July 1 to September 30	October
4th Quarter	October 1 to December 31	January

Please complete page 2 of this form.



North Central Health Care

Nominate a Coworker or Team today!

December 31 is deadline for this quarter's nominations.

Forms are online at www.norcen.org/Recognition



NCHC ANNOUNCES ALEXA KUFALK AS MANAGER OF OUTPATIENT NURSING OPERATIONS

Leadership Announcement | November 2023

NCHC would like to announce and congratulate Alexa Kufalk in her new role as Manager of Outpatient Nursing Operations. Alexa joined NCHC in 2018 and has served as a Registered Nurse in Community Treatment and Outpatient Psychiatry. She got her start in health care at Aspirus as a Certified Nursing Assistant before taking her first nursing role at NCHC after completing her nursing degree. Alexa is engaged to her fiancé, Josh. She loves to fish and spend time outdoors in the summer and fall. Congratulations Alexa!



Congratulations!

QUAKER FOOD RECALL DECEMBER 2023

Please check your areas for these products!

The Quaker Oats Company is recalling certain granola bars and granola cereals due to a possible salmonella risk, sharing a list of the affected products with the U.S. Food and Drug Administration. The recall affects more than 90 Quaker products, including certain varieties of granola bars, boxes of granola cereal, and granola bars included in snack boxes.

The FDA announced on Dec. 15 that the Quaker Oats Company is recalling a variety of granola bars and granola cereals due to the possibility that they are contaminated with the bacteria salmonella, which can be deadly.

The granola bars that we stock on all units at NCHC have been recalled. Dietary will be collecting these. Please look on your units, and if you come across any please send them to the kitchen asap, so we can get rid of them. Please don't let anyone consume them.



The complete list of products affected by the Quaker recall, along with their specific UPCs, expiration dates and photos, are available on the Quaker website.

The list includes certain varieties of:

- Quaker Big Chewy Bars of various flavors, such as chocolate chip, peanut butter chocolate chip and variety packs
- Quaker Chewy Bars of various flavors, such as chocolate chip, chocolate chip cookie dough, oatmeal raisin, dark chocolate chunk, less-sugar flavors, variety packs, and holiday minis
- Quaker Chewy Dips of various flavors, such as chocolate chip, peanut butter, variety pack and minis
- Quaker Puffed Granola Cereal of various flavors, such as apple cinnamon and blueberry vanilla
- Quaker Simply Granola Cereal of various flavors, such as and oats, honey and almonds; and oats, honey, raisins and almonds
- A variety of snack boxes with Quaker Chewy bars, such as Quaker Chocolatey Favorites Snack Mix, Quaker On The Go Snack Mix, and Frito-Lay Snacks Variety Pack With Quaker Chewy

The company said in its release that no other Quaker products are affected. Anyone with the recalled products in their pantries should dispose of them.

<https://www.fda.gov/safety/recalls-market-withdrawals-safety-alerts/quaker-recalls-granola-bars-and-granola-cereals-due-possible-health-risk>



WELCOME THESE *New Employees* TO THE TEAM!

These employees were welcomed at Orientation December 11 – 13, 2023!

Mount View Care Center



Mary Beam
– CNA



Mikenna Radtke
– CNA

Food Services



Kristen Rohde
– Dietary Aide

Aquatic Therapy



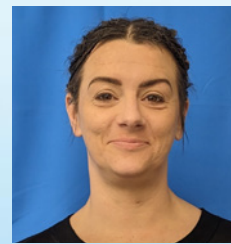
Emily Hulke
– Physical Therapist

Community Treatment - Youth



Vanya Mowrer – Community Treatment Tech

Transportation



Jenna Janssen
– Administrative Assistant

Pine Crest



Wendy Heiting
– Social Worker



Mindy Yang
– Registered Nurse

We are so excited to have you on our team!





NCHC Employee Health & Wellness Center Onsite Clinic

Aspirus Employee Health & Wellness Center
1000 Lake View Drive, Suite 200
North Central Health Care Campus, Door 34
Wausau, WI 54403



Theresa Micke, PA-C
Physician Assistant

12 WAYS TO HAVE A HEALTHY HOLIDAY SEASON

Brighten the holidays by making your health and safety a priority. Take steps to keep you and your loved ones safe and healthy—and ready to enjoy the holidays.

- 1. Wash hands often to help prevent the spread of germs.** It's flu season. Wash your hands with soap and clean running water for at least 20 seconds.
- 2. Bundle up to stay dry and warm.** Wear appropriate outdoor clothing: light, warm layers, gloves, hats, scarves, and waterproof boots.
- 3. Manage stress.** Give yourself a break if you feel stressed out, overwhelmed, and out of control. Some of the best ways to manage stress are to find support, connect socially, and get plenty of sleep.
- 4. Don't drink and drive or let others drink and drive.** Whenever anyone drives drunk, they put everyone on the road in danger. Choose not to drink and drive and help others do the same.
- 5. Be smoke-free.** Avoid smoking and secondhand smoke. Smokers have greater health risks because of their tobacco use, but nonsmokers also are at risk when exposed to tobacco smoke.
- 6. Fasten seat belts while driving or riding in a motor vehicle.** Always buckle your children in the car using a child safety seat, booster seat, or seat belt according to their height, weight, and age. Buckle up every time, no matter how short the trip and encourage passengers to do the same.
- 7. Get exams and screenings.** Ask your health care provider what exams you need and when to get them. Update your personal and family history.
- 8. Get your vaccinations.** Vaccinations help prevent diseases and save lives. Everyone 6 months and older should get a flu vaccine each year.
- 9. Monitor children.** Keep potentially dangerous toys, food, drinks, household items, and other objects out of children's reach. Protect them from drowning, burns, falls, and other potential accidents.
- 10. Practice fire safety.** Most residential fires occur during the winter months, so don't leave fireplaces, space heaters, food cooking on stoves, or candles unattended. Have an emergency plan and practice it regularly.
- 11. Prepare food safely.** Remember these simple steps: Wash hands and surfaces often, avoid cross-contamination, cook foods to proper temperatures and refrigerate foods promptly.
- 12. Eat healthy, stay active.** Eat fruits and vegetables which pack nutrients and help lower the risk for certain diseases. Limit your portion sizes and foods high in fat, salt, and sugar. Also, be active for at least 2½ hours a week and help kids and teens be active for at least 1 hour a day.

"Wishing you and your family a very happy holiday season. Whatever your plans are, wherever you are going, we wish you a happy, peaceful, and a safe holiday."

From your NCHC Employee Health & Wellness Center Team

- Tess, Sara, and Joe

Clinic Hours

Monday, Wednesday and Friday
8:00 am - 4:30 pm

Tuesday
6:30 am - 3:00 pm

Thursday
9:30 am - 6:00 pm

**Schedule your appointment by calling
715.843.1256**





WHAT'S FOR LUNCH?

WAUSAU CAMPUS EMPLOYEE CAFETERIA
OPEN TO ALL NCHC & WAUSAU CAMPUS

The Bistro and NCHC Employee Cafeteria will be closed on December 24, 25, 31, and January 1



HOT BAR, SANDWICH & SALAD BAR

Make your own hot plate, cold sandwich with lunch meat & fixins' OR self-serve at the salad bar. Salads are charged by weight.

BREAKFAST HOURS 8:30 AM – 10:30 AM	LUNCH HOURS MONDAY – FRIDAY 10:30 AM – 1:30 PM	GRAB-N-GO HOURS MONDAY – FRIDAY 8:30 AM – 5:30 PM	WEEKENDS: GRAB-N-GO ONLY	HOT FOOD BAR \$.45/OUNCE (Weekdays Only)
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DECEMBER 18 – 22, 2023

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	Baked Chicken Drumstick Loaded Mashed Potatoes Carrots	Boiled Dinner Green Beans Dinner Roll	Open Faced Hot Pork Sandwich Mashed Potatoes Beets	Scalloped Potatoes and Ham Brussel Sprouts	Baked Spaghetti Breadstick Peas & Carrots
SOUP	TBD	Cream of Tomato Soup	Cream of Broccoli Soup	TBD	Homemade Vegetable Beef
DESSERT	Carrot Cake with Cream Cheese Frosting	Pie	Sweet Potato Crisp	Brownie	Rice Krispie Treat

DECEMBER 25 – 29, 2023

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	CLOSED FOR HOLIDAY	Chicken Lasagna Shredded Lettuce/Dressing Breadstick	Baked Fish Cheesy Baked Potatoes Seasoned Cabbage	Roast Turkey with Gravy Rice Pilaf Parslied Carrots Dinner Roll	Salmon Patty Boiled Potatoes Creamed Peas
SOUP		TBD	Taco Soup	TBD	Chili
DESSERT		Frosted Banana Bar	Caramel Apple Crisp	Frosted Chocolate Cake	Caramel Brownie

JANUARY 1 – 5, 2024

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	CLOSED FOR HOLIDAY	Vegetable Beef Stew Biscuit Creamy Coleslaw	Turkey & Dumplings Mixed Vegetables Dinner Roll	Roast Beef Mashed Potatoes Gravy Parslied Carrots	Vegetable Lasagna Breadstick Broccoli Cuts
SOUP		Texas Tomato Soup	TBD	Beef Noodle Soup	Ham & Bean Soup
DESSERT		Bread Pudding w/ Caramel Sauce	Cranberry Dessert	Cinnamon Baked Apples	Pumpkin Fluff



THE BISTRO

HOLIDAY HOURS

THE BISTRO WILL BE
CLOSED
DECEMBER 24, 25, 31
AND JANUARY 1

NOW OPEN 7 DAYS A WEEK! | WEEKDAYS 7:30AM - 3PM | WEEKENDS: 9:30AM - 5PM

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

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



SPECIAL OF THE WEEK

Chicken Fajita

CHICKEN | PEPPERS | ONIONS | MONTERREY JACK | CAJUN RANCH

LATTE OF THE WEEK

Peppermint Mocha

Queue your Christmas spirit with a Peppermint Mocha! Espresso and steamed milk infused with notes of peppermint.



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

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

- build your own - **BREAKFAST SANDWICH**

PICK YOUR STYLE

EGG + CHEESE 3.00
EGG, MEAT + CHEESE 4.00

PICK YOUR BREAD

CROISSANT
BAGEL
ENGLISH MUFFIN

PICK YOUR MEAT

HAM
SAUSAGE
BACON

