

A Weekly Update
For The Employees of
North Central Health Care



Beautiful Inside & Out - Submitted by Stacy Rozelle




WEEKLY CONNECTION WITH MICHAEL LOY

Good Horizons Are Ahead

There is a quote that says that children are one third of our population and all of our future.

Amanda Gorman is barely an adult at age 23 but she became a face of a new generation sweeping into America. The whole world knows her now. Watching the Inauguration this week, she stole the show. At age 23, she was the youngest inaugural poet in U.S. history with her poem "The Hill We Climb". The title itself is metaphorical poetry. In listening to her words and in watching her poise, I was captured with hope and optimism for our future. There was so much packed into her poem that it's easy to relate to. If you haven't watched her recite the poem, I would encourage you to consider it. For now, I'll share some of my favorite excerpts that outline the structure of her poem.

When day comes we ask ourselves, 'where can we find light in this never-ending shade, the loss we carry, a sea we must wade?'

And so we lift our gazes not to what stands between us, but what stands before us. We close the divide, because we know to put our future first, we must first put our differences aside. We lay down our arms so we can reach out our arms to one another. We seek harm to none and harmony for all.

Let the globe, if nothing else, say this is true: that even as we grieved, we grew; that even as we hurt, we hoped; that even as we tired, we tried; that we'll forever be tied together victorious, not because we will never again know defeat but because we will never again sow division.

Our blunders become their burdens but one thing is certain: If we merge mercy with might, and might with right, then love becomes our legacy in change, our children's birthright.

When day comes, we step out of the shade, aflame and unafraid. The new dawn blooms as we free it. For there is always light if only we're brave enough to see it, if only we're brave enough to be it.

Her words resonated deeply for me. We all are asked to carry the water when we choose to serve. Each day we get the opportunity to pick up where others left off, carry the water for a while, and then leave it for another to pick up and carry. We get the choice, that despite the challenges and resentments that can brew, to make the world a better place despite the burdens. It is in the burdens, that we are revealed, and it is how we become a light for others.

This pandemic will pass, the future is still bold, and we've held it together.

On a semi-related note, if you haven't seen this week's City Pages, please check it out. There's an incredible story from the perspective of one of our residents at MVCC and a feature article on our new Skilled Nursing Tower renovations. Good horizons are ahead.

Make it a safe and great day,

Partner Links	2
AOD Partnership, Crimestoppers and Addiction Recovery HelpLine	
Covid-19 Status Report ..	3
Staff Cases & Operations	
Winner, Winner!	4
Employee Partnership Survey Drawing Winners	
Well-Being 2021	8
Program Announcements!	
Leadership Award	9
Congrats Christina Harris	
Eye Strain	10
Tidbits on Benefits	

ADMINISTRATOR ON-CALL x4488 or 715.848.4488

In the event of Phone System Outage, reference the O:drive "On-Call Information Folder" for Schedule and Cell Phone #'s.

Monday, Jan. 25 –
Sunday, Jan. 31

Michael Loy



Person-Centered
Shout

out

**Erin Verley,
Community
Treatment**

Why: Sharing resource which my consumer was accepted at and has 40 days clean.

**Submitted By:
Randy Krueger**





Next AOD Partnership
Tuesday, February 2nd
from 11am-1pm
via NTC Zoom
Tentative Topic: ACEs,
Addiction & Area Youth



Register today!

<http://bit.ly/3ofcHGg>



Wisconsin Addiction Recovery
Helpline

Call: 211 or 833-944-4673

Text: Your ZIP code to 898211

Go to: AddictionHelpWI.org

free and confidential

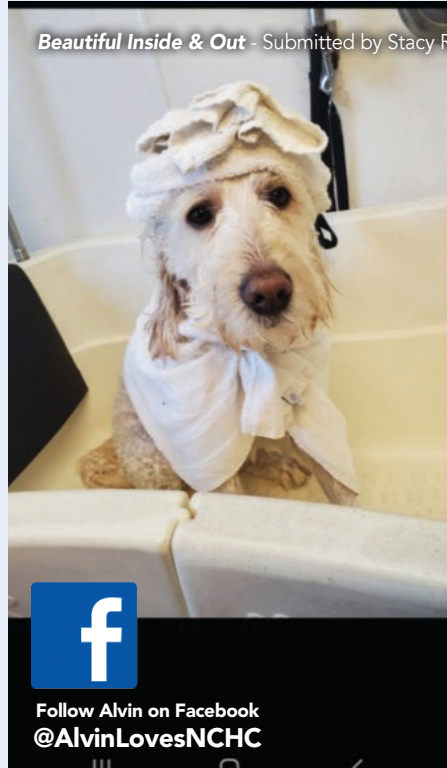
A service of 211 Wisconsin and the Wisconsin Department of Health Services.

P-02348 (02/2019)

PHOTO OF THE WEEK



Beautiful Inside & Out - Submitted by Stacy Rozelle



Follow Alvin on Facebook
@AlvinLovesNCHC



FramaticApp

THE IMPORTANCE OF SELF-CARE

Even Alvin knows the importance of self care. Are you eating well? Sleeping well? Taking your breaks and spending quality time with those you love? Even Alvin keeps a good balance. This past week, he spent some time at the salon (AKA: groomer) to tidy up his fur and feel great!

Submit A Great Photo From Your Week!

Submit your photo and description to jmeadows@norcen.org or Text: 715.370.1547. Please indicate Photo of the Week and include your name, who/what/where of the photo and why you are submitting.



SUBMIT ANONYMOUS TIPS:



TAP: Download the "P3 Tips" app



TYPE: Online at marathoncountycrimestoppers.org



TALK: Call our 24 hour hotline 877-409-8777

REMAIN ANONYMOUS +
EARN UP TO \$1000 REWARD

Thank You!

Thank you health care workers for keeping us safe from this pandemic. I am grateful for all that you do. Thank you for staying strong through this time. God bless you all.

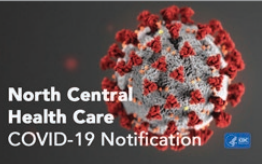
Corey

Thank You!

Dear Healthcare workers,
Thank you so much for all your dedication, commitment, hard work, and sacrifice for helping all of us fight COVID-19. I am so appreciative of all that you do, the long hours you work, the amount of time you spend taking care of others, and hours spent on trying to find a vaccine. Sending love and appreciation! Jovaria

THANK A HEALTHCARE WORKER

THANK A HEALTHCARE WORKER



**Wear a Mask – Maintain Social Distance – Wash Your Hands
Stay Home If You Are Sick – Report Symptoms to Employee Health and Manager**

Cases reported below are current active employee cases. All employee cases previously reported that are no longer shown below have been cleared to return to work from NCHC Employee Health and local health officials based on a review of the individual case details.

PPE GUIDELINES

Visitors: Cloth face covering or surgical masks required. Visitors will be screened using the COVID Screener (Version 3).

Employees: Face coverings required while entering the building. Self-screening required using temperature kiosks procedures. Surgical masks at a minimum required while within all NCHC buildings. Staff may remove masks while working alone in private offices.

Employees Working in Direct Patient/Resident Care:

Each patient/resident care area will be designated as being in Standard or Enhanced Precautions. Units on Enhanced Precautions must have it clearly posted on the entrance to the unit.

- o *COVID Standard Precautions* – Surgical Mask, Gloves and Eye Protection (Face shield, goggles or safety glasses) required.
- o *Enhanced Precautions* – N95 Mask, Eye Protection (Face shield, goggles or safety glasses), Gloves and Gown during patient encounters required.

NCHC COVID-19 WEEKLY STATUS REPORT

Confidential Employee Report

Employee Cases Reported through January 21, 2020

Program	Current Active Employee Cases	Date Reported
<u>New Cases</u>		
IMS – Wausau	1	1/20
Pine Crest – Rehab	1	1/20
Community Treatment – Wausau	1	1/18
<u>Previously Reported</u>		
MVCC – Northwinds	1	1/10
Total Active Employee Cases	4	

Program Hours and Operations Online:
www.norcen.org/Covid-19

**COVID-19 PAID SICK LEAVE UPDATE:
EFFECTIVE 1/1/21**

Emergency Paid Sick Leave (Coronavirus) Policy #205-1140 provisions ended December 31, 2020. Currently, there is no legislation that supports extending those provisions into 2021. Staff will continue to screen appropriately, report symptoms and not report to work if experiencing any signs of illness. As a result of no supporting legislation, staff will be required to use PLT or take unpaid leave.

GENERAL OPERATIONAL STATUS GUIDELINES:

- Virtual visits and treatment whenever possible.
- Essential visitors and contractors only – compassionate care visits may be approved by a Program Director. Volunteer programming remains suspended.
- In-person meetings are allowed only if each of the participants can maintain appropriate social distance or if there is a physical barrier between individuals.
- Group sizes for meetings or treatment must be limited to 10 or less. On-site interviews and Orientation are allowed with an option for virtual participation provided.
- Current Remote Work guidelines remain. Please work with Manager and Human Resources.
- Program admissions, closures, opening of COVID units, and staff re-deployments will be determined by Incident Command daily. Updates provided to staff at least weekly.

PROGRAM-SPECIFIC OPERATIONAL STATUS UPDATES:

MVCC – Units on Enhanced Precautions – Northwinds Vent and Southern Reflections. Accepting admissions. 2x Weekly Testing Staff. Northwinds/Southern Reflections Residents only 1x weekly testing. No Outdoor, Window or Patio Visits allowed. Virtual/Compassionate Care Visits Allowed.

Pine Crest – Units on Enhanced Precautions – Rehab. Accepting admissions. 2x Weekly Testing Staff. No Outdoor, Window or Patio Visits allowed. Virtual/Compassionate Care Visits Allowed.

BHS Adult Hospital - Open and operational. No visitation allowed.

BHS Enhanced Precautions Unit – Closed.

BHS Youth Hospital - Open and operational.

Crisis Center - Open and operational.

Crisis CBRF - Open and operational. No visitation allowed.

Adult Day Services – Wausau – Open and operational.

Adult Day Services – Antigo – Open and operational.

Prevocational Services – Wausau - Open and operational.

Adult Day/Prevocational Services – Merrill – Open and operational.

Residential Services – Open and operational. No visitation allowed.

Lakeside Recovery – Closed. No Admissions.

Outpatient Clinics - Open and operational. TeleHealth appts. as much as possible. No in-person groups.

Community Treatment - Open and operational. TeleHealth interactions as much as possible.

Aquatic Therapy Center – Open and operational.

Adult Protective Services - Open and operational.

Clubhouse - Open and operational.

Hope House - Open and operational.

McClellan House - Open and operational. Enhanced Precautions Required. Covid-19 positive member on-site, reported 1/11.

Pharmacy - Open and operational.

Transportation - Open and operational for medical, grocery and employment appt transportation for elderly and developmentally disabled.



January 28th, 2020 9:00-11:00 via Microsoft Teams Virtual CARE Network Meeting

Be a Part of the Change for Marathon County!

Join us for the second CARE (Coordinating All Resources Effectively) Network meeting. All individuals who work to better the lives of Marathon County residents are welcome to attend to increase their connections with local resources. Share your program information and expand your knowledge about resources available in our community. Learn about recent changes in procedures and also hear from our keynote speakers.



Keynote Speaker:

Tamara King:
Occupancy Specialist
with the Wausau
Community
Development
Authority presenting
on **River View Towers,
Terrace, Section 8 and
Public Housing**

Mike Rhea:
Director of Resource
Center Services
presenting on **ADRC**

To register for this
event, please click
the link below:

[CARE Network
Meeting Registration](#)

If you have already
registered to one of our
previous meetings, you do
not need to complete
registration and can e-
mail Katie Knospe for a
link to the event.

E: kknospe@fsc-corp.org
P: 608-472-1409

For more information
contact:

Emily Nowicki
E: enowicki@chw.org
P: 715-937-8910

The Spirit of Prevention Integrating Faith and Culture in Prevention Work



March 11, 2021 | VIRTUAL
8:30 am – 1:00 pm

About the Training

To best combat substance use disorder, investment and collaboration amongst all sectors throughout the state is critical. Throughout history, faith-based groups, organizations and individuals have played a crucial role in public health crisis efforts. Today, more than ever, the faith-based sector can engage and support substance use prevention, intervention, treatment, and recovery efforts. Learn the importance of collaborating with the faith based sector and the skills you will need to involve them in your coalition work.

The Spirit of Prevention will have a broader focus than Faith Based Summits in the past to make it as inclusive as possible for all spiritualities.

Target Audience

Prevention Professionals & Coalition Members

Training Topics and Presenters

Welcome

- Paul Krupski: Director of Opioid Initiatives- DHS
Leveraging the Warrior Spirit in Prevention Work
- D.J. Vanas: Speaker, Author and Owner of Native Discovery Inc.
Success Story of Integration & Partnership
- Community Coalition of Forest County
Uplifting Diversity and Equity in Prevention: Ecosystems of Care
- Kristin Welch: Executive Director and Founder of Waking Women Healing Institute
Regional Action Planning



Registration Opening Soon!

Contact:

Northwoods Coalition Team | AODaprevention@marshfieldclinic.org



NORTH CENTRAL HEALTH CARE

EMPLOYEE PARTNERSHIP

Survey

BUILDING STRONG PARTNERSHIPS WITH EACH AND EVERY EMPLOYEE!

This is your opportunity to let us know what we're doing well and what we could do better. Your feedback is important to us. We will listen and we will make improvements based on your confidential response.



EMPLOYEE PARTNERSHIP SURVEY

Drawing Winners!

The winners are:

- Michael Haylett, Aquatic Services**
- Pa Houa Kha, Health Information**
- Jodi Boruch, Patient Financial Services**
- Jennifer Comfort, Community Treatment**
- Brenda Christian, Adult Protective Services**
- Brittany Blunt, Patient Access Services**
- Wendee Cox, Community Treatment**
- Lynn Wengelski, Human Resources**
- Cynthia Schreier, Pharmacy**
- Samantha Zoellner, Community Treatment**

Back in November, employees completed the Employee Partnership Survey, an electronic survey that asked you questions pertaining to your perspective on many aspects of working at NCHC. Survey results are in and our management teams will be discussing and reviewing results over the coming weeks.

Survey Participant Drawing Winners

Ten survey participants were randomly selected to receive a \$25 Visa Gift Card.

Drawing winners may contact Human Resources at 715.848.4419 or hresources@norcen.org to make arrangements to receive your Gift Card.

Thank you to everyone who completed the survey! We are excited to share the results and work on Partnership together in 2021!



WELL-BEING PROGRAM 2021 Biometric and HRA Deadline Extension

We have some exciting wellness news for ALL STAFF. The deadlines for completing your Biometric Screening and Health Risk Assessment have been extended to allow for more staff to participate in the NCHC Well-Being Program 2021. Please see

the announcement below with the extended dates. Full details are included in the attached PDF, including how to register your Manage Well account.

ALL EMPLOYEES are welcome to participate in the

Well-Being Program 2021. Please see the incentives for employees and spouses who are on the NCHC Health Plan and also incentives for those who do not take the NCHC Health insurance. Wellness is for everyone! Let's begin this journey together.

North Central Health Care Well-Being Program 2021

For All Employees and Health Plan Enrolled Spouses!

Earn Incentives for Taking Care of You!

Employees enrolled in an HSA Health Plan will earn an additional \$350 HSA contribution for 2022 for completing Steps 1 - 4. Employees enrolled in the Traditional Health Plan will earn a \$350 Medical Flexible Spending Account contribution for 2022 for completing Steps 1 - 4.

Spouses enrolled in an HSA Health Plan will earn an additional \$150 HSA contribution for 2022 for completing Steps 1 - 4. Spouses enrolled in the Traditional Health Plan will earn a \$150 Medical Flexible Spending Account contribution for 2022 for completing Steps 1 - 4.

Employees not on the health plan will be entered into a drawing for prizes for completing Steps 1 - 4 below.



Follow these **4 easy steps** on your personal online well-being portal to earn rewards!

Step 1

Register at www.managewell.com to begin the program. Learn how to register by following #1-7 on the next page.

Step 2

Sign up and complete a biometric screening before **February 26, 2021**. Learn more on the next page under #8a-c.

Step 3

Complete the online health assessment before **March 12, 2021** after your biometric screening results have been uploaded into your account (You will receive an email notification when this is ready.)

Step 4

Earn 100 points by **October 31, 2021** by completing a variety of well-being activities shown on the next page.



How to Register for The Aspirus Well-Being Portal

Aspirus Business Health-Wellness is excited to partner with North Central Health Care to provide you with access to a new resource, www.managewell.com. This website features valuable health programs and tools as well as a central location for storing and tracking your well-being efforts.

To participate in the Well-Being program, go to the website www.managewell.com or download the Managewell 2.0 App and follow the instructions below to register. Contact Aspirus Business Health-Wellness if you have any questions.

1. Click "Sign up".
2. Enter your Unique, employer provided ID. This Unique ID is "NCHC", followed by your employee ID number. An example is: NCHC012345. Covered Spouse/Domestic Partner will add SO after this (for significant other).
3. Enter your date of birth (month, day, year), confirm your timezone and select "Continue".
4. Confirm your name.
5. Read through and accept "Terms".
6. Enter a unique and valid email address and password. Remember these for the next time you log in to the website.
7. Select "Continue" to read through "Notice Regarding Wellness Program", select "Continue to Your Portal" and it will take you to your Home/Dashboard page.
8. Choose one of these options to complete your biometric screening by February 26, 2021. Please make sure to read all the details under the option you choose below on its corresponding activity page on your well-being portal.
 - a. For an Onsite Biometric Screening - Complete the "2020 Onsite Biometric Screening Consent" then go to "Sign up for Onsite Biometric Screening Appointment" activity page to schedule your appointment at the NCHC Employee Health & Wellness Center, or Pine Crest Nursing Home.
 - b. To Use the Biometric Screening Voucher - Go to the "Biometric Screening Voucher" activity page and follow directions to print a voucher and schedule at the NCHC Employee Health & Wellness Center or another Aspirus Business Health location.
 - c. To Submit your Results from a Provider - Go to "Submit Biometric Screening Results from your Primary Care Provider (PCP)" activity page and follow directions if you have had this completed with your provider since 11/1/2019. We do not automatically get the results from your Aspirus provider, it is your responsibility to submit them to Aspirus Business Health-Wellness before February 26, 2021.

Well-Being Activities

Activity	Point Value	Bonus for NCHC Employee Health & Wellness Center Completed Service
Health Coaching (includes Care Management) (can earn up to 2 times)	15/session	
Preventative Visit with Primary Care Provider	20	15
Physical Activity Challenge	10	
Stress Management Challenge	10	
Monthly Online Educational Activity	5/month	
Online Tracker for Physical Activity Track 75 minutes of activity per week Track 150 minutes of activity per week	1/week 2/week	
Nutrition Challenge	10	
Flu Shot	5	
NCHC Sponsored Events (events added throughout the year)	5 -20/event	
Early Bird Biometrics completed prior to December 31, 2020	15	

More information can be found on the Aspirus Well-Being Portal at www.managewell.com

Contact Aspirus Business Health-Wellness if you have any questions or need help.
844.309.1269 | wellness@aspirus.org



Prevent common infection prevention mistakes!

Stop Touching Your Face and Your Mask!

The average person touches their face **16-23 times** per day.

Bacteria can live on the surface of your mask **for days**.

Every time you touch your mask you could be spreading more bacteria.



CELEBRATING AND HONORING MARTIN LUTHER KING JR. BHS Tradition

Each year on Martin Luther King, Jr. Day, Behavioral Health Services staff throw a little celebration. "It getting bigger every year," states Sheri Lawrence, Nurse in Behavioral Health Hospital. Thank you team for your efforts to educate, promote justice and equality, and honor Dr. King and his message.

"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly."

– Dr. Martin Luther King, Jr.



December 2020

Children's Wisconsin Family Matters

Antigo | Merrill | Rhinelander

Programming now available through Zoom and Facebook

Ongoing Programs

Virtual Wiggle Giggle Shake

Join us each Tuesday morning on Facebook LIVE for 30 minutes of music making, movement, and fun!

Time - 9:30am

Virtual Play and Learn

Children learn through play! Join us each Thursday morning on Zoom for fun and learning through activities, story time, and music.

Time - 10:00am

Scan the QR code to join us on Zoom or email handerson@chw.org to have the Zoom link sent to you.



Story Time

Check our Facebook page each Wednesday morning to watch Ms. Lindsey read a story for you.

Time - 9:30am

For more information call Steph at 715-299-2471

Antigo

N4013 HWY 45
Antigo, WI 54409
(715) 627 - 1414
Hours by appointment

Merrill

712 E 2nd St.
Merrill, WI 54452
(715) 539 - 9228
Office hours: Monday through Friday
12 p.m. - 4 p.m.

Rhinelander

3716 County Dr. Ste. 2
Rhinelander, WI 54501
(715) 361 - 6300
Hours by appointment

ACT Parenting Class

Join our staff and other parents to learn positive ways to provide a safe, stable and nurturing environment full of love and respect. This nine week series will assist you to better understand and handle children's feelings and behaviors.

Next class begins January 5th. Contact Haley to register at 715-966-6362 or handerson@chw.org

Ask the Expert

Stress-Free Holidays

The holiday season can bring so much joy, but for parents of young children, it can also bring a lot of stress! Whatever you are celebrating this holiday season this Ask the Expert will help you have a stress-free celebration with your family!

Date: December 8
Time: 5:30 - 6:30pm
Location: Zoom



Scan the QR code to join us on Zoom or email handerson@chw.org to have the Zoom link sent to you.

Visit our updated website at:
www.childrenswi.org/northwoods



Children's Wisconsin - Northwoods Offices

www.facebook.com/childrenswinorthwoods

Check our Facebook page for information on ongoing programs, events & activities, and valuable parenting information.

Do you know someone who is pregnant or has young children?

We are excited to announce that we currently have openings available for families in both **Early Head Start** (Langlade County residents only) and our **Healthy Families** home visiting program. Both of these programs offer

- Parenting information to help you build on the skills you already have.
- Child development information that lets you know what to expect and how to promote your child's healthy growth.
- Helpful tips on how to nurture, care for, and support babies, toddlers, and young children.
- Connection to community resources that helps you with things like coordinating health insurance and finding day care providers.

ACT Raising Safe Kids Program



FREE Virtual Parenting Class

ACT Raising Safe Kids Program

This 9 session class supports parents in creating a safe, healthy, and stable environment for children and families. Learn how to identify your parenting style, promote positive behaviors, guide media use, and understand and manage anger.

Pre-Program Meeting: Introduction

Session 1: Understanding your child's behavior

Session 2: Young children's exposure to violence

Session 3: Understanding and controlling parents' anger

Session 4: Understanding and helping angry children

Session 5: Children and electronic media

Session 6: Discipline and parenting styles

Session 7: Discipline and positive behaviors

Session 8: Taking the ACT program with you/wrap up

To participate in this class you will need access to the internet as well as a device to connect to the internet with (i.e. a smartphone, tablet, or computer w/video camera).

For more information or to register for an upcoming class, please call your local office:

Antigo: 715-623-1216
Merrill: 715-539-9228
Rhinelander: 715-361-6302



BLUE JEANS FRIDAYS

Donate & Wear Jeans!

Employees in **ALL** departments can wear jeans on Fridays when you donate \$2/Friday or \$25 annually. If you choose to pay annually, you will save \$79 for the year!

Contact the Volunteer Services Office at 715.848.4450 to get set up! Each employee that participates will receive a card that indicates their Blue Jeans Fridays participation. All funds donated will benefit NCHC United Way Team community initiatives.

You can use **PAYROLL DEDUCTION** to pay for a Year of Jeans on Fridays!!

Visit www.norcen.org/UnitedWay and download the form in the Jeans Sale section!





OUTSTANDING LEADERSHIP AWARD

Christina Harris, Care Coordinator, Residential Services

The 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. Congratulations to Christina Harris, Care Coordinator - Residential Services for being honored with the award this quarter.

"Christina truly cares about her employees but most of all cares about the residents."

"She goes out of her way to work longer and harder to make their lives the best they can be. She shows in care in the way she talks to them and makes sure all of their needs are met."

"As the Coordinator, she is good and fair to all of her employees. She will always help you if you need it and is always willing to listen if you have questions or concerns. If she doesn't have the answer she will find it and get back to you."

Nominated by Vicki Sheehan, Residential Care Assistant, Bissell Street. Congratulations Christina! Thank you for your outstanding leadership.

Nominate a Coworker or Team today! www.norcen.org/Recognition



DO YOU KNOW SOMEONE INTERESTED IN EARLY HEAD START?

Children's Wisconsin has exciting new opportunities for infants, and toddlers! We recently partnered with Family and Child Learning Centers Head Start and Early Head Start Programs to provide Early Head Start services to Langlade County families!

- Families with children age 0-3 yrs.
- Child Development Information
- Child & Family Activities
- Connection to Community Resources
- Personal Home Visits



Please call 715.299.2471 for an application.



DO YOU KNOW SOMEONE WHO IS PREGNANT OR HAS YOUNG CHILDREN?

SUPPORT FOR EXPECTING PARENTS AND THOSE WITH KIDS AGE 0-3

- **Parenting information** to help you build on the skills you already have.
- **Child development information** that lets you know what to expect and how to promote your child's healthy growth.
- Helpful tips on how to **nurture, care for, and support** babies, toddlers, and young children.
- **Connection to community resources** that helps you with things like coordinating health insurance and finding day care providers.
- **Personal** home visits



Call **715.299.2471** with your questions.



tidbits on benefits

WELLNESS CORNER

Submitted by Sherry Gatewood, PA

COMPUTERS, DIGITAL DEVICES AND EYE STRAIN

From the American Academy of Ophthalmology



Sherry Gatewood, PA

Written By: Kierstan Boyd
Reviewed By: James M Huffman, MD

You may have heard somewhere that looking at a computer, smartphone or other digital screen for long periods of time will permanently damage your eyes. Thankfully, this is like the old adage about “ruining your eyes” from watching too much television or sitting too close to the TV: it’s simply not true. However, you probably notice some uncomfortable effects from staring at your screen too long.

Digital-related eye strain affects people of all ages. If you spend hours a day using digital devices, you might notice your vision blurs, and your eyes feel achy and tired. You may also find your eyes become dry, and will tear or sting. This eye strain is no different from the symptoms you may have when reading, writing or doing “close work” like sewing for long stretches of time.

We are not likely to cut back on cell phone and computer use any time soon. So what can we do about the related eye strain? Here are some tips to relieve your eyes.

1. Blink!

Humans normally blink about 15 times in one minute. However, studies show that we only blink about 5 to 7 times in a minute while using computers and other digital screen devices. Blinking is the eye’s way of getting the moisture it needs on its surface.

Make a conscious effort to blink as often as possible. This keeps the surface of your eyes from drying out. You might even want to put a sticky note on your computer screen reminding you to blink often!

2. Lube ‘Em Up.

Use artificial tears to refresh your eyes when they feel dry. If you are often in a dry, warm room, consider using a humidifier to add moisture to the air.

3. Follow the “20-20-20” Rule.

Take regular breaks using the “20-20-20” rule: every 20 minutes, shift your eyes to look at an object at least 20 feet away, for at least 20 seconds.

4. Use Computer Eyeglasses.

If you work on a computer for many hours at a time, might find that using computer eyeglasses reduces eye strain. These prescription glasses allow you to focus your eyes specifically at computer screen distance (intermediate distance, which is about 20-

26 inches away from your face). Some of these glasses have multifocal lenses to help you quickly shift your focus between close, intermediate and far distances. Be aware that computer glasses for reducing eye strain are not the same as “blue light blocking” glasses.

5. Adjust Brightness and Contrast.

If your screen glows brighter than your surroundings, your eyes have to work harder to see. Adjust your screen brightness to match the level of light around you. Also, try increasing the contrast on your screen to reduce eye strain.

6. Reduce the Glare.

The screens on today’s digital devices often have a lot of glare. Try using a matte screen filter to cut glare. Check with your computer store or cell phone store to see what they can provide.

7. Adjust Your Position at the Computer.

When using a computer, you should be sitting about 25 inches (right about at arm’s length) from the screen. Also, position the screen so your eye gazes slightly downward, not straight ahead or up.

Contact Lens Users and Digital Devices

People who wear contact lenses and use digital devices for long periods of time may find dry eye to be an ongoing problem. Some tips:

Give your eyes a break by wearing your glasses instead.

Don’t sleep in your contact lenses, even if they are labeled “extended wear.”

Always use good contact lens cleaning practices.

If your eyes are consistently red, blurry or watery, or they become sensitive to light or painful, see your ophthalmologist.



Is 3-D a No-No for You?

Do you find watching 3-D movies makes your eyes very tired? Or that you get headaches or feel dizzy and sick to your stomach? You may have a problem with focusing or depth perception.

3-D eyeglasses and movie screens show different images to each eye to create the illusion of depth. It works because this is how we see objects at different distances in real life. Those objects appear in slightly different places in each eye’s field of vision.

In real life or when watching a 3-D movie, our eyes track an object that’s coming closer to us by turning inward toward the nose. Our eyes naturally focus closer as an object moves closer. However, with a 3-D movie, the screen itself isn’t moving any closer, so our eyes have to focus back out to see clearly. That back-and-forth focusing effort strains your eyes. People who find 3-D very hard to watch probably have some trouble getting their eyes to converge properly in real life.

From the American Academy of Ophthalmology

<https://www.aaopt.org/eye-health/tips-prevention/computer-usage>



HRinsights

Position Posting

Title: Adult Community Treatment Technician

Status: Full Time **Location:** Wausau

To apply or learn more: <https://bit.ly/3ogeM6d>

This position provides support and rehabilitation services in the community to adults with mental health and/or substance use disorders. Services will be provided through both the Community Treatment program and in the community.

- Less than one year experience working with the mentally ill.
- Valid Wisconsin driver's license and appropriate auto insurance coverage as required by North Central Health Care.
- Must have the use of a personal insured vehicle.



Watch and Share Our Realistic Job Preview Videos



Learn about jobs available at NCHC and get a real glimpse of a day in the life of a CNA and other amazing opportunities at NCHC!

www.norcen.org/RJP



Do You Know of Experienced, Qualified and Reliable Candidates to Join Our Team?

Here's your chance to earn

You could earn the following REFERRAL BONUS...

When your recruit joins the NCHC Team and after you have both met the referral requirements.*



How to Apply? TEXT "Refer" to 715.598.3663 or complete the referral form located in Human Resources. Submit to Human Resources at the time your recruit applies for employment at North Central Health Care.

***Referral requirements:** Half of payment is disbursed after 6 months and the remainder after 1 year. You and your recruit must be in good standing throughout this period. What does that mean? No written warnings for attendance or other performance issues.

North Central Health Care offers equal opportunity in employment and in service delivery.



Referring Someone for a Job is As Simple As Sending a Text!

Refer A Friend or Colleague!
Text "Refer" to 715.598.3663



Marathon County Employees Credit Union

With our online bill pay, paying your bills is almost too easy.



See MCECU for all your financial needs!
We are here to serve you and your family.

www.mcecu.org
cuteller@co.marathon.wi.us
715 261-7685
400 East Thomas Street Wausau, WI 54403



WAUSAU CAMPUS CAFÉ



**NEW ITEMS
AVAILABLE EACH WEEK**



Grab-N-Go Menu

Monday – Friday | 10:30 AM – 7PM or Until Sold Out

Self-Serve and Ready to Eat!

All menu items are pre-made in our kitchen and individually packaged for you to grab and go! Sandwiches and soups are cold and ready to heat at your convenience. No hot foods will be available.

Limited Quantities

Food will be available in limited quantities each day and will not be restocked. When it is sold out, it's sold out.

Self-Check Out

Employees are required to pay with Quick Charge or Credit Card. No cash exchanged. Employees will follow a self check out style purchase by using a touch pad kiosk and swipe badge or credit card to complete transaction. No meal tickets accepted.

Safety Precautions

Hand sanitizer required before entering and after using self-check out stand.
Only 3 people allowed in food selection area at a time to maintain social distancing requirements. Masks required at all times.
No eating in Cafeteria. Please Grab and GO! Beginning November 30, crossing Zones will be allowed to access Café.



Parfaits	Assorted Bakery	Assorted Cold Sandwiches
Nuts	Homemade Soup	Assorted Wraps
String Cheese	Tuesday –Friday Only	Milk, Juice, Coffee,
Greek Yogurt	(Packaged and	Bottled Water, Tea
Cookies	Ready to Reheat)	



Click on the quickcharge® icon on any NCHC Network Computer desktop and enroll online today!

NCHC Employees, to start using quickcharge®, you must enroll online.

Your username and password are the same as your network login information.

