
A Weekly Update
For The Employees of
North Central Health Care



Happy Retirement - Submitted by Brianna VandenHeuvel

NEWS YOU CAN USE



WEEKLY CONNECTION WITH MICHAEL LOY

Navigating the Curve

As we prepared for 2021, the theme for what's ahead was *Navigating the Curve*. We knew we would be working through the other side of the Covid-19 pandemic and that it was going to be a crucial year with the scope of the renovations planned.

Where we sit is that the Youth Hospital is fully operational. Recently, we had one day at full capacity of 8 patients. The 16-bed Adult Crisis Stabilization Unit will receive certification approval any day. With that program coming online, the Youth Crisis Stabilization Unit will open shortly after. Our nursing home tower is on schedule and is slated to open in the third quarter this year. In March, we will start the demolition and construction for the new Adult Hospital, Detox, and Crisis areas. In the next 90 days we will finalize the design for the final phase of the project. In that same 90-day period we will be implementing Cerner Millennium, our new behavioral health electronic medical record (EMR). We're about a year away from completing our renovations and completely redefining our care delivery. It's an exciting time for our organization and our community.



Change is difficult, and there's nothing about our organization that is not evolving right now. We're setting a new higher standard across the board. We're part of building an organization that will be built to last. This all takes tremendous effort and faith from all involved. Stick with the vision we defined the road for the long term. Thank you for being part of it all. The view on the other side of this curve is going to be worth it.

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Welcome to the Team!	

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, Feb. 8 –
Sunday, Feb. 14

Jill Meschke



Make it a great day,

Person-Centered
Shout

out

Danielle
Mazzoni-
Halverson,
Andrea Street

Why: For going above and beyond, as well as role modeling core values: Assisting a resident with an extra shower – made her day!

Submitted By: Cheryl Zeinert





Prevent common infection prevention mistakes!

Wash your hands for at least 20 seconds!

80% of disease are transmitted by touch

Only 5% of people wash their hands long enough

The average person only washes their hands for 6 seconds after using the toilet

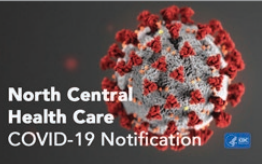


Helping You Turn Over a New Retirement Leaf

HAVE QUESTIONS ABOUT YOUR WISCONSIN RETIREMENT BENEFITS?
Schedule a virtual meeting with Shawn for a time that works for you!
Meet by phone or video chat.

https://nc_wisconsin.timetap.com/





**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 February 4, 2021

Program	Current Active Employee Cases	Date Reported
<i>New Cases</i>		
Adult Behavioral Health Hospital	1	2/3
<i>Previously Reported</i>		
All Returned to Work		
Total Active Employee Cases	1	

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 – None. Accepting admissions. 1x Weekly Testing Staff. No Patio Visits allowed. Window, Virtual, and Compassionate Care Visits Allowed.

Pine Crest – Units on Enhanced Precautions – None. Accepting admissions. 1x Weekly Testing Staff. No Patio Visits allowed. Window, Virtual, and 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.

Pharmacy - Open and operational.

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



PHOTO OF THE WEEK



Happy Retirement - Submitted by Brianna VandenHeuvel

RETIREMENT NEWS!

Congratulations to Kevin Stevenson on his retirement! We thank him for his 7 years of hard work as a CNA and Central Supply Aide. He was known for going above and beyond for his residents and planned all sorts of special decorations and events, especially related to sports and Veterans. He knew their routines and preferences to a tee and was a dedicated worker. We thank you, Kevin and wish you the very best in your retirement!

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.

Thank You!

Dear Healthcare Workers,
I know what it's like for healthcare workers. Both of my parents are in the healthcare industry and I feel for you. I want to thank all of you so much for what you do. It really is important for our country to function. It must be overwhelming to see how our country has handled this pandemic. Thank you all so much.

Rowan

THANK A HEALTHCARE WORKER

Thank You!

I just wanted to write a letter and say thank you so much for all the work and all the sacrifices you've made. I will never know how tough the situation you are in but I believe in you and I am so grateful for you! Even though this time is rough, I really move past this terrible time and look onto a brighter, happier future. I'll be cheering for you so stay safe :).

Temí

THANK A HEALTHCARE WORKER #MCLIVEUNITED

Thank You!

Thank you for working hundreds of thankless hours fighting the pandemic and keeping us safe.

Aiden

THANK A HEALTHCARE WORKER

Thank You!

Just want to thank you for your time a commitment to helping all of us during this time. Making sure we are all okay and healthy for the future ahead.

Preston

THANK A HEALTHCARE WORKER #MCLIVEUNITED

Thank You!

To all Healthcare workers out there. I thank you for preserving the people that live on this Earth and protecting all of us from the dangers of disease. It is unmeasurable the amount of credit you workers deserve for saving the health of patients and protecting the people. I know your job is not easy for I have many cousins that are nurses. Especially due to Covid your job has become scary and out of control. Just know that the people are here for you and we will get through this together.

Samuel

THANK A HEALTHCARE WORKER



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.



SUBMIT ANONYMOUS TIPS:

- TAP:** Download the "P3 Tips" app
- TYPE:** Online at marathoncounty.crimestoppers.org
- TALK:** Call our 24 hour hotline 877-409-8777

REMAIN ANONYMOUS + EARN UP TO \$1000 REWARD



VIRTUAL SALE

www.pruniforms.com

Visit us online for a virtual sale!

10% off your entire purchase!

February 7th - 27th

Payroll Deduction Available!
Up to 2 pay periods

Free shipping on orders \$75 and over

THANK YOU | While many of us are facing social distancing, you are sacrificing yourselves to take care of our loved ones. You are the courageous heroes of this Coronavirus pandemic, knowingly putting yourselves at risk to save lives. And we thank you!

PAYROLL DEDUCTION where available

www.pruniforms.com | Brands & Styles Subject to Availability



KNOW YOUR NUMBERS

The American Heart Association recommends that you be aware of five key numbers: Blood pressure, BMI, fasting blood sugar, total cholesterol and HDL (good) cholesterol. These numbers are important because they help to determine your risk for developing Cardiovascular Disease.

Tria Health supports members with chronic conditions, including heart disease and stroke. Clinical Pharmacists provide one-on-one telephonic counseling for members. Through reviewing a member's medications and lifestyle habits, Tria Pharmacists can make recommendations that will help control their chronic conditions and help them feel better! Tria Health is a no cost benefit available through your North Central Health Care insurance.



Blood Pressure
120 / 80 mm Hg



Body Mass Index (BMI)
Between 18.5 and 24.9



Fasting Blood Sugar
100 mg / dL



**Total Cholesterol/
HDL (Good Cholesterol)**



Schedule an appointment today!

1.888.799.8742 | www.triahealth.com

North Central
Health Care
Person centered. Outcome focused.

Build your baby's brain through talk!

Free virtual classes for parents!

LENA START[™] Marathon County

- FREE gas/food cards and prizes
- FREE children's book each week
- FREE class materials
- FREE graduation t-shirts

With LENA Start YOU CAN:

- Get your child ready for success in school
- Learn simple ways to increase your child's language growth
- Improve communication with your child
- Track your progress with a LENA device



WHO: Parents/caregivers of children 0-33 months old

WHEN: 10-week online program begins the week of 2/22

- Multiple class day and time options
- Classes in Spanish or English
- Free internet help available

MORE INFO / REGISTER:
Visit lenastartmc.org, call/text 715-660-0397 or email ntank@chw.org

Registration deadline: 2/15
FREE! SIGN UP TODAY!



Support for this project was provided through the Caroline S. Mark Legacy Fund of the Community Foundation of North Central Wisconsin, S.A. & Esther Semelink Foundation, Dudley Foundation, Catherine Cain Foundation, Northfork Technical College, Washburn County, Washburn County Public Library Foundation, City of Wisconsin, CHS, United Way of Marathon County, anonymous donors and other partners.

THE SPRING 2021 LENA START CLASSES BEGIN THE WEEK OF FEBRUARY 22ND

Because of COVID-19, these classes will be offered virtually via Zoom. With current limits on gathering in-person, it has been a way for parents to engage with each other and for us to continue to reinforce that parents have the power to make a huge difference in the lives of their young children by talking and interacting with them. Building important brain pathways and resilience in young children is more important than ever during these trying times.

There are multiple day/time options and a Spanish class as well.

Monday 8-9 pm

Tuesday 7-8 pm

Wednesday Noon-1 pm

Thursday 8:45-9:45 am

Thursday 6-7 pm

Registration link <https://www.lenastartmc.org/register-for-a-lena-start-class>



FLASH FRIDAYS



Continual Readiness

February 5, 2021

Flash Fridays will be distributed weekly on Fridays to prepare you for upcoming surveys like The Joint Commission or State of WI surveys. The Continual Readiness information provided will pertain to all areas within NCHC, from Behavioral Health to Skilled Nursing Care, however some information may be more specific to one survey. Some may only pertain to clinical staff, but always read it thoroughly. If you have questions, ask your Team Leader to explain how the topic relates to your area.

THE JOINT COMMISSION IS EXPECTED ANYTIME! OUR SURVEY WINDOW IS NOW OPEN THROUGH MARCH 29, 2021 TALKING TO THE JOINT COMMISSION SURVEYORS

The Joint Commission will talk to our NCHC employees when they conduct individual and system tracers while rounding in different programs. The surveyor will speak with the employee who actually provided care to the patient they are tracing or to another staff member who provides the same type of care, treatment, or services. Each employee should be prepared and ready to talk to the surveyors. The surveyors could also stop to talk to any employee about system processes, i.e. fire safety, infection prevention, emergency management, etc.

HELPFUL TIPS FOR TALKING WITH SURVEYORS

- If providing patient care, hand-off your patient(s) to another team member.
- If you do not understand the question, it is OK to ask for clarification.
- If you do not know the answer, it is OK to admit it as long as you know what source to reference for the answer, i.e. policy, *Connections Guide*, communication board, badge buddies, etc.
- Answer the surveyor's questions completely, confidently, and honestly but avoid statements like "always" and "never, ". Use statements such as, "When I care for a patient, I...", or "What I observe is..."
- Do not volunteer additional information unless the surveyor specifically asks.
- Every surveyor will be accompanied at all times by someone from the Leadership team, so be aware of any verbal and/or non-verbal cues that your team Leader may be providing you.
- Speak to your own expertise and role. Refer the surveyor to the person best qualified to answer the question if its not you..



RELAX! SURVEYS ARE YOUR OPPORTUNITY TO SHINE AND SHOW OFF THE EXCEPTIONAL JOB THAT YOU DO EVERY DAY.

Questions? Contact your team leader, any member of the Leadership Team or Survey Readiness Team.





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 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.

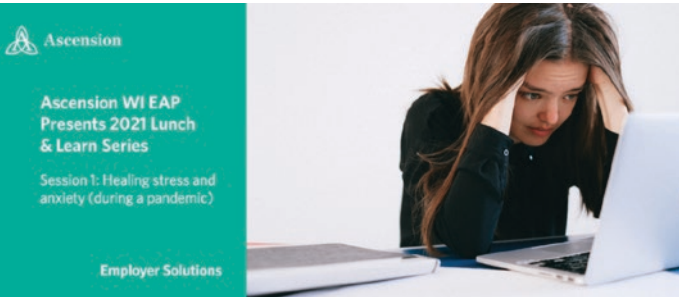
- Click "Sign up".
- Enter your Unique, employer provided ID. This Unique ID is "NCHC", followed by your employee ID number. An example is: NCHC012345. Covered Spouse/Domestic Partner will add 50 after this (for significant other).
- Enter your date of birth (month, day, year), confirm your timezone and select "Continue".
- Confirm your name.
- Read through and accept "Terms".
- Enter a unique and valid email address and password. Remember these for the next time you log in to the website.
- Select "Continue" to read through "Notice Regarding Wellness Program", select "Continue to Your Portal" and it will take you to your Home/Dashboard page.
- 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.
 - 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.
 - 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.
 - 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



Stress, anxiety, fatigue, oh my! "How much longer can we go on like this?" people ask. The reality is that human beings are extremely resilient and can endure hardship for long periods of time. Haven't we proven that to be true? Yet there are strategies that can increase your endurance and improve your ability to thrive, in light of, and despite, your circumstances.

Objectives:

- Learn about your fight or flight system and strategies to stay regulated.
- Consider the importance of self awareness and discuss practices to enhance this skill.
- Explore your unique tendencies and traits, and leverage these to help yourself manage stress.
- Contemplate the silver linings that come with adversity and discuss your unique purpose.



February 16th, 2021
12:00pm CT

Join with Google Meet
meet.google.com/qma-pytz-eri

Meeting ID
meet.google.com/qma-pytz-eri

Phone Numbers (US)
+1 347-486-7491

PIN: 777 821 340#

Upcoming sessions

Mark your calendars for upcoming sessions. Stay tuned for additional information on each.

- Session 2: Parenting Workshop: Ask questions, get answers**
 - April 13th, 2021; 12:00pm CST
 - Presenters: Erin Johnson, EAP Counselor & Leah Szemborski, LPC
- Session 3: Grief: Hope & Healing**
 - June 15th, 2021; 12:00pm CST
 - Presenters: Erin Johnson, EAP Counselor & RaeAnn Thomas, CEAP

Presented by:



Leah Szemborski
LPC



Erin Johnson
EAP Counselor



ascensionwieap.org
e: eap@ascension.org
t: 800-540-3758



tidbits on benefits



Sherry Gatewood, PA

WELLNESS CORNER

Submitted by Sherry Gatewood, PA



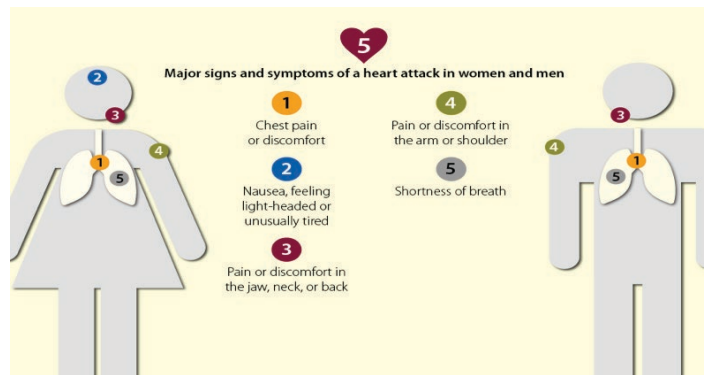
SHOVELING & HEART ATTACKS

It's February. The American Heart Month. While most people won't have a problem, shoveling snow can be dangerous for those who have risks of heart attacks. Sudden exertion, like moving hundreds of pounds of snow after being sedentary for several months, can put a big strain on the heart. Pushing a heavy snow blower also can cause injury.


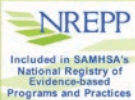
Cold weather can increase heart rate and blood pressure. It can make blood clot more easily and constrict arteries, which decreases blood supply. This is true even in healthy people. Individuals over the age of 40 or who are relatively inactive should be particularly careful.

Tips for shoveling snow:

- Give yourself a break. Take frequent rest breaks during shoveling so you don't over stress your heart. Pay attention to how your body feels during those breaks.
- Don't eat a heavy meal prior or soon after shoveling. Eating a large meal can put an extra load on your heart.
- Use a small shovel or consider a snow thrower. The act of lifting heavy snow can raise blood pressure acutely during the lift. It is safer to lift smaller amounts more times, than to lug a few huge shovelfuls of snow. When possible, simply push the snow.
- Learn the heart attack warning signs and listen to your body, but remember this: Even if you're not sure it's a heart attack, have it checked out (tell a doctor about your symptoms). Minutes matter! Fast action can save lives — maybe your own. Don't wait more than five minutes to call 9-1-1. <https://www.heart.org/en/about-us/heart-attack-and-stroke-symptoms>




- Don't drink alcoholic beverages before or immediately after shoveling. Alcohol may increase a person's sensation of warmth and may cause them to underestimate the extra strain their body is under in the cold.
- Be aware of the dangers of hypothermia. Heart failure causes most deaths in hypothermia. To prevent hypothermia, dress in layers of warm clothing, which traps air between layers forming a protective insulation.
- Wear a hat because much of your body's heat can be lost through your head
- Take care of yourself this winter. Avoid a back strain or a bulging a disk with proper lifting techniques using your legs and avoid throwing snow over the shoulder. When the body is twisting, the muscles that stabilize the back are not properly aligned for full force and can lead to a strain. Don't lift more than you can handle.
- Consult a doctor. If you have a medical condition, don't exercise on a regular basis or are middle aged or older, meet with your doctor prior to the next anticipated snowfall.
- **Do not fear going to the Doctor during the COVID 19 pandemic. Hospitals and clinics are taking precautions to keep you safe. The longer one delays going in, there is a possibility for worsening the situation.**

What is NAMI's Family-to-Family Education Program?

NAMI Family-to-Family is for families, caregivers and friends of individuals with mental illness. The course is designed to facilitate a better understanding of mental illness, increase coping skills, and empower participants to become advocates for their family members. The course consists of 8 two-and-a-half hour sessions. Trained family members teach the course who know what it is like to have a loved one living with mental illness. The Family-to-Family Program is offered at no cost to the participants.

NAMI Northwoods will offer its NAMI Family-to-Family Education Program beginning Tuesday March 2 2021 from 6:00p.m. to 8:00p.m. The class will be held remotely through zoom. Please register online on our website. NAMINorthwoods.org and email naminorthwoods@gmail.com to request the password.



"This course overall was the single most, without a doubt, helpful and informative thing ever offered in all my years searching for answers... It has helped me to understand better and communicate more effectively with my brother."



Register online at Naminorthwoods.org
715-432-0180
naminorthwoods@gmail.com

About NAMI Affiliate
NAMI Northwoods and dedicated volunteers, members and leaders work tirelessly to raise awareness and provide essential education, advocacy and support group programs for people in our community living with mental illness and their loved ones.



HAPPY ANNIVERSARY

FEBRUARY EMPLOYEE ANNIVERSARIES Thank you for your service!

Table listing employee names and their anniversary dates, including Julie Peterson (02/22/1993), Theodore Beres (02/04/2019), and others.



FrontLine

Frontline | February 2021

Employee Assistance Program ascensioneap.org eap@ascension.org 800.540.3758

Group Therapy Power

A recent survey by Vida Health found that one out of six people sought professional counseling in 2020. If the price of individual counseling is beyond your reach, don't dismiss group counseling via Zoom.



Language That Empowers Workplace Diversity

Welcoming diversity includes adopting language that empowers workers and reduces stigmas. Do the terms "wheelchair bound," "stuck in a wheelchair," or "confined to a wheelchair" sound familiar?



Edible Cannabis Products How Much Do You Know?

Legalized cannabis brings with it sellers of homemade concoctions like candy and beverages. Potency and effects in these methods of cannabis ingestion are not very predictable, and consuming too much is a risk because the high is delayed.



Men—It's Okay to Talk about Your Feelings

Not all men shy away from talking about their feelings, but it's still a common male trait. It stems from the modern culture, learned behavior, and the subtle message that is not okay to show vulnerability, dependency, or weakness.



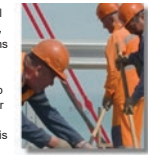
Getting Out of a Couples Rut

You would not overlook changing the oil in a new car—preventive maintenance. But what about your love relationship? Do you practice preventive maintenance with it?



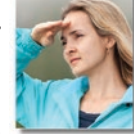
Opioids in Construction Trades

Opioid addiction is still a national emergency, with 130 related deaths each day. Construction workers are the most-affected occupational group according to the Centers for Disease Control (CDC) because pain from injuries is often treated with opioids.



Don't Give Up on Your Goal

Is motivation for your new year's goal starting to wane? Tried and true ways of getting back on track to achieving a goal that is falling by the wayside exist. 1) Spend an hour or so recalling and refreshing the benefits of your goal.



How to Help Someone Stop Smoking

The American Cancer Society has tips for family members supporting smokers trying to quit. Although the smoker is in charge, consider the following (among other tips): 1) Ask the person quitting whether he or she wants you to check in with them about how they are feeling as they face withdrawal challenges.





HRinsights

Position Posting

Title: Housekeeping Aide

Status: Full Time **Location:** Wausau

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

As a Housekeeping Aide, you will provide North Central Health Care's main campus, a quality housekeeping service that ensures a clean safe environment. Valid Wisconsin driver's license required and appropriate auto insurance coverage as required by North Central Health Care.

Essential Duties and Responsibilities:

- General cleaning of assigned areas in accordance with department training and procedures.
- Isolation, discharge and transfer of resident rooms.
- Offices and ancillary rooms,
- Dining room and day areas after each meal
- Cubicle, drapery and vacuuming.
- Resident equipment
- Concession area, pool, gym and theater.
- Windows



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



WAUSAU CAMPUS CAFÉ



NEW ITEMS
AVAILABLE EACH WEEK



Grab-N-Go Menu

NEW HOURS!

Monday – Friday | 10:30 AM – 5:30PM 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.





WELCOME THESE NEW EMPLOYEES TO THE TEAM!

These employees were welcomed at Orientation on February 1, 2021

Community Treatment



Kelsie Pelzman
Youth Community Treatment Tech



Amanda Rochon
Youth Case Manager

Pine Crest



Jennifer Charbarneau
Certified Medical Assistant

Food Services



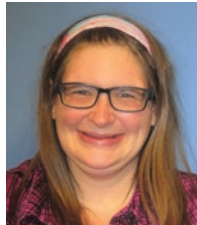
Derrick Phelps
Dietary Aide



Residential Services



Allyssa Fulkerson
Residential Care Asst



Alyssa Garske
Residential Care Asst



Colleen Dublin
Residential Care Asst

Corporate Admin



Laura Phillips
Nurse Manager

Safety & Security



Benjamin Zeidler
Safety & Security Officer



NCHC CORE VALUE

Integrity

We keep our promises and act in a way where doing the right things for the right reasons is standard.

