



A Weekly Update For The Employees of North Central Health Care



NEWS YOU CAN USE



WEEKLY CONNECTION WITH LANCE LEONHARD



Happy Holidays, North Central Health Care

It is a pleasure to have the opportunity to author this week's News You Can Use introduction on behalf of the Executive Committee of North Central Health Care. As a parent of two young children (my son is twelve and my daughter is nine) the holidays are a very special, and certainly busy, time of year. Whether it is decorating the house, adorning the tree, watching the requisite holiday movie classics, or any of the other countless activities that embody the holidays, I have no doubt that you and your loved ones, like mine, are in constant motion.

That said, I am asking us all to take a moment to engage in two activities that, for me, are at the center of the real meaning of the holiday season – reflecting on the past and expressing gratitude for those that have positively impacted us. For those of you that know me well, you've likely heard me talk about the immense value that I have found in reflection and the corresponding power of gratitude.

NCHC has accomplished a great deal over the last year — 4-star ratings at Mount View and Pine Crest, numerous successful construction-related initiatives (including opening The Bistro), and implementation of strong respiratory protection program. These successes are a credit to each of you as individuals and your collective efforts as a team. I want to use this opportunity to express my sincere gratitude for the work that you do each and every day. In our recent Employee Update meetings, I recall Executive Director McBain sharing a quote from Albert Schweitzer referencing that true happiness is achieved only by those that have found how to serve others.

That quote made me recall the words of President John Kennedy... "As we express our gratitude, we must never forget that the highest appreciation is not to utter words but to live by them."

As we all look forward to 2023, I want each of you to know that I, and the other members of the Executive Committee, are grateful for your efforts on behalf of our community and those we serve. Your person-centered service and compassion certainly inspire those around you.

On behalf of the Executive Committee, I wish each of you a very Safe, Healthy, and Happy Holiday season.

Lance Leonhard
Executive Committee Member

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Person-Centered
Shout out



NCHC Food Services

It take an amazing team to feed a huge group of hungry employees and still keep our operations rolling for all those we serve. Thank you to our Food Services Team in Wausau for all the extra cooking and preparing of the Holiday Celebration Meal this week! You are the best! It was delicious!

From: All of Us!

Occurrence Reporting Hotline

x4488 or 715.848.4488



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



PHOTO OF THE WEEK



THE TWELVE DAYS OF CHRISTMAS

Antigo Holiday Parade

Last week the Antigo Area celebrated the Holidays with a 12 Days of Christmas Parade in downtown Antigo. North Central Health Care employees passed out special holiday gifts to all the kids!!!

Thank you to all those who cheered us on and to our Antigo Team for their amazing float, which placed 2nd in Non-Profit Float Class.

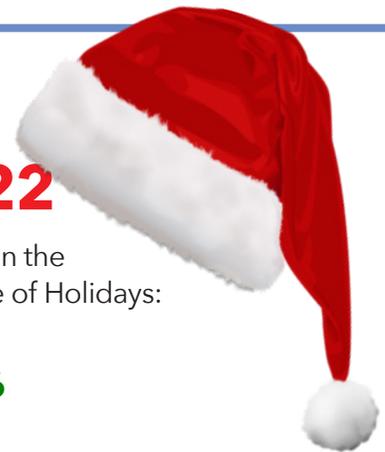
Great job Antigo Team!



Holidays 2022

NCHC offices will be closed on the following dates in observance of Holidays:

- Friday, December 23
- Monday, December 26
- Friday, December 30
- Monday, January 2



Thank you for your commitment and dedication!



The weather outside is frightful, but our Volunteers at Pine Crest are so delightful!



Holiday Fun from All Around NCHC





Got Junk Lights?



HOLIDAY LIGHT RECYCLING

to benefit Habitat for Humanity!



Bring in your old, junky, burnt out strings of lights. Habitat for Humanity of Wausau will recycle the materials and use the proceeds to benefit our local Habitat for Humanity efforts here in Central Wisconsin.

IT'S A HOLIDAY WIN FOR EVERYONE!



Looking for NCHC Swag?

Visit the *Swag* shop.

www.norcen.org/SwagShop



Beginning January 4, 2023

Due to construction

North Central Health Care Employee Health & Wellness Center

will be temporarily located to:

Aspirus Health Weston Clinic

4005 Community Center Drive
Weston, WI 54476

The clinic will be closed on January 3, 2023 to prepare for the move.

for appointments
call 715.843.1256
or visit myaspirus.org



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Person centered. Outcome focused.



CLINIC HOURS

Monday: 8:00 am - 4:30 pm Thursday: 9:30 am - 6:00 pm
Tuesday: 7:00 am - 3:30 pm Friday: 8:00 am - 4:30 pm
Wednesday: 8:00 am - 4:30 pm

An Aspirus Business Health Solution

BH-4508

Construction is estimated at 6-8 weeks and an additional notice will be sent when the on-site clinic is opening again. Thanks for your understanding!

Marathon County Employees Credit Union

Holiday Hours

MCECU Will be **CLOSED** on
Monday, December 26th AND
Monday, January 2nd

WE ARE OPEN NORMAL BUSINESS HOURS
ON FRIDAY, DECEMBER 23RD

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



HRinsights

Position Posting

Title: Cook **Status:** Full Time **Location:** Wausau

Prepares and cooks food in compliance with State, Federal, and County safety and sanitation regulations. NCHC is looking for new or experienced cooks. NCHC does not mandate employees and have flexible scheduling options available. Starting pay is \$16.00 per hour and experience of 2 or more years is starting at \$18.00 per hour. 0.8 Full-Time (64 hours per pay period) Monday-Friday 11 am - 7:30 pm, works every other weekend and holiday.

<https://bit.ly/3VWipxU>



Position Posting

Title: Laundry Worker

Status: Full Time

Location: Wausau

Under the direction of the laundry team coordinator, performs manual tasks to insure the efficient processing and delivery of all facility linens. Full time position regularly scheduled for 80 hours every two weeks. Hours 6:30am-3pm and every other weekend.

<https://bit.ly/3uOzsGE>

REFER A FRIEND EARN ~~UP TO \$500~~ \$1,000

Here's how it works...

Step 1: Have Your Recruit Tell Us About You

Complete the "Referred by" section in their employment application including your name. No other forms or email are necessary.

Step 2: Meet Required Criteria

You and your recruit must be in good standing throughout this period and have no written warnings for attendance or other performance.

Step 3: Get Paid!

When your recruit joins the NCHC Team, and you both have met the referral requirements YOU will earn the following:

\$1,000 After 90 days (Employees 0.5 FTE status or above)

\$500 After 90 days (Employees below 0.5 FTE status)

Refer A Friend For Your Opportunity To Earn Referral Cash!

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

*For additional details and qualification requirements please refer to the Referral Bonus Policy.



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Person centered. Outcome focused.

Check out all the latest Job Opportunities
www.norcen.org/Careers

Share on Social!



December 2022 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 2022** (30 minutes)
- **Work on any outstanding assignments**

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NERD ALERT

WEEKLY TECH TIPS FROM IMS

KEY COMMAND: WINDOWS KEY + SHIFT + S
Purpose: Take a Screenshot with Ease



How To:

1. Hold down on Windows key (insert image of button by marketing) located left of space bar on keyboard.
2. Hold shift key (insert image of button by marketing) on your keyboard at the same time.
3. Press the S key (insert image of button by marketing) on your keyboard at the same time.

Computer screen turns gray and cursor changes to a +.

4. Click and drag cursor over preferred area to capture.
5. Click image in lower right corner to open Snip & Sketch Window.

Note image will disappear within seconds, so make sure to click fast!

Why is this command relevant at NCHC?

- Copy information or images quickly
- Share information quickly with other users -great to include in helpline TAG tickets
- Capture information quickly that could be used later

STAY TUNED FOR FUTURE TIPS!



Recently, the WI Department of Health Services (DHS) released a notification about the increase spread of respiratory diseases impacting healthcare facilities, especially those in long-term care. From data presented by DHS (shown at bottom of email), COVID isn't the only illness we need to be aware of, but other respiratory viruses like RSV, Influenza, and Influenza-Like Illnesses (ILI).

Talking about these viruses seems antiquated – given our focus on COVID for the better part of 3 years – but this year's data has shown a dramatic increase in cases from years prior. While Wisconsin hasn't seen as many Influenza cases as the southern half of the U.S., the number of RSV cases has been at its highest levels in recent memory, resulting in numbers of hospitalization not seen since COVID the last two years.

RSV & Influenza Have Very Similar Symptoms Compared to COVID

So what do we need to do to keep ourselves and those we care for safe? Employees should understand what the signs and symptoms of these illnesses look like.

Signs and symptoms include:

- Coughing
- Sneezing
- Congestion
- Runny nose
- Sore throat
- Shortness of breath
- Nausea
- Vomiting
- Diarrhea
- Headache
- Body aches

If you're having any of these symptoms of respiratory illness you should:

Immediately report your symptoms to your manager and Employee Health 715.848.4396.

Get tested and stay home. Don't assume your symptoms are due to allergies or another condition.

Other Ways We Can Help

Beyond monitoring our symptoms before coming to work, employees should perform hand hygiene often and when required – utilizing hand sanitizer instead of hand soap when possible – especially during these cold winter months to limit the chances of contact dermatitis (red burning and itching hands from being dried out by soap).

Make sure to cover your coughs and sneezes – catching those in our elbows and not in our hands, or doing so uncovered.

If you have any questions or need clarification, please reach out to Reneé in Employee Health, or Tim and Shelley from Infection Prevention and we'll be happy to help you any way we can. 715.848.4396





WHAT'S FOR LUNCH?

WAUSAU CAMPUS EMPLOYEE CAFETERIA



BREAKFAST HOURS
9 AM – 11 AM

LUNCH HOURS
MONDAY – FRIDAY
11:30 AM – 1:30 PM
HOT FOOD BAR \$.45/OUNCE
(Weekdays Only)

GRAB-N-GO HOURS
MONDAY – FRIDAY
9 AM – 5:30 PM

WEEKENDS:
GRAB-N-GO ONLY

DECEMBER 19 – 23, 2022

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	Baked Chicken Drummies Loaded Mashed Potatoes Carrots	North Central Health Care <small>Person centered. Outcome focused.</small> ANNUAL EMPLOYEE <i>Holiday Celebration!</i>	Hot Pork on A Bun Parmesan Noodles Broccoli	Scalloped Potatoes & Ham Brussel Sprouts Dinner Roll	
SOUP	Cream of Broccoli		Cream of Tomato	Goulash	Closed
DESSERT	Pineapple Tidbits	Chili Dinner complemented with cheese, relishes, breadsticks, dessert and a beverage	Sweet Potato Crisp	Fluffy Fruit Dessert	

DECEMBER 26 – 30, 2022

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN		Chicken Lasagna Tossed Salad with Dressing Breadstick	Smoked Sausage Dumplings Seasoned Cabbage	Cranberry Glazed Chicken Garden Long Grain & Wild Rice Parslied Carrots	
SOUP	Closed	TBD	Taco Soup	TBD	Closed
DESSERT		Frosted Banana Bar	Caramel Apple Crisp	Ice Cream Cup	



THE BISTRO

MONDAY - THURSDAY | 7:30AM - 3PM
HOT FOOD AVAILABLE UNTIL 2:30PM

PANINI OF THE WEEK



THIS WEEK ONLY

BUILD YOUR OWN NACHOS!

- BEEF
- SHREDDED/ NACHO CHEESE
- SALSA
- BLACK OLIVES
- SOUR CREAM
- ONION
- LETTUCE

\$6.00

PANINI FORECAST

12/19 | BEEF OR CHICKEN NACHOS

WITH CHOICE OF TOPPINGS!

12/26 | TURKEY CLUB

TURKEY | BACON | SWISS | MAYO

1/2 | PEPPER STEAK

BEEF | ROAST PEPPERS + ONIONS | PEPPER JACK | GARLIC MAYO

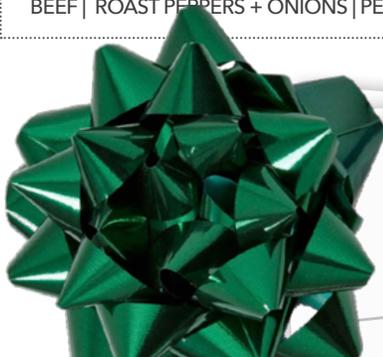
LATTE OF THE WEEK



SUGAR COOKIE
LATTE

KICK START YOUR WEEK WITH

\$1 OFF ANY LARGE LATTE EVERY MONDAY!



THE BISTRO

at North Central Health Care
3400 MARSHALL STREET, WAUSAU

From: _____

HOT FOOD AVAILABLE FOR CASH \$5. PLEASE USE MINIMUM CHARGE QUEST.

\$5

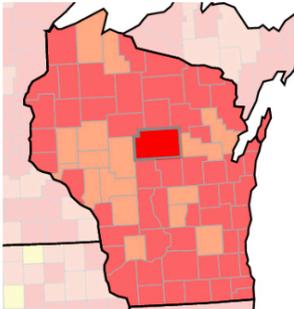
HOLIDAY GIFTING
MADE EXTRA EASY!





CURRENT TRANSMISSION LEVELS BY COUNTY | DECEMBER 15, 2022

Temperature screening is **NO LONGER** required for Employees or Visitors at any NCHC location.



MARATHON



LINCOLN



LANGLADE



All counties remain in **HIGH** level.

Based on your county's transmission levels noted above, please take the following actions for your county of service:



All Nursing Home and Hospital Locations (Adult & Youth):

Staff, visitors and patients are **REQUIRED** to wear masks at all times in all areas including hallways, waiting rooms and meetings that include residents or patients.

Non-Nursing Home and Non-Hospital Locations:

Face masks are **RECOMMENDED**, but not required by staff, patients and visitors, except for when social distancing cannot be maintained in private offices, therapy rooms, exam rooms and while transporting any patient, client or resident in a personal or NCHC vehicle.

All Staff at ALL locations may remove masks while working alone in private offices, employee-only access areas and in areas prohibited to patients or residents, like staff-only meeting rooms, offices or lounges.

VISITOR NOTE FOR ALL LEVELS:

- When visiting Covid-19 Confirmed patients or residents, visitors are required to wear masks and eye protection and practice social distancing.

EMPLOYEE REPORTING

Employees are **REQUIRED** to report any signs of illness to their manager immediately.

- Employees should **STAY HOME** if they are experiencing any signs of illness. Managers and Employee Health will provide return to work guidance.
- Staff are required to use PLT or take unpaid leave due to symptoms or exposure.
- Managers are **REQUIRED** to report employees with symptoms, exposure or positive for Covid-19 in SafetyZone as soon as possible.
- Employee Health: 715.848.4396



Get your **FREE** at-home test kits!

The State of Wisconsin is offering free, rapid, at-home COVID-19 test kits to residents of eligible communities. Visit their online website to get test kits shipped to your home at no charge.

<https://sayescovidhometest.org/>

WINTER WEATHER PREPARATION

Be Safe!

As you all know by now, some winter weather is coming our way in Central Wisconsin. Please be alert, give yourself more time to get to where you are going and be safe. Preparation is key for you, your family and our organization when everyone goes to and from their destinations. Attached you will find the updated NCHC Snow Maps for parking protocols at the Wausau Campus and Pine Crest. Please read and understand the snow removal process and where to park so that facilities can remove snow in an ordering fashion without having to drive around your vehicle.

Be prepared in your department for outages, late arrivals and cancellations due to weather. Review with your teams what you would do in the event of an outage or cancellation. Be prepared!

How to WALK SAFELY ON ICE

✓ Do The Penguin Walk

✗ Wrong Way



Tips for avoiding slips and falls in icy conditions

- Don't take long strides or run.
- Avoid taking shortcuts over areas where ice removal is incomplete.
- Select appropriate footwear - flat footwear with rubber soles provides better traction on ice and snow than leather-soled or high-heeled shoes.
- Be particularly careful getting into and out of vehicles - and hold on to the vehicle for support.
- Keep both hands free for balance, rather than in your pockets.
- Use handrails where you can.
- Be sure to use floor mats when entering a building to remove moisture from the soles of your shoes - this will help protect you, as well as others who follow, from having to walk on wet or slippery surfaces.

NORTH CENTRAL HEALTH CARE

SNOW PROTOCOL

Priority Entrances & Winter Parking

PRIORITY ENTRANCES

All marked entrances/exits have been designated as priority snow removal areas. For your safety, please use these entrances/exits after a snowfall as they will be less hazardous. Priority entrances include:

- 1100 Lake View Drive
- 1150 Lake View Drive
- Aquatic Services, Suite C
- Mount View Care Center, Suite B
- Marshall Street, Suite A
- Crisis Center
- 2370 Marshall Street
- 2380 Marshall Street
- Door 33

WINTER PARKING - 3RD SHIFT

For those working 3rd shift on the Wausau Campus, **please continue to park in the front rows marked in yellow** when there is snow fall. This will allow for effective snow removal.

First and second shift have no parking restrictions.



PINE CREST NURSING HOME

SNOW PROTOCOL

Designated Employee Winter Parking

ASSIGNED PARKING

To ensure timely and effective snow removal and parking lot salting, Pine Crest is initiating assigned winter parking areas based on shift.

The back half of the employee parking lot will be closed during the winter months.

- AM SHIFT PARKING
- PM SHIFT PARKING
- NOC SHIFT PARKING
- PARKING LOT CLOSED FOR WINTER

SEASONAL LOT CLOSURE

Due to winter icing issues, **the back half of the Employee Parking Lot will be closed during the winter months.**

