



A Weekly Update
For The Employees of
North Central Health Care



Alvin loves the Spring weather too!

NEWS YOU CAN USE

WEEKLY CONNECTION WITH JENNIFER PEASLEE



Are You Ready for Spring? I Am!

To me, Spring is invigorating, energizing, and can be inspiring. The snow melting, birds returning, sunny and warmer weather tend to put me in an overall better mood. My family begins planning our vegetable garden which includes starting seeds indoors. I plant over 80 plants and dozens of varieties of different vegetables. My goal is to reap a harvest big enough to keep fresh vegetables and herbs for the winter months. That means that over the next few months, I'll spend time making sure that the seeds I start indoors receive the right conditions necessary for them to develop and grow. It's crucial that I cultivate the right environment: the right amount of sunlight, warm

temperatures, and just the right amount of water. The soil used is also super important, because, without the right foundation, the seed won't grow.

It reminds me of the saying that perhaps you've heard of: *Leadership is like a garden.* We all can be leaders – it's not a title...it's a way of being. If we want to be the best leaders for and within our teams, we need to create an environment that encourages growth. In an environment with common goals and clearly defined expectations like our Core Values, we can achieve our Mission and Vision together. Technically, I don't grow the plants in my garden but I do try my best to create a space where they can do their best to thrive.

As spring arrives, I hope you are also inspired to create an environment in which those who you work alongside every day feel supported. I hope that you choose to lead by example by demonstrating our Core Values daily and doing the right things always. All of these "ingredients" along with clinging to our foundation of our COre Values, Mission and Vision will help us reap the harvest of our efforts, whereby we can provide the best care and be the best place to work.

Happy Spring!

Jennifer Peaslee

Jennifer Peaslee, Compliance Officer



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Person-Centered
Shout out

out



Anna Dalton, ACSF

Thank you for coming in on your day off to help staff in the ACSF. You rock!

From:
Kelsey Quarton



Occurrence Reporting Hotline

x4488 or 715.848.4488



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



March 30, 2023

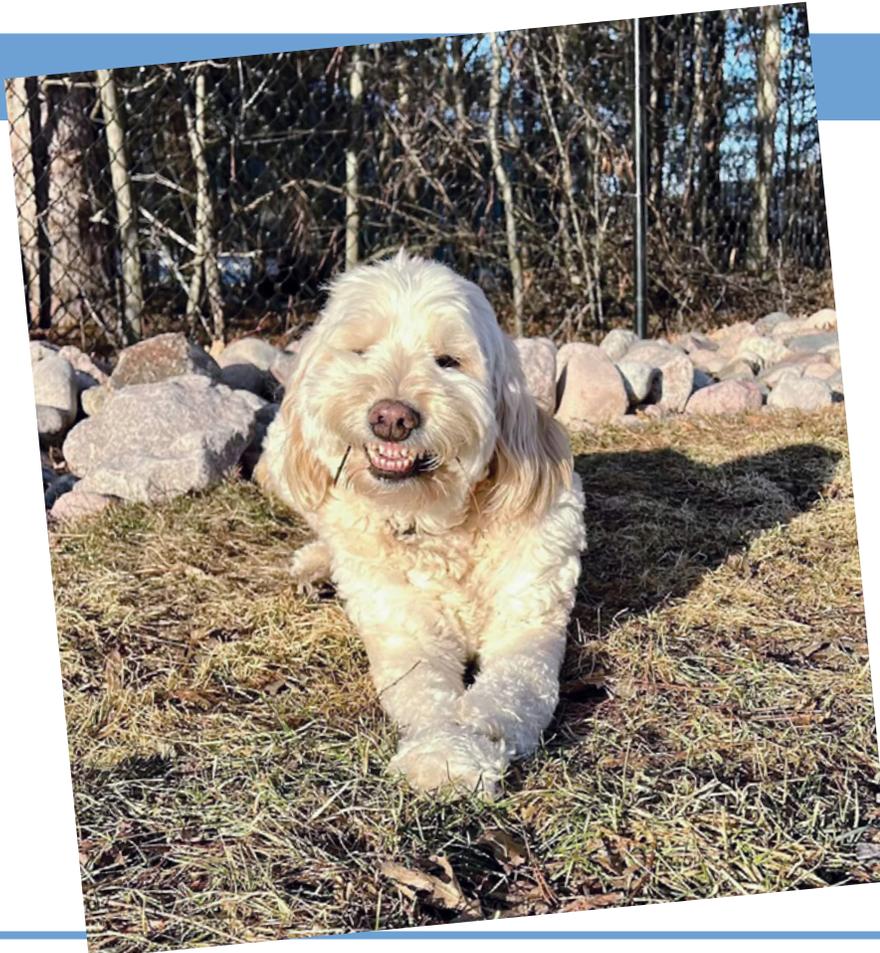
National

Doctors Day

Today we celebrate the contributions of all the NCHC Physicians who serve our communities. **THANK YOU!**

- | | |
|-------------------|------------------|
| Dr. Beck | Dr. Reischman |
| Dr. Berman | Dr. Rudyk |
| Dr. Billings | Dr. Sharma |
| Dr. Dotson | Dr. Shupe |
| Dr. Espinoza Ugaz | Dr. B. Smith |
| Dr. Fida | Dr. D. Smith |
| Dr. Gordon | Dr. Snyder |
| Dr. Harding | Dr. Tange |
| Dr. Harris | Dr. Ticho |
| Dr. Helfenbein | Dr. Tran |
| Dr. Hoppe | Dr. Varhely |
| Dr. Immler | Dr. Vickrey |
| Dr. Katz | Dr. Vogel |
| Dr. Opaneye | Dr. Woldemichael |
| Dr. Oyinloye | Dr. Yasin |

PHOTO OF THE WEEK



Alvin

NCHC Therapy Dog

ONE WEEKS IT'S SNOW,
THE NEXT....SPRING!!!

Follow Alvin on Facebook!!

<https://www.facebook.com/AlvinLovesNCHC>



NEWS, UPDATES,
LINKS, STORIES,
PHOTOS, VIDEOS!

GET SOCIAL!
#IamNCHC



2023 1st Quarter EMPLOYEE UPDATES



Presented by
Gary Olsen,
Executive Director



**Scan with Your
Smartphone
Camera App to Register!**



TUES, MAR 21	PINE CREST 2 pm Chapel Area MERRILL CENTER 3:30 pm Conference Room
THURS, MAR 23	WAUSAU CAMPUS 9 am MVCC 1st Floor Community Room 3:30 pm MVCC 1st Floor Community Room
MON, MAR 27	ANTIGO CENTER 3 pm Conference Room
TUES, MAR 28	WAUSAU CAMPUS 12 Noon MVCC 1st Floor Community Room 9 pm MVCC 1st Floor Community Room
WED, MAR 29	WAUSAU CAMPUS 11 am MVCC 1st Floor Community Room
TUES, APRIL 4	WAUSAU CAMPUS 6:15 am MVCC 1st Floor Community Room
THURS, APRIL 6	WAUSAU CAMPUS 8 am MVCC 1st Floor Community Room 3:30 pm MVCC 1st Floor Community Room

Please Register in UKG Learning!

Employees can make arrangements to attend one of the in-person sessions by registering in UKG Learning. PLEASE BE SURE TO PUNCH IN WHEN YOU ARRIVE TO MEETING. The session will also be recorded if you are unable to attend and will be available after the final session.



2023 Wisconsin Statewide Tornado Drill Thursday, April 20th, 2023

1:45pm and 6:45pm

Please reserve these times to discuss and practice your tornado and severe weather safety and sheltering plans.

What will happen:

- NOAA Weather Radio Weekly Test
- Some municipalities will sound sirens.
- Some TV/radio stations will briefly cut into programming
- Social Media Posts

What will NOT happen:

- ❑ Wireless Emergency Alerts
- ❑ Push notifications on phones
- ❑ Test Watch/Warning



Educational Communications Board



NCHC WAUSAU CAMPUS DOOR NUMBERING PROJECT UNDERWAY

Safety & Emergency Response Improvements

The Wausau Campus Exterior Door Numbering project is underway. This work ensures that emergency response crews have clearly labeled doorways to enter and exit the building. These are also used for way-finding for our visitors. Our Guest Services and Patient Access Staff frequently refer to door numbers when helping people navigate to entrances.

The installation crew is going around the exterior of the Campus and marking all the doors with numbers in a new sequential order. Please watch for them as you enter and exit doors.

As the installation crews go through in sequence, some door numbers are changing. Three Main DOORS to note number changes on:

- The Mount View Care Center Main Entrance/Bistro is now Door #5.
- The Outpatient/Admin/HR Entrance is now Door #23.
- The Community Treatment Entrance is now Door #24.

When the installation crew fully completes the door numbering project, a map will be provided to our Safety & Security Teams, Campus Partners, Emergency Response, and also to all staff to aid with navigation. Electronic copies will be available on the Odrive in the NCHC Information Folder and on the For Employees page of our website.

You will also notice parking lot signage that gives each parking lot a letter designation. Starting at Suite A, the parking lot corresponds with parking lot A. At Suite B, which is MVCC Entrance, parking lot B. The Aquatic Therapy Center is Suite C, with corresponding parking lot C. Should you have any questions, please talk with your manager.



Improve Your Health &

SAVE MONEY

Hi NCHC Employees!

Have you heard of Tria Health? We are a benefit available through NCHC's health insurance that will support employees in managing their health, medications, and healthcare budget. Employees may talk with a pharmacist over the phone and receive the personalized care they deserve!

Employees and/or dependents may be eligible to participate in Tria Health's Pharmacy Advocate Program. This program helps employees manage their health by providing a confidential appointment with a pharmacist to make sure medications are safe, affordable, and effective.

Schedule Your Free Consultation at

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

Call 1.888.799.8742 to start saving on your medications today!

Sincerely,

Tria Health Team • www.triahealth.com • 1.888.799.8742



March Information Session Opportunities:

We wanted to remind you of the upcoming webinars! We are excited to share two awesome opportunities to learn more about the education benefits you have. See below for the FREE registration. *If you are not able to make the webinar time, please register and we will send you the recording once the webinar is over.*

Master's Degree Information Session Wednesday, March 29th 2023:

Register Here for 2:00 PM EST | Register at <http://bit.ly/3TuqJ8a>

The first webinar will cover the 20% corporate grant and the second will cover the Rasmussen University Masters programs. Whether you work directly with patients or behind the scenes, there are over 60+ degree programs available at Rasmussen University. This virtual information session will give you the chance to learn more about your tuition grant opportunities to help you earn your degree.

Learn more at rasmussen.edu/corporate or *Text DEGREE20 to 96194



GABBIN' with GARY

A Monthly Gab Session with Executive Director, Gary Olsen

APRIL GAB SESSION: ANTIGO OUTPATIENT

Each month, Gary Olsen will select a manager to participate in Gabbin' with Gary! That manager will be asked to invite one employee from their program to join in.

The trio will connect over lunch.

The topic? *It's up to you!*

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

UKG Wallet
powered by payactiv

Pay done well

Your money when you need it

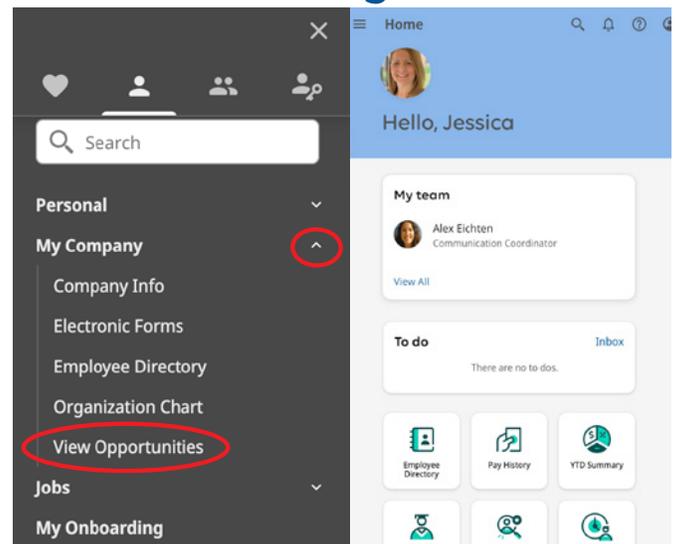
Transfer wages to your bank, card, or pickup as cash

UKG UKG has partnered with NCHC to reinvent the way you get paid. Work your shift, and we'll make a portion of that money available, giving you more control over when and how you want to use it.

Visit www.norcen.org/UKGWallet for More Details & Instructions!



Looking for Opportunities Within Our Organization?



How to Locate Internal-Only Job Postings in UKG

1. Log into UKG
2. Navigate to the left menu in the gray box.
3. Scroll down to My Company and click.
4. In the drop down, select View Opportunities.
5. You now have a listing displayed all internal job postings!



Position Postings

Title: Dietary Aide - Transport

Status: Full Time

Location: Dietary Services, Wausau

Work involves resident centered dining service, food assembly, dish room assembly, pot-n-pan clean up, cafeteria service, as well as general housekeeping tasks. Pay starts at \$14.50/hour and up to \$16 hour. 1.0 FTE (80 hours per pay period) Monday - Friday 9:00 am - 5:00 pm, works every other weekend and holiday rotation.

Apply Online: <https://bit.ly/3IM79YE>

Title: Crisis Professional

Status: Full Time

Location: Crisis Services, Wausau

Starting pay for Non-Bachelors level is \$20.00 and Bachelors level is \$23.50/hour and Masters level is \$26.25/hour (plus shift differential of \$1.50 for PM shift and \$2.50 for NOC shift) Shift time - 10a - 8p Shift time - 12p - 12a Provide crisis intervention, crisis counseling for individuals and families, referral and short-term follow-up, and collaborative community consultation, and education. Perform crisis line risk assessments to evaluate and triage to the most appropriate treatment setting. Full Time 0.9 FTE (72 hours per pay period) PM works every other weekend and holiday.

Apply Online: <https://bit.ly/3FYJZoY>

Title: Dietary Aide - Pine Crest

Status: Part Time

Location: Pine Crest, Merrill

Work involves resident centered dining service, food assembly, dish room assembly, pot-n-pan clean up, cafeteria service, as well as general housekeeping tasks.

Apply Online: <https://bit.ly/3numYUx>

employees on the move

Congratulations to these employees for their recent transfer or promotion!



Esmeralda Raswat was promoted from Therapist In-Training to Mental Health Therapist at the Antigo Center. Congrats on your accomplishment!



MARRISA GLENN recently transferred from Informatics Analyst I to Solutions Analyst II in IMS. Congrats!



Julie Rasmussen recently transferred from Chadwick to Jelinek Residential as a Personal Care worker. Congrats



Jonah Kosmalski recently transferred from Informatics Analyst I to Solutions Analyst II in IMS. Congrats!



Lisa Murkowski recently transferred from Informatics Analyst I to Solutions Analyst II in IMS. Congrats!



Employee Health & Wellness Center



Open House!

Come and tour your newly remodeled Employee Health & Wellness Center!

All North Central Health Care employees and their families are welcome to come and check out the clinic at the North Central Health Care Campus!

Join Us at the Open House!

April 17

4:00 pm – 6:00 pm

and

April 18

8:00 am – 10:00 am

Location:

1000 Lake View Drive
Wausau, WI

North Central Health Care Campus
Door 25

Meet the staff and learn about the convenient care available to you.

The staff will be there to greet you:



Theresa Micke, PA-C



Joseph Stepanik, OHT



Sara Cordrey,
Administrative Specialist



North Central Health Care
Person centered. Outcome focused.



Talk with a Retirement Plan Advisor about the WDC Program!



Let's talk retirement



WISCONSIN DEFERRED COMPENSATION PROGRAM

Join the conversation!

Meeting with your WDC Retirement Plan Advisor is an easy way to help make sure your savings and spending strategy fits you and your future. Schedule a one-on-one appointment. Additional virtual meeting dates and times can be found at https://nc_wisconsin.timetap.com/#/.

Next meeting:

Individual Retirement Readiness Review with Shawn Bresnahan

North Central Health Care Wausau Campus

Thursday, March 30th Wausau
Badger Room 10am-3pm

Pine Crest, Merrill

Thursday, April 27th Merrill
Classroom 9-11am

Antigo Center

Thursday, April 27th
Group Room, 1-2:30pm

Register Online at

https://nc_wisconsin.timetap.com/#/

What to bring to your one-on-one meeting once enrolled:

- Wisconsin Retirement System statement
- Social Security statement
- Other retirement account information
- Current paycheck stub (if applicable)



Marathon County Employees Credit Union

Too many bills cluttering your life?



Simplify.



Consolidate your debt into one low-interest loan.

Contact Pete Today!

Apply online at

www.mcecu.org • 715 261-7680

cuteller@co.marathon.wi.us • 400 East Thomas Street • Wausau, WI 54403



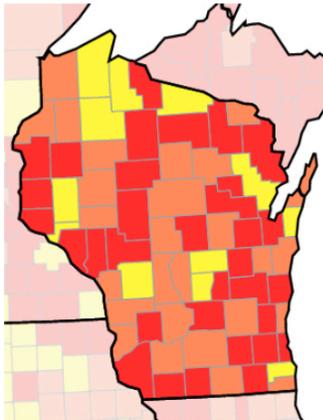
We want MORE Awesome People like YOU on Our NCHC Team!

Be sure to SHARE our Career Posts on Social!





CURRENT TRANSMISSION LEVELS BY COUNTY | MARCH 22, 2023



MARATHON



Substantial



MVCC: ALL AREAS
Masks REQUIRED at ALL TIMES: OUTBREAK.

LINCOLN



Substantial*



PINE CREST: ALL AREAS
Masks REQUIRED at ALL TIMES: OUTBREAK.

*Lincoln County: Please follow masking requirements for HIGH LEVEL until 3/29, when social distancing cannot be maintained in therapy and exam rooms or during patient transport.

LANGLADE



Substantial

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



High

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.

OR



Substantial Moderate Low

- Surgical face masks or face coverings are NOT REQUIRED at any NCHC locations at these Levels.

* Employees will follow all Covid-19 Confirmed/Suspected Precautions posted in all units or patient/resident rooms.

* All units and program areas under outbreak precautions will continue to require masks until out of outbreak. Follow all outbreak signage posted within unit or facility.

Employees experiencing any signs of illness are required to REPORT TO MANAGER IMMEDIATELY. STAY HOME if you are experiencing any signs of illness.



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://sayyescovidhometest.org/>



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

MARCH 27-31, 2023

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN	Cheesy Meatloaf Baked Potato Wax Beans	Vegetable Beef Stew Biscuit Creamy Coleslaw	Turkey Dumplings Buttered Peas Dinner Roll	Shredded Roast Beef Mashed Potatoes Gravy Parslied Carrots	Vegetable Lasagna Broccoli Cuts
SOUP	Turkey Dumpling Soup	TBD	TBD	Beef Noodle Soup	Ham & Bean Soup
DESSERT	Cherry Delight	Bread Pudding with Caramel Sauce	Lemon Burst Poke Cake	Cinnamon Baked Apples	Pumpkin Fluff

APRIL 3- 7, 2023

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



THE BISTRO

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

PANINI OF THE WEEK



HAM & SWISS WRAP | \$6.50
SMOKED HAM | SWISS | BACON | MAYO

LATTE OF THE WEEK



Butter Toffee

\$1 OFF LARGE LATTES EVERY MONDAY!

LUNCH

- PANINI COMBO (1/2 PANINI, CHIPS, WATER)5.00
- TURKEY BACON GUAC PANINI6.00
- TURKEY BACON GUAC WRAP5.75
- 3 CHEESE PANINI (ADD CHICKEN FOR \$1)3.50
- GRILLED HAM & CHEESE PANINI 4.50
- GARLIC BACON PANINI 5.00
- CHICKEN BACON RANCH WRAP5.25
- CHEESE QUESADILLA (ADD CHICKEN FOR \$1)4.50
- CALZONE 4.50/5.00
- CHEF SALAD/CHICKEN SALAD5.50

SIDES + SNACKS

- CHIPS1.00
- NUTS1.50
- HUMMUS 2.50
- M&M CHOCO CHIP COOKIE1.25
- MARSHMALLOW CRISPY BAR2.00
- PEANUT BUTTER CRISPY BAR2.00
- CHEESECAKE 2.00/ 3.50

BEVERAGES

SELECTIONS VARY - JUICES, YOGURT DRINKS, VEGGIE DRINKS, ENERGY DRINKS, COFFEE & TEA, VARIOUS WATERS 1.00-3.50

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



Continual Readiness



EDITION 8

FLASH FRIDAYS



North Central Health Care
Person centered. Outcome focused.



March 24, 2023

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 program or department.

THE JOINT COMMISSION IS COMING SOON! SURVEY WINDOW: FEB. 5, 2023 – AUG. 5, 2024

TALKING WITH SURVEYORS

If you are selected to speak with a surveyor, the following points will help you respond appropriately.

DO

- Stay calm - take deep breaths. Be proud of the great work you do every day.
- Welcome the surveyor(s) to your area.
- Be courteous and respectful.
- Keep your communication concise and positive. Answer question truthfully in clear, simple terms based on your everyday practice.
- Ask for clarification if you don't understand what the surveyor is asking.
- It's ok if you don't know the answer to a question. **Don't guess.** Simply say, "I don't know but this is how I would find the answer." It's important to know your resources (i.e. manager, supervisor, policy/procedure, Connections Guide, code of conduct, etc.)
- Allow others to participate in the conversation. You collaborate with others in your work. If appropriate, include others to effectively answer the question being asked.
- Be a good listener and thank the surveyor(s) for their time.
- Wear your badge. Badges need to be displayed on the upper third of your body, NOT your waist.
- Wear appropriate PPE.

First and foremost, you are an advocate for your patient. If your patient needs care of treatments while you are being interviewed, it is ok to tell the surveyor, politely excuse yourself, and return later.

Patient care always comes first!

DON'T

- Don't panic.
- Do not volunteer extra information (answer only the question that is being asked - no more, no less)
- Do not guess if you do not know the answer.
- Don't perform a running negative monologue while searching for documentation (i.e., "I don't think it's here, I don't think s/he documented that, we don't document that all the time...").
- Do not say "What I am supposed to do is..." - This indicates that you do not typically follow the policy.
- Do not give answers you know are incorrect under any circumstance.
- Don't use the words "always" or "never" in the answers to questions. Instead, talk about NCHC's policies.

Remember Your Resources

These resources are here to guide you and your team during the survey process and may be consulted at any time.

- **Connections Employee Success Guide**
- **Survey Readiness Guide**
- **Communications Boards**
- **Infection Prevention Materials**
- **Code of Conduct**
- **Policies & Procedures in UKG**
- **Badge Buddies**
- **Flash Fridays**
- **Training & Education in UKG Learning**
- **www.norcen.org/ForEmployees**
- **Your Manager/Supervisor**
- **Health Info. & IMS Departments**
- **Human Resources Team**
- **Your Coworkers & Managers**

Questions? Contact your manager or team leader and ask them about your role in the survey process.