



The PULSE



NORTHWEST ADULT DAY HEALTH & WELLNESS CENTER

January 2018, Issue 1

Greetings, CHCC and NWADH staff!

Did you know that Fran, Nellie and Jane went to high school together and that this trio has worked at CHCC for a combined total of 114 years? 114 years; incredible!

“Wonderful, dedicated, faithful, awesome nurses, earth angels.”

People used those words to describe Fran, Nellie and Jane when this photo was shared on CHCC’s Facebook page.

These three nurses have dedicated their lives to the long-term care of Lynden’s most important citizens. Add to that the fact that they have also mentored countless nurses who have worked in our facility over the decades, and you will start to see the impact they have had during their careers.



“I will never forget what I learned from each of them to become a better nurse.” Cindy W.

“So much love and care shown by these three lovely ladies.” Jeanetta O.

Fran, Nellie and Jane are wonderful examples of commitment, community and caring. They have shown a commitment to the mission of CHCC by remaining faithful and dedicated. They have served families in our geographic community, and they have helped to develop the community of nurses in Whatcom County. They have cared for countless individuals. By working at CHCC for a combined total of 114 years, they have made a positive mark on this facility and on their community. That means something.



Today, it’s becoming rare for people to commit to an employer for years, much less decades. That is a shame, because it does take time to earn trust, build relationships, make connections and do work that has a lasting impact. Like these nurses have.

Please join me in recognizing these nurses and the impact their careers have had on the Lynden community.

Patrick O’Neill, CEO



Help others learn about job openings, volunteer opportunities, donation requests and more. It’s easy! Just like CHCC’s Facebook page and then like or share our posts with your friends and family: [fb/christianhealthcare](https://www.facebook.com/christianhealthcare).

SICK LEAVE POLICY FOR PT STAFF

New governmental rules regarding sick leave went into effect on Jan. 1, 2018. The major changes you should be aware of relate to sick leave accrual for part-time staff, now fully updated in our sick leave policy. Some of the highlights are listed below; please stop by HR for a copy of the entire policy or to have any specific questions answered about your full-time or part-time benefits.

Accrual: Part-time employees will accrue 1 hour for every 40 hours worked (different accrual rate for full-time staff). There is no cap on the number of paid sick leave hours that may be accrued in a year, however, the year-end max carryover is 240 hours. Sick leave can be cashed out each January using guidelines outlined in CHCC's sick leave policy.

New employees will begin accruing sick leave on their first day of work. They are eligible to use sick leave immediately once it has accrued.

Usage: Under this policy, paid sick leave may be for the following:

- An employee's mental or physical illness, injury or health condition;
- Preventive care such as a medical, dental or optical appointments and/or treatment;
- Care of a family member with an illness, injury, health condition and/or preventive care such as a medical/dental/optical appointment;
- Closure of the employee's place of business or child's school/ place of care by order of a public official for any health-related reasons;
- If the employee or the employee's family member is a victim of domestic violence, sexual assault or stalking.

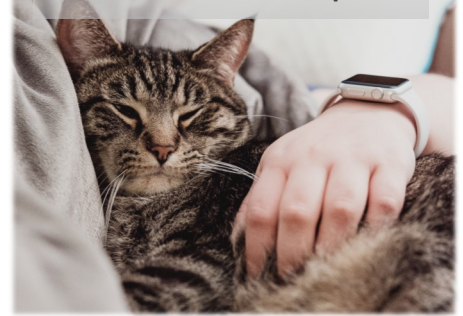
"Family member" is defined as a child or parent (including biological, adopted, foster, step or legal guardian), a spouse, registered domestic partner, spouse's parent, grandparent, grandchild or sibling.

How to request sick leave pay: Employees who intend to use paid sick leave must personally notify their supervisor via telephone no later than their scheduled reporting time. Messages left on voicemails, via email or text will not be acceptable to meet this requirement. Sick leave will be taken in increments of 15 minutes. Sick leave is paid at the normal hourly compensation that would have been earned during the time the paid sick leave is taken. If an employee's hourly rate of pay fluctuates (e.g. shift differential rates), the normal hourly compensation will be equal to the scheduled hourly rates of pay the employee would have earned during the period in which paid sick leave is used.



Kari Heeringa, HR Director

Down for the count with the flu? Our new sick leave policy for PT staff will help!



Introducing our latest **SHINING STAR:** Heather



Heather is an NAC who helps our residents with personal hygiene. She mainly works in the showering department.

Heather performs her duties with the utmost compassion and sensitivity — two qualities that help put residents at ease.

Thank you, Heather, for the work you do and for being an important part of our care team.

SENSITIVITY IS A
STRENGTH

Hazard Vulnerability Assessment: Part Two

Late last year, 49 residents were evacuated from an Idaho nursing home that caught fire. The building was a total loss, but because of procedures, planning and training, all staff and residents survived the event. Read the news story here: <http://bit.ly/2DTLYZf>

It's critical for CHCC, too, to be prepared for anything. Throughout 2018, we will continue our efforts to educate all staff about a variety of crisis scenarios and the health and safety procedures we have in place.

In the last issue of *The Pulse*, we shared two findings from a hazard vulnerability assessment at CHCC. Below you'll find two more hazards that were identified, along with proactive measures that will mitigate the impact should one of these events take place at CHCC.

Earthquake: CHCC is located in a region that has been predicted to quake. We know that an earthquake in Northwest Washington could disrupt services coming to the facility even if the facility itself is undamaged.

CHCC has systems in place to mitigate risks associated with an earthquake and the need to shelter in place. Those systems include food and water for residents, staff and families for seven days or more. We stock resident medications for seven to 30 days and have extra linens, medical supplies and equipment available. CHCC has extra fuel for our generators and an MOU for delivery of more if needed. An MOU for delivery of portable toilets is in place, should there be a sewer disruption.

Fire: Our healthcare facility operates systems that provide heat, hot water and power. We use kitchen stoves, washers, dryers, hot water heaters, boilers, etc. All of these things can pose internal fire hazards if not properly used and maintained. Externally, there is the potential for an aviation crash from the local airport. There could be transportation accidents on Badger road or vegetation fires near our building.

We have prevention and preparation plans in place in the event of fire. For prevention we have a fire panel that dials out to first responders. There are alarms and monitoring, sprinklers, smoke detectors and fire extinguishers throughout. We have continuous training and drills on fire safety and use of fire safety equipment so all staff, whether they are new or have been here for years, have working knowledge of how fires are responded to in and around our building.

We'll be sharing more of the hazard scenarios with you in future issues of *The Pulse* to ensure we're ready for any event, such as the Idaho nursing home fire.



Why do we prepare and plan? *It wasn't raining when Noah built the ark.*

Submit photos of fun things happening here, compliment co-workers or share article ideas for future issues of *The Pulse* (and possibly digital media sites like Facebook). Email our marketing partner Patti Rowson at pr@pattirowson.com.



Like us on
Facebook

Curious what's happening at Northwest Adult Day Health & Wellness Center? Like our Facebook page to learn about the program and continuing education opportunities: [fb/northwestADH](https://www.facebook.com/northwestADH).

KUDOS

Encouraging words like this mean a lot to CHCC's administration. Thank YOU for leaving positive feedback in addition to helpful suggestions.

"I just want to say thank you for providing the yummy soup for us each day in our breakroom!"



A WORD FROM NORTHWEST ADULT DAY HEALTH & WELLNESS CENTER.

By its nature, caregiving can be a lonely job. People are working hard with their loved one all day, often in the seclusion of home, and every day it becomes easier to forget that there are hundreds of other caregivers feeling just as isolated as they are.

Attending a peer support group can change all that. Family caregivers can make new friends, learn tips and tricks for dealing with various issues (loved ones who wander, technology in caregiving, elder law and much more), and generally discover that they are part of a large community of like-minded people all working hard for the people they love.

At caregiver support meetings, the needs of the caregiver come first. In order to do the best job they can, caregivers must be able to take care of their own needs. Support group meetings not only offer lessons on how to do that throughout the month, but they serve as a reminder of just how valuable a little "me time" can be.

Often, people feel guilty for needing help caring for a spouse, parent or other loved one. Caregiver support groups offer an opportunity to work through that by enabling conversations with others who are in the same situation. Caregiving is a difficult task, and there's absolutely no shame in needing assistance. Another benefit of support groups is that they can help caregivers prepare their loved ones for accepting help, too.

Can you think of anyone who would benefit from peer support? Have them read this: <http://bit.ly/2jVsdJe>.

Please share with adults who may be interested in foot care



Northwest Adult Day Health & Wellness Center event.

The simplest reason that feet are ignored, especially as we age, is that they're simply not all that easy to reach. As joints stiffen and bending becomes difficult, feet are an unfortunate casualty of a constricted personal hygiene routine.

Aleen Warren, RN at Northwest Adult Day Health & Wellness Center will talk about foot care and why caring for our feet is crucial as we age. She will discuss various conditions that can affect the feet and will provide easy solutions for many of them.

Join us!



JAN 9 **Healthy Feet, Healthy Life! (Free to at...**
Tue 2:30 PM - Northwest Adult Day Health & Wel...
Health

Taking YOUR Pulse



ASK US ANYTHING!

Have a question about CHCC? Jot it down and drop this slip in a break room comment box. We'll share answers in the Q&A column in this newsletter.
