



LEADERSHIP OPPORTUNITY: SAFETY

For those ready to take on an emerging leader role at CHCC, consider participating in a safety committee meeting.

This committee offers a chance to learn more about existing safety regulations and best practices while also helping to provide direction for future improvements.

If you work at CHCC and have an interest in safety and leadership, you are invited. Just ask your supervisor ahead of time if it's OK for you to attend and participate. The meetings typically last less than 30 minutes.

2:30 p.m. on Tuesday, Jan. 15

If you have questions about committee meetings and the goals of the group, please ask our compliance coordinator, Mary Faber Wynstra.



WELCOME NEW TEAM MEMBERS!

Please join us in welcoming — left to right — Ashleigh (social worker), Kaitlin (therapeutic recreation in Cedar Cove), and Renata (nursing assistant), all of whom joined us in December. Do what you can to help them successfully onboard here; show them our **#CHCCTeamwork** spirit!



REWARD!
**JAN. 9: Coffee pods
and muffins in the
breakrooms!**



Like us on
Facebook

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).

DATES TO REMEMBER:

Jan. 15: Be prepared for *Hat Day* at CHCC. Wear your favorite (or fun!) hat!

Jan. 16: There are mandatory meetings for licensed nurses at 7 a.m., 5 p.m. and 6:30 p.m. Make sure to stop by the conference room to attend one of these meetings.

Jan. 18: Things will be popping around here; it's *Popcorn Day!*

Jan. 20: The start of *I Have a Dream Week*. Post your dreams in the rehab hall.

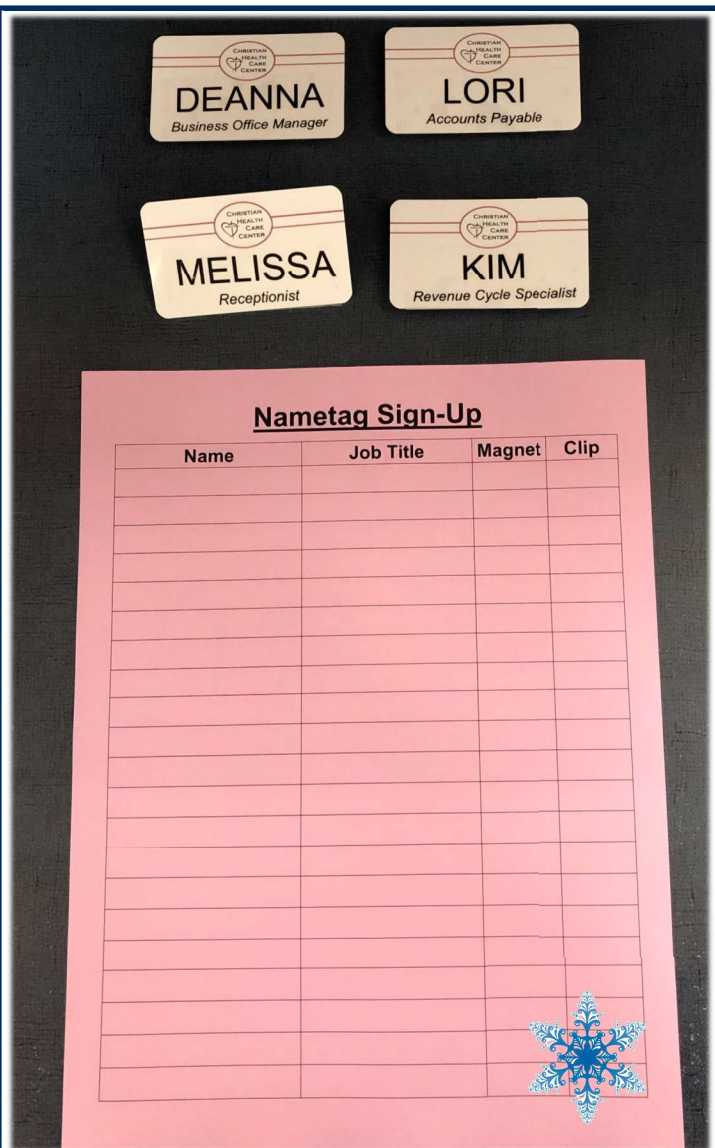
Jan. 23: There is a mandatory meeting for all nursing assistants. Come to the conference room at either 7 a.m., 1:30 p.m. or 2:30 p.m.

Jan. 31: *Inspire Your Heart with Art Day*. Bring your artful creations to display in the conference room for all to see.

HOMETOWN HERO ALERT!

It's official! Dianne Anderson is awesome (we knew this!), and she has a Hometown Hero award from KAFE 104.1 to prove it.

Want to learn more? Read this: chcclynden.org/hometown-hero-recognition-for-chcc-team-member/



NEW YEAR, NEW NAMETAGS

We've been testing a new version of our staff nametags, and the good news is that we like them!

These new tags are lightweight and we can create them on demand, in-house. They are reusable and easy to update when there is a new job title. They were designed in a way that allows your first name to be a large font size — easy to read for all ages!

Plus, they are about half the cost of the magnetic nametags we were using. Good news, right?

Melissa, who works at the front desk, is responsible for creating nametags for new team members. She can also make one for you if you would like to replace the tag you have now.

There are two options — magnetic back or bulldog clip. Ready to get your snazzy new nametag? Just add your name to the sign-up sheet at the reception desk.

COMMENT BOX CORNER



Sharing your *FRESH* ideas, questions and comments!

Question: Is it possible to rotate who is scheduled so we can have every other holiday off?

Reply: I know and understand that holiday schedules are hard. Many team members want to have major holidays off; however, we are still required by law to provide 24-hour care 365 days per year. It is the nature of our business to maintain staffing levels on holidays.

Each department addresses holiday coverage a little differently. For some departments, due to shift coverage requirements and the total number of employees who fill the shifts, it is not logistically possible to give each person every other holiday off.

We do try to give team members their preferred holidays off, but even that is difficult considering there are some holidays — Christmas and Thanksgiving — that nearly everyone wants off.

If there is a certain holiday that is near and dear to your heart, please request the day off well in advance — before the 10th of the preceding month. While we cannot always guarantee the day off until the schedule is completed, best efforts are always made.

There are a total of seven annual holidays that are recognized by our facility for pay purposes, even though the *vital nature of our work prevents us from work stoppage in the observance of a particular holiday*.

Holidays recognized by CHCC: New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, Christmas Day, and one floating holiday for you to use at your discretion.

To compensate for our need to deliver services on holidays, team members who work on an approved holiday receive an extra hour of pay for each hour worked (i.e., double pay). In order to receive holiday premium pay, the employee must work their scheduled holiday shift and the scheduled shift immediately prior to that holiday shift and their scheduled shift immediately after that holiday shift. Full-time employees who do not work on an approved holiday will receive a day off of work along with eight hours of regular pay.

There are other guidelines for salaried and part-time team members; there are guidelines for holidays that fall on a weekend. Please stop by my office if you have questions about holiday pay.

I would like to close with a note of appreciation for staff who volunteer to work on holidays so their co-workers can have the day off. Your gift of time is noted and appreciated!

Kari Heeringa, HR director

LEADERSHIP TIP: BE A TEACHING LEADER

"Give a man a fish and you feed him for a day. Teach him how to fish and you feed him for a lifetime."

You've probably read those ancient words of wisdom before, but how do they apply to the work you do here at CHCC? It's simple, really. The best leaders — whether experienced or up-and-coming — are teachers who share their experiences and expertise with less experienced colleagues. You can practice being a teaching leader today; just take a new person under your wing and teach them the best tips and tricks you've learned along the way. **#CHCCTeamwork**

KUDOS



Just a comment....

The Christmas decorations in our facility look amazing!

Barb DeVries brings the Christmas spirit alive with her decorating touch.

So many residents have expressed joy over the big tree in the lobby.

Thank you for making CHCC feel like home.



NAC GRADUATES

Our hearts are bursting with pride as another group of kindhearted individuals have graduated from our nursing assistant training program.

Congrats to Matt, Amy, Ceci, Alyssa, Breanna, Tirza and Lita!

While it is our ultimate goal for all grads to work at CHCC forever (the dream!), we also know that life happens and people need to head in other directions. This program, and your mentorship, allows us to send well-trained health care professionals out into the world for the greater good of the industry. That is something we can be very proud of. #CHCCTeamwork

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.

RESIDENTS' RIGHTS REMINDER

Nursing home residents have rights that are legally guaranteed to them under federal and state laws. We'll share some of those rights with you in this and future issues of The Pulse as a friendly reminder.

Right to be Fully Informed of

- ❖ The type of care to be provided, and risks and benefits of proposed treatments
- ❖ Changes to the plan of care, or in medical or health status
- ❖ Rules and regulations, including a written copy of the residents' rights
- ❖ Contact information for the long-term care ombudsman program and state survey agency
- ❖ State survey reports and the nursing facility's plan of correction
- ❖ Written notice before a change in room or roommate
- ❖ Notices of information in a language or manner he or she understands (Spanish, Braille, etc)