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EMPLOYEE NEWSLETTER

75th Fort HealthCare FOR HEALTH

September 2020



Fort HealthCare is challenging the greater Jefferson County area to “Rock the Walk,” and “Boost Your Immunity” while tracking your physical activity on a weekly basis in order to be more mindful about health and current level of physical activity, and for the chance at great prizes along the way. Rock the Walk 2020 kicks off on Tuesday, September 29th and finishes on Tuesday, November 10th. Sign-up opens on Tuesday September 8th for all players. There is no cost to participate.

Visit:
FortHealthCare.com/RockTheWalk
for more details and instructions on how to begin.

Each year’s challenge focuses on a theme, and this year’s educational theme is “Boost Your Immunity”. With the current pandemic, and flu season approaching, it’s important for community members to be maintaining their health through various methods such as physical activity, eating a well-balanced diet and being conscientious of alcohol use, just to name a few. This educational information is presented weekly during the challenge through an online account which allows this challenge to be 100% digital and physically-distanced. This online “Wellness Portal” has many other tools for participants, that are free, such as

food and meal plans, exercise trackers, various strength and cardio training examples, recipes, blogs and more that can be utilized at any time.

Upon sign-up, participants are asked to join one of the Rock the Walk teams organized by either their employer, or a local community coalition, to compete in the challenge and compare progress across teams. While the activity is organized by Fort HealthCare, other organizations are also participating. If not connected to an employer, players can assign themselves to one of the local Healthy Community Coalition teams. More about these Coalitions is available at:

FortHealthCare.com/Community-Coalitions.

Fort HealthCare shares a goal with area Healthy Community Coalitions to motivate all individuals to see how their health affects the overall population. Accomplishing long-term goals in improving the population’s health and wellness will help make Jefferson County the healthiest community in Wisconsin.

Experts recommend at least 150 minutes per week – that’s just over 20 minutes per day – of moderately intense physical activity. That’s the minimum amount of time that needs to be logged in the Rock the Walk

online tool to stay in the challenge and compete for great prizes. The type of exercise does not matter, as long as it gets you moving and the heart pumping. No matter what one’s current fitness level is, anyone can participate doing something that is enjoyable to them – swimming, walking, paddling, biking, jogging, running, weight lifting, rowing, aerobics, gardening – the list goes on.

More information and instructions about how to participate in the challenge and how to sponsor as an organization can be found at:

FortHealthCare.com/RockTheWalk

If using social media to share progress and positivity, players are invited to use the hashtag #HealthiestHereWeCome in their posts and to tag @FortHealthCare, and/or their team coalition or organization.





THE MILWAUKEE JOURNAL SENTINEL NAMES FORT HEALTHCARE A WINNER OF THE MILWAUKEE TOP WORKPLACES 2020 AWARD

Fort HealthCare has been awarded a Top Workplaces 2020 honor by The Milwaukee Journal Sentinel. The list is based solely on employee feedback gathered through a third-party survey administered by employee engagement technology partner Energage, LLC. The anonymous survey uniquely measures 15 drivers of engaged cultures that are critical to the success of any organization: including alignment, execution, and connection, just to name a few. This is the tenth time that Fort HealthCare has proudly received this award.



“In times of great change, it is more important than ever to maintain a connection among employees,” said Eric Rubino, Energage CEO. “When you give your employees a voice, you come together to navigate challenges and shape your path forward based on real-time insights into what works best for your organization. The Top Workplaces program can be that positive outcome your company can rally around in the coming months to celebrate leadership and the importance of maintaining an employee-focused culture, even during challenging times.”

Nancy Alstad, Fort HealthCare Senior Director of Human Resources commented, “This recognition signifies that our employees continue to feel valued and proud to be part of Fort HealthCare; It is our employees enduring commitment to our mission and each other that sustains us and keeps us focused on quality patient care. We are so incredibly honored to receive this award for a tenth time!”

Upcoming Blood Drives

**Tuesday
September**

15

9 AM – 2 PM

**Tuesday
October**

27

12 PM – 5 PM

Eligibility Questions?
Call 877-232-4376

COMMUNITY BLOOD DRIVES SPONSORED BY FORT HEALTHCARE

Location: Fort Atkinson Club, 211 S. Water Street East

To sign up, visit the links below, or call/text
Katie Kalvaitis at 920-397-8024.

Sept 15: donate.wisconsin.versiti.org/donor/schedules/drive_schedule/209151

Oct 27: donate.wisconsin.versiti.org/donor/schedules/drive_schedule/209230

The COVID-19 Antibody Test will be performed on all blood donations as part of our standard testing. To help manage social distancing, we are strongly recommending all donors schedule an appointment. For more information, visit versiti.org/covid19.

HELPFUL TIPS:
Bring a photo ID, eat a healthy meal and drink plenty of water!
Masks are required.



Liz Nitardy of the Emergency department would like to nominate Dani Saltz of Radiology for their Excellence, Professionalism, responsiveness and Teamwork. The ER had an intensely busy morning on July 27, and without being asked, Dani Saltz came to the ER and performed multiple in-room x-Rays, helping us serve our patients quickly and move through the rush. Thanks, Dani, for going out of your way to help and for showing a great sense of teamwork.



Foundation News

Foundation Board Approves Two Grants

Victims of sexual assault have an immediate need for physical safety as well as emotional support. Among the numerous concerns for these patients is fear of contracting a sexually transmitted disease. Madison Emergency Physicians teamed up with FHC’s Pharmacy to recommend a grant for funds to provide sexual assault victims with the initial supply of important and urgently needed antiretroviral medications for HIV when the health status of the alleged assailant is unknown. These important antiretroviral medications can, if started quickly, reduce the risk of HIV infection. Fort Memorial Hospital Foundation’s Board of Directors approved this grant request using dollars donated to the Benevolent Care Fund. This gives our providers another tool to care for victims of sexual assault, and another way to support our community’s well-being. Thank you to the employees and community members who support the Foundation’s Benevolent Care Fund to help people who cannot afford the care they need.

The Foundation Board also approved a grant to fund repairs of the audio-visual system in Cardiopulmonary Rehabilitation. Funds donated by the Michael and Joan Campbell Trust continue to help meet the needs for equipment and services for people who use this service. The Campbell’s left a significant estate gift to help patient’s, like them, who rely on this service to recover from cardiac and pulmonary diseases.

Mandatory Flu Vaccines

All employees must receive the influenza vaccine by **October 31, 2020**

Religious and medical waivers are available on the Intranet Resource Library (Buisness Health) and **MUST** be turned in by **October 1, 2020**

FOR INFORMATION ON DATES, TIMES & LOCATION PLEASE CHECK THE FRONT PAGE OF THE INTRANET

Employees who are under 18, will need a parental consent and will need to make an appointment at Business Health to receive the vaccine.

You can earn **50 Live Wellness Points** for receiving flu vaccine.

If you have any questions, please contact Business Health at 920-568-5018





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Assistance with Life, Work, Family, and Wellbeing

Overcoming Plateaus

Have you ever hit a plateau? It's not unusual to make progress on a goal and then suddenly stall out.

Plateaus can be frustrating, and sometimes they may put you at risk of losing precious gains or quitting altogether. If you're struggling to maintain momentum, these tips may help:

- ▶ **Change your routine.** Change is not easy. If you're backsliding or feeling stuck, altering your routine may put some new energy into your efforts.
- ▶ **Be consistent.** It's important to work actively toward your goal on a consistent basis, especially during the first six weeks of a change. Once you are used to exercising in the morning (for example), it will feel strange not to do so.
- ▶ **Make a deal.** Rewarding yourself is a great way to push

through plateaus. Good rewards include a new piece of equipment that furthers your goal or a celebratory dinner.

- ▶ **Be mindful.** Some days, a goal may seem too far out of reach. Taking a mindful approach, which keeps you focused and centered on what you are doing in that specific moment, will help you concentrate on the task at hand.
- ▶ **Be patient.** Sometimes, we hit a plateau because our mind or body needs time to assimilate the progress we've made to date. Continuing to work toward your goal, even if it feels like you're not getting much accomplished, will help you work through a "stuck" patch. Remember, progress is often not linear.

With steady work and effort, most plateaus can be overcome. Then, it's time to set a new goal!

For more suggestions on how to stay on track with achieving your goals, contact LifeMatters. Help is available 24/7/365.



Inside:

- ▶ Work Stress During COVID-19
- ▶ Important Documents
- ▶ Mega Money Wasters

Source: Life Advantages



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Assistance with Life, Work, Family, and Wellbeing

Work Stress During COVID-19

Whether you've continued to work in a public setting during the COVID-19 pandemic or will soon return to an office or other work location, you may be coping with extra stresses. Some common worries include:

- ▶ New procedures or protocols and how they may impact your work
- ▶ Worries about how to maintain social distancing or whether others will follow recommended guidelines for preventing spread of the illness
- ▶ Your own risk of contracting the illness or of spreading it to others

The uncertainty surrounding many of these issues may lead to stress or anxiety. The best way to cope with these feelings is to focus on what you can control. Areas in which you can make a difference include:

- ▶ **Safety guidelines.** Adhere to procedures related to wearing masks, social distancing, and cleaning the workplace. Encourage your colleagues to do the same.



- ▶ **Self-care.** Manage your physical health by eating well, sleeping seven to nine hours a night, hydrating frequently, and washing your hands often. Follow your local health department's and the CDC's recommendations for avoiding infection.
- ▶ **Conflict.** Differing views regarding returning to work, safety guidelines, or new rules may be a potential source of disagreement between colleagues. Avoid participating in gossip or getting caught up in conflicts over politics or personal beliefs. Keep your focus on work.
- ▶ **Monitor your internal dialogue.** Recognize when you are caught up in negative thinking. Look for ways to reframe the situation and give it a more positive spin.
- ▶ **Write down your thoughts in a diary or "worry journal."** Writing will help you to look at your concerns objectively and separate realistic worries from irrational thinking.
- ▶ **Focus on the future.** It's normal to miss how things used to be. However, keep in mind that what you are learning now may help you grow in your career and create new opportunities for the future.

In addition, the following techniques may help you manage stress and maintain your wellbeing:

LifeMatters can provide emotional support and practical resources for managing concerns related to the COVID-19 pandemic. Call 24/7/365.



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Assistance with Life, Work, Family, and Wellbeing

Dollars & Sense: Important Documents

Financial and legal documents tend to accumulate over time, and can easily get out of control. If you aren't sure what to keep, this list may help.

▶ Permanent documents

- Passport
- Social Security card
- Birth certificate
- Marriage license
- Adoption papers
- Divorce or separation papers
- Vehicle titles
- Property deeds and bills of sale
- Military discharge papers and record of service
- Medical records
- Insurance policies
- Current will, power of attorney, or living will

For extra safety, keep these documents in a fireproof home safe or lock box, or in a safety deposit box at a local financial institution.



▶ Keep for seven years

- Tax returns
- W-2 and 1099 forms
- Receipts for tax credits
- Bank statements (including credit card statements)

▶ Keep for four years

- Disability records
- Unemployment records

▶ Keep for one year

- Pay stubs
- Retirement fund/pension plan records
- Utility payment records



▶ Keep for one month

- Receipts for items purchased by debit or credit card
- Receipts for items purchased with cash that you might want to return

Other tips to keep in mind when organizing documents and cleaning clutter:

▶ Create an organization system that works for you.

Organizing documents by category is the most common method. If you've gone paperless, create a filing system on your computer.

▶ Make a master list of financial accounts and passwords.

Include the location of this list with the instructions for the person who has been designated to handle your affairs if you become incapacitated or pass away.

The LifeMatters Financial Consultation Service can offer more suggestions for organizing your finances. Call 247/365.

Source: Balance



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Mega Money Wasters

When was the last time you took a hard look at your spending habits? Most people have at least a few regular or hidden expenses that are dragging down their finances. Here are some common culprits:



- ▶ **Subscriptions.** These days, many services are subscription-based. While instant access to a service or content is convenient, frequent use is needed to get your money's worth. To determine what you're paying per use, divide what you pay per month by how many times you actually use the subscription in that same time period. If the per use price seems too high, you may be better off purchasing single uses of the product or service.

- ▶ **Restaurant food.** Whether you're eating out, picking up to-go, or using a delivery service, restaurant food has a high markup. Ordering restaurant food once or twice a month is easy to fit into your budget, but multiple times a week will drain your disposable income fast.
- ▶ **Excess groceries.** It can be tempting to buy more than you need at the grocery store, especially if you're concerned that favorite foods could soon be out of stock. While some buying in bulk is helpful, especially if it leads to a lower price, too much could leave you vulnerable to having food expire or spoil before it can be used.

- ▶ **Cable and Internet.** How many different sources of content do you have access to, and how much time do you have to watch it? If you have a deluxe cable package and four streaming services but only have time to watch a few hours of TV a week, you're wasting money. Consider cutting back to a cheaper cable package or fewer streaming services. If you think you could get by without cable TV, consider "cutting the cord."
- ▶ **Late fees.** Not paying bills on time can really mess up your monthly budget. Late payments also impact your credit score. A simple way to avoid late fees is to set up automatic payments for all your regular monthly bills (utilities, car payments, mortgage, etc.). Put reminders on your calendar for payments that can't be made online (rent) or that vary every month (credit cards).

For more ideas on how to eliminate mega money wasters, contact LifeMatters. Help is available 24/7/365.

Source: Balance

Call **LifeMatters®** toll-free anytime. **1-800-634-6433**

Assistance with Life, Work, Family, and Wellbeing • 24/7/365
mylifematters.com • Text "Hello" to 61295
Call collect to **262-574-2509** if outside of North America
TDD and language translation services are available
 facebook.com/lifematterseap



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SEPTEMBER ZOOM DIGITAL FITNESS CLASSES

**REGISTER FOR
ALL SESSIONS
OF CLASSES FOR
ONLY \$20!**

CHECK OUT THESE FUN AND USER-FRIENDLY
15-30 MINUTE LIVE FITNESS CLASSES FOR ALL AGES

LEAD BY FORT HEALTHCARE INSTRUCTORS

**CARDIO &
ABS**

MONDAYS

SEPTEMBER 14-28

3:45PM-4:15PM

INSTRUCTOR: TIFFANY

\$7.50/SESSION

WEDNESDAYS

SEPTEMBER 2-30

4:15PM-4:45PM

INSTRUCTOR: TIFFANY

\$12.50/SESSION

TUESDAYS

SEPTEMBER 1-29

4:30PM-5:00PM

INSTRUCTOR: TIFFANY

\$12.50/SESSION

**LOWER
BODY**

**BODY
BLAST**

5:00PM-5:30PM

INSTRUCTOR: TIFFANY

\$12.50/SESSION

THURSDAYS

SEPTEMBER 3-24

6:00AM-6:30AM

INSTRUCTOR:

STEPHANIE

\$10.00/SESSION

**STRENGTH &
FLEXIBILITY**

**VINYASA
FLOW YOGA**

5:00PM-5:30PM

INSTRUCTOR: ILSE

\$12.50/SESSION

FRIDAYS

SEPTEMBER 4-25

12:00PM-12:15PM

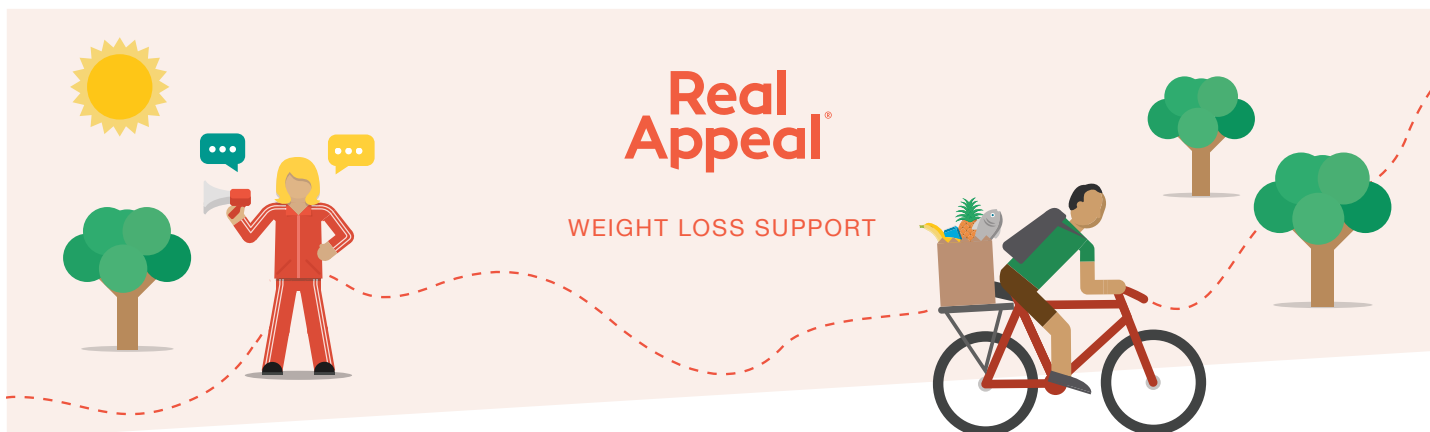
INSTRUCTOR: TIFFANY

\$5.00/SESSION

**MIDDAY MOVE
& STRETCH**

TO REGISTER:

1. VISIT [FORTHEALTHCARE.COM/CLASSES](https://forthehealthcare.com/classes); PICK CLASS & REGISTER
2. ZOOM CLASS LINK, ID AND PASSWORD WILL BE EMAILED THE DAY PRIOR TO EACH CLASS
(*MUST BE REGISTERED BY 4PM ON DAY PRIOR)



We're Here When You're Ready

Have you previously signed up for Real Appeal® but found it just wasn't the right time for you? We get it — life is busy. If you do find yourself ready to give it another go, our coaches will be there to help you stay focused on your health and create new, lasting habits.

Helping You Get (and Stay) on Track

Real Appeal is a program on Rally Coach™ available to you and eligible family members at no additional cost as part of your health plan benefits.



Personalized Guidance.

Chat 1:1 with an online coach who is there to guide you and offer the support needed to stay on track.



Online Support – All in One Place.

Take control of your goals, track meals and exercise, view your progress, and reach out to your coach for support — all from your own device.



Motivational Resources.

Access a digital library of health-focused content to stay informed and inspired. You'll also receive a Success Kit — delivered right to your door.

Log In and Get Back on Track

enroll.realappeal.com

Haven't enrolled in Real Appeal? Visit the URL above to get started!

Here are some helpful tips to develop a productive at-home work routine.

Get up and move — it's important to have breaks throughout your day.



Check in often with people at work, even if it's not about work, and know when to log off.

Develop a routine — have a dedicated workspace, set daily goals, and schedule time for breaks.



Read "6 Ways to Stay Fit While Staying Home" on the back for more ways to keep healthy at home.



FORT HEALTHCARE SUMMER 2020 VIRTUAL RUN/WALK SERIES

JOIN US IN BECOMING THE HEALTHIEST COMMUNITY IN WISCONSIN BY LACING UP
YOUR WALKING/RUNNING SHOES DURING SUMMER OF 2020

"Labor Day"

RACE: SEPTEMBER 4-7
DISTANCE: 5K (3.1 MILES)

➔ REGISTER FOR FREE AT [FORTHEALTHCARE.COM/CLASS/VIRTUAL/](https://forthealthcare.com/class/virtual/)

➔ WALK/RUN 3.1 MILES BETWEEN SEPTEMBER 4-7

➔ SUBMIT PROOF OF TIME/COMPLETION BY 11:59PM ON SEPTEMBER 7TH

