

MARCH 24, 2005



EMPLOYEE of the MONTH



Dean Alt was named Employee of the Month for February at the Sauk County Health Care Center. His nominator said he goes the extra mile to make our facility a good place to work and to live. He went the extra mile by writing his own article so I am printing it just as he wrote it.

"I was shocked when I was told I was the Employee of the Month for February. My name is Dean Alt. I live in Reedsburg. They call me Deano. I started at the Sauk County Health Care Center on December 15, 1975. I started in Laundry first and then in 1984, I started in Housekeeping. I like working here. I like the residents too." "I used to play in a family band called the Family Dutchmen. I used to play the drums. I like music. I also like sports. I sure have a nice supervisor. I like this place a lot."

Thanks Dean, your coworkers say you are a very good person who gets along well with other people and knows your job well. We are proud of you and all of our Employees of the Month.

Welcome New Employees



Hi, my name is Staci Leatherberry. I'm working here as a casual CNA. I'm 20 years old and am happily married with two little girls: Alexis, 2 yrs and Emily Grace, 1 yr.



Hi, I'm Vickie Olson. I am new to the Dietary Department. Our family lives in Richland Center. We enjoy the area and look forward to meeting you.



Hi, my name is Joe Ann Meurer. I am married to Jerry Meurer. I have 2 children, Justina and Christopher. I enjoy counted cross stitch, books on tape and shopping. I call shopping retail therapy. Our household consists of my husband, myself, our dog, Timba and cat Tina. I have lived in Sauk County all of my life. I make great soups too.

Upcoming Events

April 3	Daylight Saving Time Begins
April 5	Department Head
April 6	Medicare
April 7	HCC Meeting
April 8	PAYDAY
April 11	Brewer Tailgate Party
April 12	Department Head
April 13	Medicare
	Pizza Hut Lunch
April 19	Department Head
April 20	Medicare
	Nurses Meeting

	Bake Sale
April 21	Quality Assurance
April 22	PAYDAY
	Salad Luncheon
April 23	Passover Begins
April 26	Department Head
April 27	Medicare
	Pizza Hut Lunch



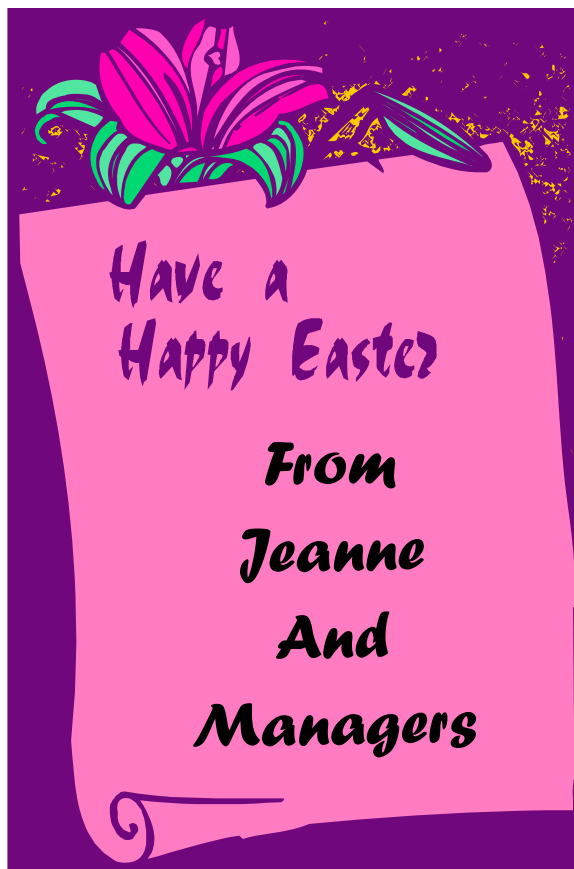
I would like to take this opportunity to thank everyone for your generosity and time given to make the 3rd Annual Easter Egg Hunt a success. We had about 150 kids attend and all had a great time in the snow! I am so appreciative of the continued support from the staff for the Activities programs. Without your continued help these great programs, which enrich the lives of our residents, would not be possible. Thank You—Margaret Burggraf, Activity Director

SAUK COUNTY HEALTH CARE CENTER'S
COMMUNICATOR



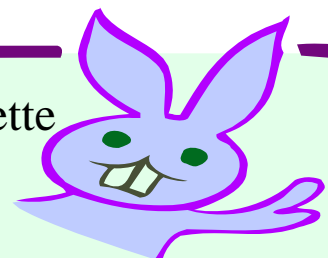
APRIL Employee Anniversaries			
Mike Bryan	1 yr	Lori French	4 yrs
Donna Dvorak	1 yr	Delores Rydberg	6 yrs
Heather Cook	2 yrs	Sheryl Drea	8 yrs
Gordon Davis	2 yrs	Heidi Jarvis	9 yrs
Treanna Estes	2 yrs	Barb Smith	15 yrs
Sara Hess	2 yrs	Jim Powell	17 yrs
Penny Schrank	2 yrs	Sharon Marshall	18 yrs

To nominate a staff person for **Employee of the Month** pick up a yellow nomination form by the time clocks and indicate why you feel the employee is deserving. Nominations may be placed in the Suggestion Box by the Employee/Ambulance entrance. Eligible nominees will be put on the ballot for voting the first payday of the month when checks are picked up. Ballots are available in the Personnel Office on Thursday from 12:00 to 4:30 for voting if you are unable to vote on Friday. In addition, if a NOC shift person is chosen as Employee of the Month, they will receive 2 free movie passes since they are not able to use the free meal tickets.



Friendly Reminder from OT
The Dycem product (blue nonskid material for prevention of sliding used in wheelchairs) is reusable and easily cleans with soap and water. Please do not throw it away or put it in the laundry. Make a mental note of where on your unit it is located and who uses it. This may help so that we don't use so much of it.
Together with great teamwork we can accomplish anything.

I want to thank Bette Moon for her decoration of the canteen showcase for Easter. It's a special touch that adds so much!



Thanks Again!

SUGGESTION BOX REPLIES

QUESTION: Would like to see all managers show up for fire drills.

RESPONSE: Thank you for the information regarding managers not participating in fire drills. This was discussed during Department Head meeting for all managers. All staff are to report to fire drills unless they have a medical reason such as lifting or stair climbing precautions. Staff report to their assigned positions including those who are posted on the first floor.

QUESTION: Asked why we use 33 or 55 gallon garbage bags in 10 gal. cans.

RESPONSE: Per Ron Birdd—Each nursing unit or work area should be supplied with 33 gal. plastic bags for the large waste barrels and 10—15 gal plastic bags for the small wastepaper baskets. If you don't have the proper sizes order them from the Store. In case there is still a problem, please contact myself or Cheryl Hinz.

QUESTION: What happened to having our names on the time cards?

RESPONSE: You are allowed to put your name on your card—small return address labels work very well.

QUESTION: A picture of Dr. Vergara would be nice.

RESPONSE: We have asked the family, however they have not responded.

QUESTION: More Shift Differential?

RESPONSE: This is negotiated in the contract. Will discuss it again during negotiations.

QUESTION: Nursing shoes are expensive, what about a deal with a local store?

RESPONSE: The Shoebox in Black Earth may give a group discount if you ask.

QUESTION: Can we get a Pizza oven?

RESPONSE: Cheryl is in the process of getting bids for an industrial model. Should be here soon.

QUESTION: "I would like to know how much time employees are spending talking about union related matters during working hours. It seems to me if there is that much free time, maybe more therapy or other work could be accomplished."

RESPONSE: Please refer to the contract language below regarding Union Business. As it states in the contract, it is the expectation that Union business will be conducted outside of the working hours of the employees involved. Additionally, such meetings shall not interfere with the orderly and efficient operation of the Employer business.

It is recommended that Union business should first be conducted during an employee's 15-minute or 30-minute break or before or after work. Additionally, Union business may be conducted during working hours if it would be considered "not possible" to conduct the business outside of the working hours of the employee's involved. On the other hand, if it is considered possible that the business be conducted outside of the working hours of the employee's involved, it is expected that the business is not conducted during working hours.

Specific concerns regarding non-work related business being conducted during working hours should be brought to your supervisors attention so that they may be handled accordingly.

4.04 Union Business:

- A) General Activity: Local Union stewards and officers shall be allowed to post notices during working hours. Whenever possible, Union business will be conducted outside of the working hours of the employees involved.
- B) Grievances: When it is necessary to conduct such activities on work time, the Employer also agrees not to deduct from the pay of stewards for the time spent in the investigation or processing of grievances during working time. No more than one (1) steward or officer shall be permitted to investigate any one (1) grievance. Such meetings shall not interfere with the orderly and efficient operation of the Employer business.

Thank you for your suggestions, keep them coming. Remember if you sign your suggestion we will respond personally otherwise it will be addressed in the Communicator.