

# the Working Well

Community Living Alliance, 1414 MacArthur Rd, Madison, WI 53714 [www.clanet.org](http://www.clanet.org) (608) 242-8335

**From the Desk of:** Todd Costello, Executive Director



National Caregiver Day was February 19, 2021. We want to take this opportunity to thank you for all of the important work you do each day. Our clients rely on you for their health and safety to stay in their homes and to live independent lives. This year given the many challenges created by the Pandemic countless stories have emerged across our country acknowledging your hard work and dedication. You are the true heroes of CLA.

AS COVID 19 continues to affect the State of Wisconsin and our nation, we are pleased to announce that you as an essential worker are eligible to receive the vaccine. While CLA is not mandating the vaccine, it is strongly encouraged to keep yourself and others safe. If you have any questions how to receive the vaccine, you can contact Stacy Lockett [loketts@clanet.org](mailto:loketts@clanet.org) or Corinna Engel [engelc@clanet.org](mailto:engelc@clanet.org) for more information.

Many of you may have received information regarding the state mandated Electronic Visit Verification (EVV) requirements for personal care services provided in client's homes. CLA is in the process of training our personal care workers on these new requirements. Please watch for training opportunities in the coming weeks. If you have not received any emails, please make sure your current email address is on file at CLA.

In this virtual world, related to many of the COVID restrictions, CLA is looking for ways to provide opportunities to hear from you regarding any concerns you may have but also to check in on your well-being during these challenging times. I will be hosting a Virtual CLA Cafe to offer an opportunity for you to let me know how you are doing and to share any comments, and to answer any question. To join a "CLA Café" conversation please send an email to [speiglea@clanet.org](mailto:speiglea@clanet.org) and we will send you an invitation to a 30 minute virtual forum. I plan to start these events in March and look forward to hearing from you. For those unable to attend via Zoom there will also be a call in number provided.

[Disability Advocacy Day](#) is March 23<sup>rd</sup>, 2021 (details p. 3). Hopefully many of you will take this opportunity to share your concerns and to help educate elected public officials to the valuable work that you do and also encourage them to support the Governor's Budget recommendations for improved wages. Thank you and stay safe,

## UPCOMING MADISON AREA EVENTS Virtual & Physically-Distant

Always Available Information & Resources

[Destination Madison—Online Resource & Events Calendar](#)  
608-255-2537 or 800-373-6376

### Disability Advocacy Day

Virtual Event March 23, 2021

10:00am—2:00pm

See details pp. 2 & 3

### Madison Public Library—Library @ Home

Online and downloadable resources

[We Read: All City Read](#)

Watch 2-minute video [here](#)

[Search for Madison Area Free Events on eventbrite!](#)

## 2021 Standard Precautions Training

*CLA's Online Learning Management System (LMS) is now through In the Know Caregiver Training Platform. The CLA LMS provides all CLA Personal Care Workers with the opportunity to complete the annual required Standard Precautions Training from a smart phone, tablet, or computer. If you have an email address on file with CLA, you will receive an email with detailed instructions for accessing this required training.*

*Employees who do not have an email address on file with CLA will receive a letter detailing how to schedule an appointment to complete this required training at CLA on a CLA computer.*

**How it will work:** Every employee will be assigned a completion month (May, June, July, or August), and will receive an email with a link and log in information in the first week of their assigned month and will have until the last day of their assigned month to complete the online training.

If you have questions, please contact Dona Potters at (608) 242-8335 x1203 or [pottersd@clanet.org](mailto:pottersd@clanet.org).



Like us on FaceBook!



## Becker's Bulletin

### Disability Advocacy Day of Action Registration is OPEN

Do you know someone or are you someone who wants to impact change to the Wisconsin Long-Term Care Workforce, and don't want to do it alone? Have you heard that Governor Evers is recommending funding increases for the long term care workforce?

On March 23<sup>rd</sup>, Survival Coalition is hosting **Disability Advocacy Day of Action**. We don't want anyone to miss their chance to be heard. We need your help in spreading the word that **REGISTRATION IS OPEN** and on March 23<sup>rd</sup> legislators will be waiting to answer the phone.

#### What's in the budget?

The Governor's budget proposal includes the following increases for the community based long term workforce:

\*\$40.4 million in fiscal year 2021-22 and \$37.4 million in fiscal year 2022-23 to increase the direct care and services funding in Managed Care in recognition of the direct caregiver workforce challenges facing the state;

\*Providing \$40.4 million in fiscal year 2021-22 and \$37.4 million in fiscal year 2022-23 to fund rate increases for personal care direct care services;

If these budget proposals are passed, they could lead to increased wages, additional training supports, more service options and perhaps a beginning to the end of the long term care workforce shortage.

#### What you need to know about March 23<sup>rd</sup>, 2021 Disability Advocacy Day of Action?

Disability Day of Action is a virtual event focused on connecting Disability Advocates with their legislators to talk about issues that matter to them. Advocates will receive support throughout the process to participate. The day will start at 10am with an overview of the issues and Phone2Action call system. In the afternoon, attendees will partner with other advocates from their community and use the Phone2Action System to call their legislators. It's FREE.

Registration is required and can be done using this link:

<https://p2a.co/0Kdd3jR>

A budget proposal is a suggestion, a set of recommendations from the Governor, and won't become real unless approved by the Wisconsin Senate and Assembly. It's important for all legislators to hear directly from people using services, direct caregivers and families who know the realities of the ongoing workforce crisis and the importance of the proposed increases to their daily lives.

We know that advocacy works. Historically in Wisconsin advocacy efforts have resulted in increases in personal care reimbursement rates, creation of the Governor's Taskforce on Caregiving, ending of service waiting lists, preserving self-direction and creating the programs that make it possible for people to continue living in their own homes.

We also know for some taking action can be scary if people aren't sure where to start or don't want to do it alone - If that's you - Disability Day in Action could be a great resource.

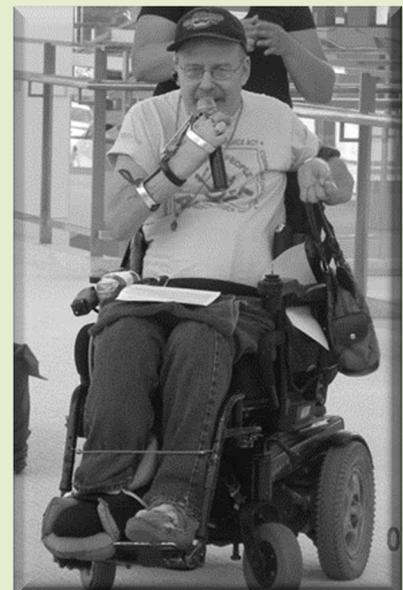
Need more information?

Connect to the Survival Coalition at [www.survivalcoalitionwi.org](http://www.survivalcoalitionwi.org)



If you have questions or comments, please email me at: [beckerp@clanet.org](mailto:beckerp@clanet.org).

Sincerely,  
Patti Becker, Director of Program Operations



Advocacy in Action



**Survival  
Coalition**

of Wisconsin Disability Organizations

## Disability Advocacy Day March 23 @ 10:00am–2:00-pm

Disability Day of Action is a virtual event focused on connecting Disability Advocates with their legislators to talk about issues that matter to them. Attendees are expected to participate in the morning briefing and call their legislators in the afternoon.

### REGISTRATION INFORMATION

Registration open!

Register Now: <https://p2a.co/0Kdd3jR>

- Everyone MUST register to participate
- Use your HOME/VOTING address to register. Business addresses or PO Boxes are not allowed.

### AGENDA AT A GLANCE

- 10:00-12:00- Check in to the Zoom meeting
- Briefing on issues
  - Learn how to use the Phone2Action System to call your legislator

**Afternoon:** Use the Phone2Action System to call your legislators!

Materials will be posted when available: <http://www.survivalcoalitionwi.org/index.php/events/>



## Virtual Disability Advocacy Day March 23 @ 10:00 am - 2:00 pm

Survival Coalition made the decision to hold the 2021 Disability Advocacy Day, virtually. Join us for an exciting Facebook live event where we will bring you to Madison through your computer screen and give you all the great information for disability advocacy day! Nothing can stop our voices from being heard!

### Materials for Virtual Disability Advocacy Day:

Disability Vote Coalition - *Know Your Rights* video:  
<https://disabilityvote.org/2019/know-your-rights/>

Disability Vote Coalition - *Know Your Rights* video (Spanish Captions):  
<https://disabilityvote.org/2019/know-your-rights-spanish-captions/>

Disability Vote Coalition - *Know Your Rights* video (Audio Caption):  
<https://disabilityvote.org/2019/know-your-rights-audio/>



## COVID UPDATE

On February 10, CDC issued a few infection control-related updates to various COVID-19 web pages. These changes centered around two issues:

\*\* [Using well-fitting facemasks](#)

\*\* Using updated quarantine guidance for fully vaccinated health care facility staff, inpatients, and long-term care

### Public health recommendations for vaccinated persons

While mRNA COVID-19 vaccines have demonstrated high efficacy at preventing severe and symptomatic COVID-19, there is currently limited information on how much the vaccines might reduce transmission and how long protection lasts. In addition, the efficacy of the vaccines against emerging SARS-CoV-2 variants is not known. At this time, vaccinated persons should continue to follow [current guidance](#) to protect themselves and others, including wearing a mask, staying at least 6 feet away from others, avoiding crowds, avoiding poorly ventilated spaces, covering coughs and sneezes, washing hands often, following [CDC travel guidance](#), and following any applicable workplace or school guidance, including guidance related to personal protective equipment use or SARS-CoV-2 testing.

However, vaccinated persons with an exposure to someone with suspected or confirmed COVID-19 are not required to [quarantine](#) if they meet all of the following criteria<sup>†</sup>:

- Are fully vaccinated (i.e.,  $\geq 2$  weeks following receipt of the second dose in a 2-dose series, or  $\geq 2$  weeks following receipt of one dose of a single-dose vaccine)
  - Are within 3 months following receipt of the last dose in the series
  - Have remained asymptomatic since the current COVID-19 exposure
- Persons who do not meet all 3 of the above criteria should continue to follow current [quarantine guidance](#) after exposure to someone with suspected or confirmed COVID-19.

Although the risk of SARS-CoV-2 transmission from vaccinated persons to others is still uncertain, vaccination has been demonstrated to prevent symptomatic COVID-19; symptomatic and pre-symptomatic transmission is thought to have a greater role in transmission than purely asymptomatic transmission. Additionally, individual and societal benefits of avoiding unnecessary quarantine may outweigh the potential but unknown risk of transmission, and facilitate the direction of public health resources to persons at highest risk for transmitting SARS-CoV-2 to others. This recommendation to waive quarantine for people with vaccine-derived immunity aligns with [quarantine recommendations for those with natural immunity](#), which eases implementation.

Fully vaccinated persons who do not quarantine should still watch for [symptoms of COVID-19](#) for 14 days following an exposure. If they experience symptoms, they should be clinically evaluated for COVID-19, including SARS-CoV-2 testing, if indicated. In addition, vaccinated persons should continue to follow [current guidance](#) to protect themselves and others, including all other [SARS-CoV-2 testing recommendations](#) and requirements, and [state, territorial, tribal, and local](#) travel recommendations or requirements.

**Wearing a mask that fits tightly to your face can help limit spread of the virus that causes COVID-19**

In lab tests with dummies, exposure to potentially infectious aerosols decreased by **about 95%** when they both wore tightly fitted masks

Other effective options to improve fit include:

Cloth mask over medical procedure mask    Medical procedure mask with knotted ear loops and tucked-in sides    Mask fitter    Nylon covering over mask

CDC.GOV    bit.ly/MMWR21021    MMWR



TO VIEW CDC MASK KNOT & FOLD 2-Minute VIDEO  
Click [HERE](#)



# Legal and Financial Services

## ***Legal Benefits***

- One 30-minute consultation per separate legal matter – Network Attorney
- Retaining attorney at 25% discount

## ***Mediation***

- One 30-minute consultation (per legal matter) – Network Mediators for divorce, contracts and consumer disputes
- Retaining mediator at 25% discount

## ***Core Identity Theft***

- 60-minute consultation – Fraud Resolution Specialist™ (FRS)
- “Emergency Response Kit”
- Professional coaching to dispute fraudulent debts

## ***24-Hour Emergency Services***

- Access to legal providers in the event of being jailed or arrested

## ***Financial Benefits***

- One 30-minute consultation – Money Coach
- Additional tax services beyond initial consultation at 25% discount

## **Perspectives – Your Employee Assistance Program (EAP)**

800.456.6327

[perspectivesltd.com](http://perspectivesltd.com)

Use Employee Universal Username and password.  
For assistance, contact: [campbellj@clanet.org](mailto:campbellj@clanet.org)  
Jacelyn Campbell, HR Generalist

*Your EAP partners with TaxAct an online tax filing service at an affordable price*



## Save 25% off your tax filing with TaxAct

We've partnered with TaxAct®, a nationally-recognized tax preparation provider, to give you a 25% filing discount on online tax filing services.\* Make tax prep quick, easy and cost-effective with the great features and low costs available to you.



An affordable price and a 25% filing discount



Tax preparation made easy



\$100k Accuracy Guarantee\*



Maximum Refund Guarantee\*



Import previous returns from other tax vendors

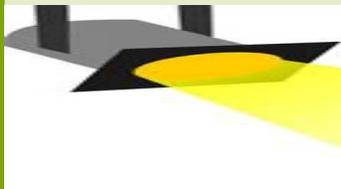


Talk to MSA tax specialists

*"I would like to thank [my Money Coaches] for their excellent customer service. [They] explained tax items in an understandable way and made something very complex almost easy. I couldn't believe how impressed I was!! [They] have given me the tools to continue forward on my own..."*

– MSA Member

**Get started today, visit [mysecureadvantage.com/tax-prep/eap](https://mysecureadvantage.com/tax-prep/eap)**



## In the Spotlight: What's New at CLA?



### Want to make EXTRA \$\$\$? Pick up Weekend Shifts!

CLA is now offering all caregivers the opportunity to earn an extra \$5 per shift every time you pick up an extra weekend shift! Plus, if you pick up 3 or more weekend shifts together, you will receive an EXTRA \$10 bonus on top of that!

All shifts must be in addition to your regularly scheduled shifts and *must be approved by scheduling.*

Contact scheduling today to pick up some extra cash on the weekends!

### \$300 Employee Referral Bonuses

CLA is offering a bonus to all active, current employees who refer an HCS New Hire!

Have someone in mind already?

Tell them to contact the Recruitment Team ASAP!

Not only will *you* get a \$300 Bonus if they're hired, but *they* could get a New Hire Bonus just by joining our awesome team!!

Directors, HR Recruitment Staff, and Hiring Supervisors/Managers are not eligible for the employee referral bonus; the referring employee must be actively employed at the time of the incremental disbursement of the Employee Referral Bonus; and the new HCS hire must work at least 20 hours per week in order to receive their new hire bonus.

Are **YOU** interested, or do you know someone who is interested, in becoming a Home Care Specialist? Please contact Heather R. at: [russellh@clanet.org](mailto:russellh@clanet.org) or 608-242-8335 x1206.

CLA is an affirmative action and equal opportunity employer.  
Visit [www.clanet.org](http://www.clanet.org) for detailed information about current open positions.



## Health & Wellness Column

Jennifer Mastick, CLA's Behavioral Health Coordinator

### Body, Mind, Soul

This particular article I'd like to focus on the body as we've all been stuffed in our homes this winter. More specifically let's talk about movement. It is one of our most natural tendencies as humans. Historically our bodies used to move much of the day to find a safe place to rest, to get water, and forage for food. Winter in Wisconsin, along with advancements in technology, have slowed down the amount of movement a person does each day. Not only does movement have physical health benefits like, building and maintaining strong muscles and bones, weight management, healthy skin from increased blood flow, and reduction of pain, movement also provides positive mental health benefits.

Regular exercise can reduce anxiety by making your brain's "fight, flight, freeze" system less reactive as it's exposed to the same changes in the body, such as a rapid heartbeat, and can develop a tolerance for these changes. Movement like aerobics can help reduce depression by boosting mood through increasing a brain protein called BDNF that helps activate nerves in the brain. Movement and balance-based exercise that require you to pay close attention to your body and breath, assist in creating a mind to body connection which often increases our ability to focus and reduce stress.

Basically, movement is natural to our bodies and needed. Our brains produce chemicals that reduce stress, increase positive feelings, and help us relieve stocked-up energy to have a more restful night's sleep. Movement is a foundational piece of the puzzle of our well-being. Interestingly, it doesn't matter what your workout is, your mood can benefit from exercise no matter the intensity or the duration of the physical activity.

Suggested indoor and outdoor movement:

- \*\*Dance Party (seriously choose two songs and dance yourself about)
- \*\*Walking
- \*\*Playtime with your littles
- \*\*Yoga or Tia Chi (breath and movement)
- \*\*Bicycling
- \*\*Taking your pup to the park
- \*\*HIIT (high intensity interval training) workouts
- \*\*Stairs if you have them
- \*\*Throwing a Frisbee
- \*\*Literally anything that requires movement! Get creative!

**\*\*\*Please note:** In order to avoid injury, Community Living Alliance strongly recommends that you consult with your physician before beginning any new exercise program or engaging in any new physical activity.

Explore the self-care resources below:

Create a self-care plan and a self-care checklist to keep on track — <https://www.mindful.org/rethinking-our-self-care-during-the-pandemic/>

*Stay Safe. Stay Strong.*

## WalkSafe: Winter Safety Reminders!

Spring is coming and snow and ice are melting, but Winter isn't over yet! Remember, slip, trip, and fall injuries increase in Winter. Preparation is the first step in reducing risk of injury. To maintain safety, *do the following*:

- \*\*Do not shovel client's sidewalks or steps unless written as part of the care plan—notify RN.
- \*\*Ensure you have access to weather advisory and winter road alert systems (i.e. 511wi.gov).
- \*\*Maintain your car with regular oil changes
- \*\*Avoid carrying too many items to prevent becoming off-balance.
- \*\*Walk like a penguin (short steps).
- \*\*Stick to designated walkways.
- \*\*Utilize entryway mats to prevent wet floors.
- \*\*Keep housekeeping supplies available for wiping up wet puddles.
- \*\*Obtain proper footwear (boots, ice cleats, indoor shoes).
- \*\*Check out [United Heartland's Winter Boot Breakdown](#)

For more tips and tools to maintain proper winter footwear, click: [UnitedHeartland.com/WalkSafe](https://www.unitedheartland.com/WalkSafe)



From the Alzheimer's & Dementia Alliance of Wisconsin

### Spring Online Programs:

Dementia Outreach Specialists are working remotely to provide individuals impacted with Alzheimer's or other dementias and their caregivers with effective skills and strategies that can improve the quality of daily life for both. Programs are online, free, and open to the public.

March 15, 2021 @ 1:00pm-2:30pm Online: Communication Tips & Strategies Register with Teena Monk-Gerber by 3/8/2021 via phone 608-843-3544 or email [teena.monk-gerber@alzwisc.org](mailto:teena.monk-gerber@alzwisc.org)

March 19, 2021 @ 10am-12pm & 10:30am-11:30am Dementia Outreach Specialist Q&A Panel Online (no cost; no registration) Zoom Access Link: <https://us02web.zoom.us/j/83749136768> Questions? Call 608-843-3544 or email [teena.monk-gerber@alzwisc.org](mailto:teena.monk-gerber@alzwisc.org)

March 29, 2021 @ 1pm-2:30pm Online: Understanding Behavior Changes Register with Teena Monk-Gerber by 3/22/2021 via phone 608-843-3544 or email [teena.monk-gerber@alzwisc.org](mailto:teena.monk-gerber@alzwisc.org)

To see all ADAW Programs, click below to access the ADAW Events Calendar:

## EVENTS CALENDAR

*Programs are funded by individuals and community sponsors as a service for you.*

## Online Training Opportunities for Caregivers

### Virtual Caregiver Conference 2020-2021 Series

To register online for the March offering, click below:

#### [Protecting Dignity at End of Life](#)

Registration deadline: Wednesday, March 24 @ noon.  
Log-in information will be emailed the afternoon of March 24

#### [Dementia Conversations and Effective Care Strategies](#)

Registration deadline: Wednesday, May 19 @ noon  
Log-in information will be emailed the afternoon of May 19

**March 25 & 26** | *Protecting Dignity at End of Life*

**May 20 & 21** | *Dementia Conversations and Effective Care Strategies*



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## State of Wisconsin Offers Free Online Courses for Caregivers

Click here: <http://wisconsin caregiver.org> to register and complete a short survey.  
You will receive access to over 30 courses, including some of the following:

\*\*Teepa Snow: Dementia Care Provisions    \*\*Moving & Transferring    \*\*Music Therapy  
\*\*Verbal & Physical Aggression    \*\*Eating and Appetite Concerns    \*\*Aging and Nutrition  
\*\*Fall Prevention    \*\*Finding Caregiver Support    \*\*Research on Exercise and Brain Health

## HOPE Health Newsletter – March 2021

### Topics of Interest:

\*\*Immunity Support on Your Plate p.1    \*\*Plant-Based: What Does It Mean? p.2    \*\*Bean Basics p.2  
\*\*Avoid Doom Scrolling p.3    \*\*Recipe for Laughter p.3    \*\*Take Care of Your Kidneys! p.4  
\*\*Drug Interactions? p.5    \*\*Supplement Safeguards p.6    \*\*Sleep On This p.7

Retrieved from March HOPE Health Newsletter Vol. 41; No.3 produced by Hausmann Johnson Insurance, The Benefit Services Group, INC. (BSG), and BSG Analytics LLC.



Caring for Caregivers

## Caregiver Chronicles—February 2021

### Topics include:

\*\*Depression p.3    \*\*Trualta Highlights p.4-5  
\*\*COVID-19 Vaccination Information p. 10  
\*\*Free Online Medicare Seminars p.11