



the Working Well

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

From the Desk of: Todd Costello, Executive Director



As summer approaches, and we get through what we hope will have been the most difficult part of the COVID-19 Pandemic, I want to take this opportunity to thank all of our personal care workers and family caregivers for rising to the challenge of the past year and for continuing to provide quality care to our clients. We continue to hear questions regarding "normal" life after the pandemic. The below excerpt was taken from the Department of Health Services website regarding return to activities that we enjoyed pre-pandemic.

COVID-19: After You Are Fully Vaccinated

Are you fully vaccinated?

You are considered fully protected, or **fully vaccinated**, against COVID-19:

- Two or more weeks after your second dose in a two-dose series (such as Pfizer or Moderna) or,
 - Two or more weeks after one dose of a single-dose vaccine (such as Johnson & Johnson).
- If you do not meet these requirements, you are not yet fully vaccinated. Continue to follow all [recommended precautions](#).

What you can start doing

Individuals who are fully vaccinated can start returning to normal activities. COVID-19 vaccines are effective against circulating strains of the SARS-CoV-2 virus, with studies showing that all authorized COVID-19 vaccines are highly effective in real-world settings in preventing mild and severe disease, hospitalization, and death. Therefore:

- Fully vaccinated people can safely resume activities they did before the pandemic, including participating in indoor and outdoor activities **without wearing a mask or physically distancing**, in most settings.
- Fully vaccinated people who have been in close contact with someone with COVID-19 **do not need to be tested* or quarantine** as long as they are asymptomatic. If they develop any symptoms of COVID-19, they should isolate from others, contact their health care provider, and get tested.

What you should continue doing:

- Wear masks in required settings
- Wash your hands frequently
- Cover coughs and sneezes
- Follow recommendations for domestic and international [travel](#)

Find a vaccine <https://www.dhs.wisconsin.gov/covid-19/vaccine-get.htm>

For more information <https://www.dhs.wisconsin.gov/covid-19/vaccine-after.htm>

Thank you again for all that you do to support CLA's clients. I hope that the summer will provide you with opportunities to enjoy the outdoors and spend time with family and friends.



Greater Madison Area Farmers' Markets

Capitol Square, Madison, Dane County
300 E. Main St., Sun Prairie

750 University Row, Westside Community Market
Hilldale Shopping Center, 726 N. Midvale Rd., Hilldale
McPike Park, 202 S. Ingersoll St., Madison Eastside
Northside TownCenter, 1865 Northport Dr., Northside
Ahuska Park, 400 E. Broadway Dr., Monona

Edgewood HS Pkg Lot, 2219 Monroe St., Monroe Street
Novation Center, 2500 Rimrock Rd., South Madison

Bill's Food Center, 787 N. Main St., Oregon

Capital Brewery, 7734 Terrace Ave., Downtown Middleton
2404 Main St., Cross Plains Parkway

5511 E. Cheryl Pkwy, Fitchburg Center

Memorial Union Terrace Free Music Events

800 Langdon St., Madison

Destination Madison—Online Resource & Events Calendar

608-255-2537 or 800-373-6376

Search for Madison Area Free Events on eventbrite!

2021 Mandatory Compliance Training

CLA's Online Learning Management System (LMS) is now through In the Know Caregiver Training Platform. ITK LMS provides CLA Personal Care Workers with the opportunity to complete the 2021 Annual Required Compliance Training (formerly known as Standard Precautions Training), from a smart phone, tablet, or computer. You can also schedule an appointment to complete this required training at CLA on a CLA computer.

How it works: Every employee has been assigned a completion month (May, June, July, or August).

In the first week of your assigned month, an enrollment email with detailed instructions for accessing this required compliance training will be sent to the email address we have on file for you. The email will contain a link and log in information. You will have until the last day of your assigned month to complete the online training.

See page 2 for more details regarding this mandatory compliance training. If you have questions, please contact: Dona Potters at (608) 242-8335 x1203 or pottersd@clanet.org



Like us on FaceBook!

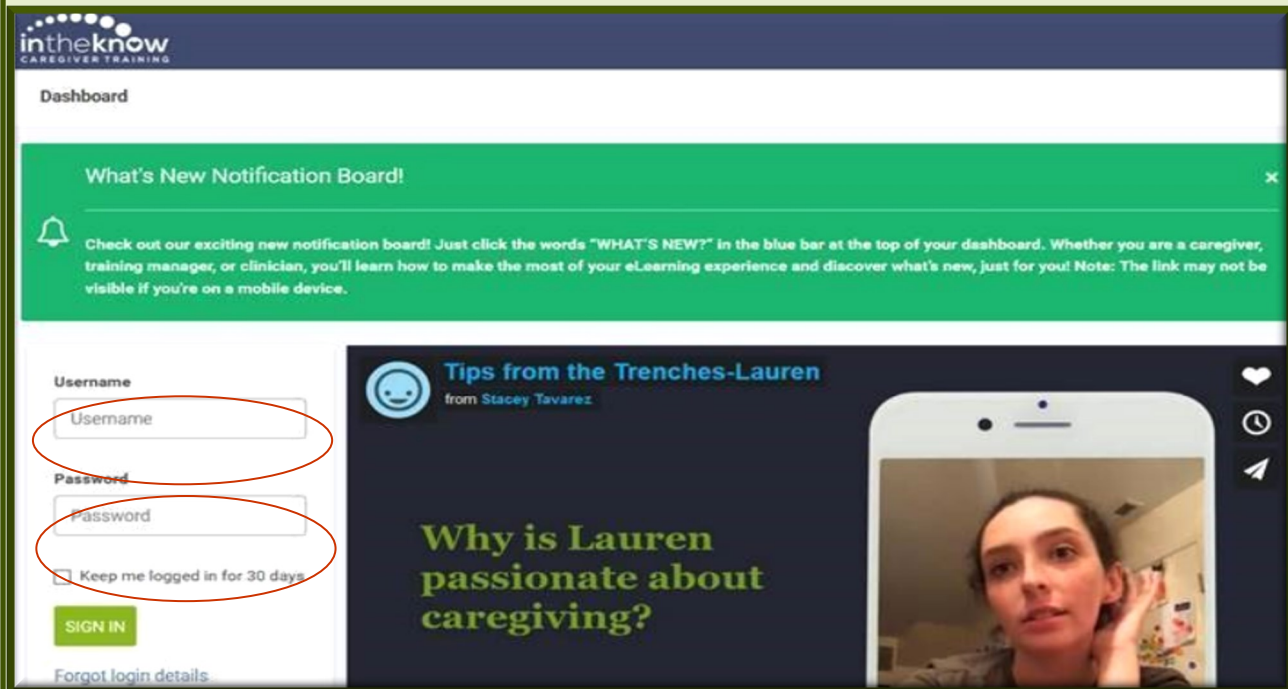


2021 Annual Required Compliance Training Information

Please review this information carefully. Your continued employment with Community Living Alliance is dependent upon completing CLA's 2021 Annual Required Compliance Training by or before the deadline: **last day of your assigned month**. This year the annual mandatory training is delivered online through the *In the Know Caregiver Training LMS* in two parts: Bloodborne Pathogens Training (ITK1040228) and the Annual Required Compliance Training (CLA2021 ARCT). You will receive enrollment emails for each of the mandatory courses in the learning path.

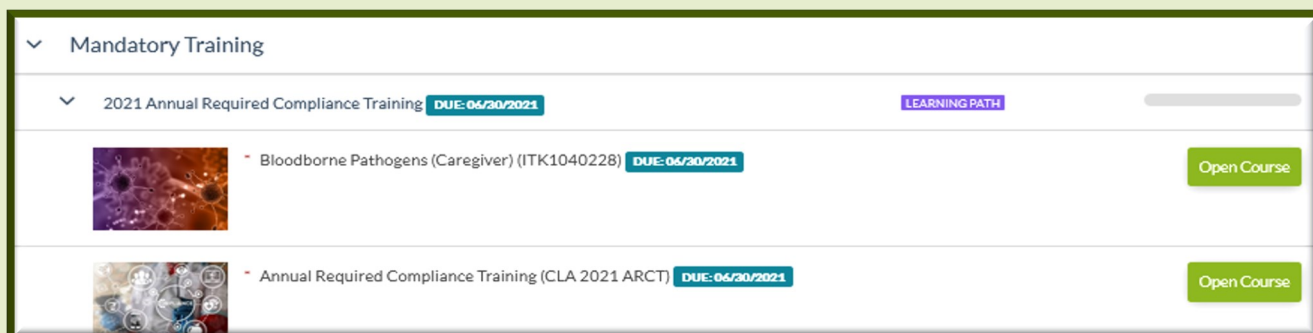
You will find the above-mentioned required courses under the **Mandatory Training** heading in the 2021 Annual Required Compliance Training Learning Path when you click on My Courses. BOTH courses are mandatory.

Below is a screen shot of the log in page. The URL is <https://learn.knowingmore.com/start>



Your username is your employee ID number. Your password is CLA123 (case sensitive, no spaces). You can change your password by clicking on the profile tab after your initial log in.

Below is a screen shot of what you will see after you log in. Click on the Open Course button to start the Bloodborne Pathogens course (if you are using a cell phone or tablet, you may have to scroll down to see the Open Course buttons). When you are done with the Bloodborne Pathogens course, you will complete the Annual Required Compliance Training course, the competency, and acknowledgements, and you will receive a certificate of completion.



If you do not complete the above trainings by the deadline (midnight on the last day of your assigned month), disciplinary action will follow up to and including termination. Please reach out to me for assistance if you need it. I'm here to help you meet the compliance training requirements for your position.

Dona Potters, Education Coordinator
608.225.4731 or pottersd@clanet.org



Becker's Bulletin

Finding and Sharing "Ideas that Matter"

Summer months are often thought of as a time for vacations and lazy days in the sun. It can also be a time to learn something new. We can do our best work at CLA when remaining committed to person centered supports and pursue ongoing learning. Sometimes it's challenging to know where to find learning opportunities in a busy day. One way to make that easier is to follow CLA on Facebook and LinkedIn. We are continually sharing news, local and national articles, advocacy information, resources, and more. CLA has a small team that searches for content and are always looking eager to receive new ideas and information to share. If you have resources you'd like us to share, please email me: beckerp@clanet.org.

For many Summers, experts and advocates from all over the world, traveled to The Toronto Summer Institute on Inclusion (TSI) to revisit the ideas and practices that grow inclusion in our communities. Last year, because of the pandemic, the event was virtual. Topics and stories of inclusion became available to all of us from the comfort of our couch. This years' event is also virtual on July 21-24th, 2021. Registration and more information can be found at [Virtual Summer Institute on Inclusion](https://www.inclusion.com/virtual-summer-institute-on-inclusion).

Recordings of the 2020 TSI are available on the Inclusion.com website. One of the available virtual webinars is the story of Madison's own Darwin Ness and his supports from Options to Community Living. Options is a CLA Supported Living Partner agency in Madison. We were all sad to learn of Darwin's passing this winter. His adventurous spirit and advocacy paved the way for so many and will have a lasting impact on inclusion of people with all abilities in their community. Are you interested in learning more about Darwin's life and community? Find the session [here](#).



If you have questions or comments, please email me at:

beckerp@clanet.org.

Be well and be safe —

Patti Becker, Director of Program Operations

INCLUSION

Store Contribute Virtual TSI Hub Inclusion Blog Marsha Forest Cer

Search ...

Home > Thinking about Employment? > The unlikely Employment Evolution of Darwin Ness

The unlikely Employment Evolution of Darwin Ness

The Ideas that Matter sessions included two presentations (March 21 and March 30) from the Options team in Madison Wisconsin – telling the remarkable story of Darwin Ness – who was employed until he was 89 – and then retired by the Pandemic.

Darwin Ness; Randal Wilkins; Gail Jacob; Peter Leidy

The story of a remarkable man who spent 47 years locked away – and then had a remarkable life of employment until age 89 when the pandemic forced his retirement. This event tells the story of Darwin – the nature of relationships, visible and invisible supports, and how agency support worked.

5 Tips for Talking About COVID-19 Vaccines with Friends and Family

As COVID-19 vaccines have become more widely available in the United States, many people still have concerns about getting vaccinated. Having open discussions with loved ones about the vaccine can help reduce hesitancy.

The Centers for Disease Control and Prevention provides the following tips for engaging in thoughtful discussions with your friends and family about COVID-19 vaccines:



- **Listen to their questions with empathy.** It's important to acknowledge their emotions so they know they have been heard.
- **Ask open-ended questions to explore their concerns.** Prompting more than a yes-or-no answer can help you understand what they are worried about or where they learned troubling information.
- **Ask permission to share information.** Once you understand your friend's or family member's question or concern, ask if you can provide some information, and tell them where you get information you trust.
- **Help them find their own reason to get vaccinated.** People are more motivated to get vaccinated when they have a specific reason-to protect their family, to be less anxious, to visit their parents or return to work or school.
- **Help make their vaccination happen.** Offer to help them make a vaccination appointment, provide transportation or babysit if they need childcare.

As a trusted messenger to your family and friends, you can play a role in their decision to vaccinate. If you have questions about COVID-19 vaccines, talk to your healthcare provider.

This article courtesy of Hausmann/Johnson Insurance, the Benefit Services Group, Inc., and BSG Analytics LLC.

CLA's COVID-19 Policy

On June 1, 2021, CLA emailed an updated COVID -19 Policy to all staff members.

To read the entire policy, click [HERE](#). To summarize the updated policy:

- When on shifts with CLA Clients -CLA employees who are not part of the same household as the client must continue to wear masks in client home or place of service.
- In the CLA office - Masks are welcome and available but not required. CLA employees and visitors are encouraged to follow CDC recommendations (helpful links below).
- No person should be questioned or harassed regarding their choice to wear a mask for any reason.

Please contact your supervisor with any questions or concerns.

https://www.cityofmadison.com/sites/default/files/news/images/all_orders_lifted_june_2.png

<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated.html>

Thank you for all you have done over these past 15 months to help us reach this point safely!



This past year has certainly impacted our work in the ways we interact with colleagues and clients. This is a great time to revisit healthy and effective boundaries in the workplace and why boundaries are crucial to set and maintain.

Click to open the all-encompassing brochure appropriate for *all* employees:

[Effective Boundaries for the Workplace Brochure](#)

Key points:

- Define boundaries and help to understand their importance
- Identify *how* to establish healthy boundaries
- Identify how to understand your own boundaries

This brochure can serve as an effective conversation starter about our individual values.

Rethink Your Communication Strategy with Help from the EAP!

[Communication Strategy Brochure](#)

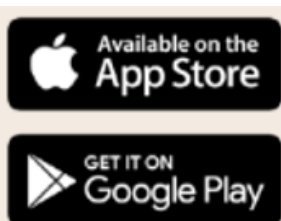
- ⇒ Understand the Communication Process
- ⇒ Send Clear, Concise Messages
- ⇒ Actively Seek to Understand
- ⇒ Increase Awareness of Pitfalls
- ⇒ Know Indicators of Communication Success

Check out the EAP's Webinar Center! June Feature: *Innovative Decision Making: Problem Solving*

Learn to utilize multiple ways of thinking, frame problems as questions, use generative brainstorming, and suspend judgment in solving old problems in new ways.

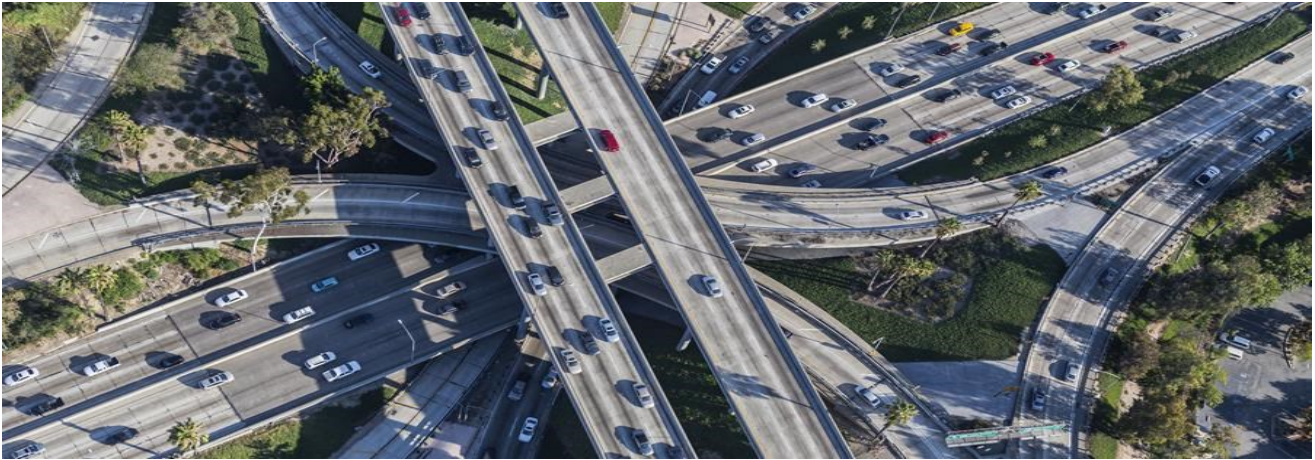
Webinars are archived on the EAP Website and available for viewing 24/7. In addition to the 2021 schedule of webinars, there are over 125 archived webinars (some of which are available with a certificate of completion upon viewing), which can be accessed on the EAP Website - through the Webinar "tile":

As always, the EAP is available 24/7 via the toll-free number at 1-800.456.6327 (call or text), SPARK App (QR Code below) and via on-line chat feature at www.perspectivesltd.com.



Use the CLA Employee Universal Username and password

For assistance, contact: campbellj@clanet.org
Jacelyn Campbell, HR Generalist



Tap the Brakes – Distracted Driving Awareness

The [National Highway Traffic Safety Administration](#) reported a staggering 3,142 distracted driving fatalities in 2019 – a 10% increase from the previous year. Take a moment to review the risks and consequences of distracted driving.

According to the [CDC](#), there are three main types of distraction:

Visual: taking your eyes off the road

Manual: taking your hands off the wheel

Cognitive: taking your mind off driving

Texting can be considered one of the most dangerous forms of distracted driving because it combines visual, manual and cognitive distractions. Other forms include: setting navigation systems, talking on the phone or with other passengers, adjusting the radio, eating or drinking. Simply put, anytime your attention is diverted from the road, you're distracted.

Stay focused on safe driving today, and every day.

Safety Short: Safe Driving Videos

These quick videos are a friendly reminder about the importance of safe driving.

[Safety Short: Distracted Driving](#)

[Safety Short: Following Distance](#)

UH Defensive Driving Overview

A vehicle can be a deadly machine in the hands of a distracted driver.

A good defensive driving attitude is the key to safety on the road.

[Download overview >>](#)



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

CLA continues to offer 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!

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

\$500 Employee Referral Bonus for RN Referral

\$300 Employee Bonus for HCS Referral

Have someone in mind already?

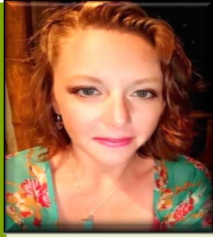
Tell them to contact the Recruitment Team ASAP!

Not only will *you* get \$\$ 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 and the new hire must be actively employed at the time of the incremental disbursement of the Employee Referral Bonus and/or New Hire Bonus; the new HCS hire must work at least 20 hours per week in order to receive a 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 or 608-242-8335 x1206.

CLA is an affirmative action and equal opportunity employer.
Visit www.clanet.org for detailed information about current open positions.



Health & Wellness Column

Jennifer Mastick, CLA's Behavioral Health Coordinator

Change and Our Anxiety

With the lifting of the mask mandate, we are faced with yet more change. Often, with change comes anxiety or fear. We experience fear because our brains are wired to look out for danger. If this was thousands of years ago, your brain would be on the lookout for something that may chase you or cause you harm. Naturally, we tend towards a negative sense of being in order to protect ourselves from both physical and emotional harm, however, we no longer live in a world where we might be eaten by a mountain lion. Instead, we react, sometimes with out-of-proportion anger and frustration, to poor drivers on the road or to people who are unkind to ourselves or others. I can't recall a time I ever heard someone driving say "what a great right turn that person made!" Our brains do not naturally pick up on, notice, or emphasize the positives.

When change occurs, and we don't know what to expect, our bodies are on the lookout to protect us from harm, our nervous system kicks in and alerts us to potential danger, often causing the feeling of anxiety. Knowing this information, can help us to make informed decisions about our next steps. We can minimize our feelings of anxiety by getting more information about the situation. The more correct information you have, the better you are at making informed choices. This may reduce anxiety and increase your level of comfort.

Other ways to make it through feelings of anxiety is to expose yourself to what is making you anxious. This doesn't mean to expose yourself to COVID, instead it means to go to events that are structured in a way that makes you feel safe. For example, instead of eating indoors at a restaurant, try going to a restaurant with outdoor seating with your mask on or go to a trusted friend's home to share a meal.

Slowly but surely you'll begin to feel your anxiety wain. You alone get to decide where your comfort level is. If you feel more comfortable continuing to wear a mask and practicing social distancing longer than the CDC recommends, do that. If you are comfortable following CDC guidelines of safety, do that. Socializing is an important part of our human condition whether with one other person or a group.

We are and have been in a world of fast changes and overflow of information. Find trusted sources and go at your own pace. Your overall mental health will thank you for taking a few small steps toward safe interaction with others.

Stay Safe. Stay Strong.

Prepare Now for Summer Heat with Summer Safety Reminders!

Follow these tips from the **Wisconsin Department of Health Services** to stay cool on hot days:

- **Stay in air conditioning.** When possible, stay in air conditioning on hot days. If you don't have air conditioning, head to libraries, malls, and other public spaces to keep cool.
- **Check on loved ones.** Be sure to check on older friends and neighbors who live alone.
- **Avoid the hottest part of the day.** If you have to be outside, stick to the cooler morning and evening hours. Wear light, loose clothing and take frequent, air conditioned or shade breaks.
- **Beware of hot cars.** Never leave a person or a pet in a parked car, even for a short time. On an 80 degree day, the temperature inside a car can reach 100 degrees in less than 10 minutes.
- **Stay hydrated.** Drink plenty of water on hot days. Avoid alcohol and hot, heavy meals.
- **Stay informed.** Watch your local weather forecasts so you can plan outdoor activities safely. Pay attention to any extreme heat alerts.
- **Remember that anyone can get sick from the heat.** In Wisconsin, people ages 15-34 are the most likely to report to the ER for getting sick from the heat. No matter your age or how healthy you are, it's important to stay cool, hydrated, and informed on hot days.

If you start feeling overheated, weak, dizzy, nauseated, or have muscle cramps, you could be experiencing heat illness. Move to air conditioning, drink water, get under a fan, and put on cool washcloths. If your symptoms worsen or don't improve, go to the emergency room.

For more information, visit the [heat safety page](#) on the Wisconsin Department of Health Services Website and watch our [heat safety video](#).



In the Spotlight: Who's New at CLA?

Personal Care Department - Schedulers:

Amanda Hatelvig, Scheduler, ext. 3235

Cheryl Nesbit, Scheduler, ext. 3231

Personal Care Department - Supervisors:

Tiffany Filter, RN, ext. 3207

Angie Jones, Personal Care Coordinator, ext. 3206

Finance Department:

Kathy Gross, Finance Manager, ext. 1121



Together We Can!



State of Wisconsin Offers Free Online Courses for Caregivers

Click here: <http://wisconsincaregiver.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 – June 2021

Topics of Interest:

- Family Exercise Advice p.1
- New Dietary Guidelines for Americans 2020-2025 breaks down nutrition by life stage p.2
- Smart Sipping: sugar-sweetened beverages in the American diet p.2
- Furry and Feathered Benefits: positive outcomes of pet ownership p.3
- Smart Device Ergonomics p.3
- Body & Mind: OTC Sleep Aids? p.4
- Guys: Checkup Time? Men tend to put off medical care p.4
- What are the Signs of PTSD? p.5
- Working at Home: Pitfalls to Avoid p.5
- Checklist: Is Your First Aid Kit First Rate? p.6
- Safety Corner: Pavement Burns p. 6
- Your Child's Wellness p.7
- June Fill-in-the-Blank Puzzle



Retrieved from [June HOPE Health Newsletter Vol. 41; No.6](#) produced by Hausmann Johnson Insurance, The Benefit Services Group, INC. (BSG), and BSG Analytics LLC.



Caring for Caregivers

Caregiver Chronicles—June 2021

Topics include:

- **Creating Our New Normal p.2
- **Is it Time to Transition to a Care Facility? p.4
- **Shared Days of Reflection p.5
- **Caregiver Teleconnection Events p.6-7
- **Free Online Medicare Seminars p.8
- **Let's Connect p.9
- **COVID-19 Vaccination Assistance Program p.10

And so much more!!!!