



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



Happy New Year!



In November, CLA celebrated National Family Caregiver Month. This month is important to CLA because it recognizes the valuable contributions and sacrifices that families experience while caring for their loved ones. It also recognizes the need to celebrate the value of family relationships as well as the need for self-care and respite. CLA is very grateful to our family caregivers for their commitment to ensure that their loved ones receive the best care possible. To celebrate, caregivers were invited to come for a snack in the office and all were entered in a drawing for weekly giveaways. Some lucky winners won dinner delivered to their home and others received tablets.

December brought many ways to give at CLA. There was a food drive in the office, we adopted some children from the Family Resource Center, collected toys for *Santas without Chimneys*, and had weekly staff giveaways.

March 23 is Disability Advocacy Day. It is designed to connect people with disabilities, and those that support them, with legislators. This is a great opportunity to be heard and to identify the issues that matter most to you. You, and the individuals you provide direct care services to, are encouraged to attend. Disability Advocacy Day has proven to be a great day of empowerment. For more information click [here](#). **Deadline for registration is March 3rd.**

Continued on next column...

Continued from previous column...

Thank you just doesn't express my appreciation for the work you do each day. I would also like to extend a special thank you to those who were out in the extreme cold and snow-filled days of winter. Because of your dedication CLA clients were kept safe and had their service care needs met.

With sincere gratitude,



2023

Annual Required Compliance Training

CLA's Online Learning Management System (LMS) is delivered through Home Care Pulse Training Platform. The CLA LMS provides all CLA Personal Care Workers with the opportunity to complete the annual required compliance training from a smart phone, tablet, or computer. CLA will email you instructions for accessing this required training in the first week of your assigned month.

In April, all employees will be mailed a letter detailing how to complete the training online or how to schedule an appointment to complete this mandatory 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 (see details p. 2).

If you have questions, please contact Dona Potters at pottersd@clanet.org or 608-240-8527.

Sincerely,



Like us on Facebook!



2023 Annual Required Compliance Training (ARCT) Instruction
will be mailed to your home in April detailing how to access and complete
this mandatory online training and maintain your CLA Employment.



**Community
Living Alliance**

Bringing Health, Independence, and Dignity Home

April 2023

Re: **Community Living Alliance 2023 Annual Required Compliance Training**

Dear CLA Personal Care Worker (PCW):

Welcome to Community Living Alliance's **2023 Annual Required Compliance Training (ARCT)**. This year, we again provide an online training format. Please choose one of the following options below to complete this required online training:

- Option A – Complete ARCT online in your assigned month from your preferred electronic device (i.e. smart phone, tablet, computer)

OR

- Option B – Reserve a time slot to complete ARCT online at CLA using a CLA computer

You will be paid at your regular hourly wage for completing this mandatory online training.

To complete Option A: You will be assigned to complete the training based on the table below

CLA is using **Home Care Pulse Training (HCP)** URL: <https://learn.homecarepulse.com> In the first week of your assigned month (based on the table below) you will receive a training enrollment email from HCP noreply@learn.knowingmore.com with a link to the HCP login page. Your HCP username is **CLA** followed by the 5-digit **Employee ID number** on your direct deposit slips. Your temporary password is **CLA123**. If you already changed your password, use your updated password to log into the site. Changing your password is recommended, but not required. If you change your password, your new password must be a minimum of 6 characters of any combination of letters, numbers, or symbols.

If your last name begins with:	Your assigned month for SP Training online completion will be:
Live-in employees: A - L	May
Live-in employees: M - Z	June
Non-live-in employees: A - L	July
Non-live-in employees: M - Z	August

To complete Option B:

If you choose to complete ARCT online at CLA using a CLA computer, you must reserve a time slot between 9:00am and 4:00pm on any Monday in your assigned month (see assignment month above and computer reservation times below). PLEASE NOTE: The number of CLA computers available for ARCT online training is limited and will be reserved on a first-come, first-served basis.

To reserve a CLA computer:

If you need to complete ARCT at CLA on a CLA computer, register as soon as possible for a timeslot on any Monday or Thursday in your assigned month: |

Monday	Thursday
12:00pm-1:30pm	12:00pm-1:30pm
2:00pm-3:30pm	2:00pm-3:30pm

To reserve a computer, you can either:

- Email** Dona Potters: pottersd@clanet.org
 - Subject Line of Email = **ARCT**
 - Include your **NAME (first and last)**, **DATE**, and **TIME** you would like to reserve a CLA computer
 - **You will receive a reply to your email within 5 business days to confirm your reservation
- Call** Dona Potters: 608-240-8527
 - In your message, state the following information: (please speak clearly & slowly)
 - YOUR NAME (first and last)**, **DATE**, and **TIME** you would like to reserve a CLA computer
 - **Please include a CALL BACK number.** Dona will call within 5 business days to confirm your reservation.

****IMPORTANT REMINDER****- you **MUST** complete the online 2023 Annual Required Compliance Training (ARCT) in your assigned month, or your employment may be terminated at midnight on the Saturday of the pay period following the last date of your assigned month or at midnight Saturday, September 16, 2023, with no guarantee of rehire.



American Red Cross Month



Bleeding Disorders Awareness Month



Brain Injury Awareness Month



Colic Awareness Month



Colorectal Cancer Education and Awareness Month



Endometriosis Month



Gender Equality Month



Multiple Sclerosis Awareness Month



National Cerebral Palsy Awareness Month



National Chronic Fatigue Syndrome Awareness Month



National Colorectal Cancer Awareness Month



National Developmental Disabilities Awareness Month



National Endometriosis Awareness Month



National Social Work Month

Electronic Visit Verification (EVV)

Electronic Visit Verification or “EVV” is a federal requirement for all Medicaid personal care and supportive home care services. CLA uses the online MITC System to meet state EVV requirements. The “soft launch” phase in which all provider agency employees practice using the system ends on April 30, 2023, and the hard launch begins on **May 1, 2023**. Beginning May 1, 2023, provider agencies not using EVV will be out of compliance with current WI DHS policy.

What information is collected through EVV?

Regulations require CLA to electronically collect or verify six (6) pieces of information about each visit:

- Who receives service
- Who provides service
- What service is provided
- Where service is provided
- Date of service
- Clock in at shift start/Clock out at shift end

How will the visit information be collected?

CLA staff use an electronic device to log into the MITC System to do the following:

- Clock-in/out of each visit or record daily hours worked
- Record frequency of cares
- View electronic timesheets
- Make attendance correction requests
- Access your scheduled visits on myCalendar

How can I get MITC Support?

- If you need assistance clocking in/out at beginning or end of shift, recording frequency of cares, or creating attendance requests, call your RN Supervisor or CLA’s Call-In Line: **608-240-8555**

How can I learn more about EVV?

For more information about EVV, you can visit the DHS website below:

<https://www.dhs.wisconsin.gov/evv/index.htm>





Visit Your New & Improved WorkLife portal today! Anytime access to skill-building courses, assessments, forms, calculators, quizzes, videos, articles and more to feel your best at work, home, and in our community.

Comprehensive navigation

Powerful search

New features every month

Most used resources

Biblioteca de recursos en Español

NEW Learning Center

From 3-minute overviews to 15-minute training sessions to full webinars and podcasts, you can pick the resource that fits your needs and schedule.

AN EASY-TO-NAVIGATE EXPERIENCE

[Watch the orientation video](https://www.youtube.com/watch?v=0k7cOHkxXAo)

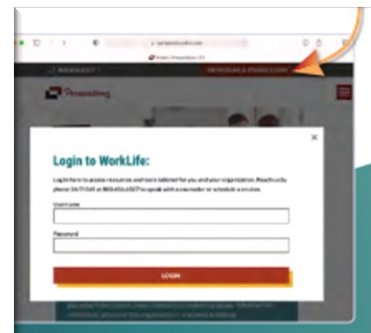
<https://www.youtube.com/watch?v=0k7cOHkxXAo>

To log in to your WorkLife Online Portal:

Go to perspectivesltd.com

and click “INDIVIDUAL AND FAMILY LOGIN” at the top of the page.

perspectivesltd.com | 800.456.6327



From Your EAP



Perspectives Money Consumer
 Family Assistance Budget **Financial**
Legal Protection Employees Finance Loans Program
 Planning Support Estimator Payment Elder
 Community Living Alliance

- Banking and Loans
- Budgeting
- Consumer Protection
- Family and Elder Law
- Financial Health
- Later Life Planning

Legal & Financial Support

Click on: [Tax Support from your EAP](#) and search for:

Nine Tax Pitfalls and How to Avoid Them 6-minute read / Updated 05/20/2021

IRS Tax Withholding Estimator Updated 03/30/2022

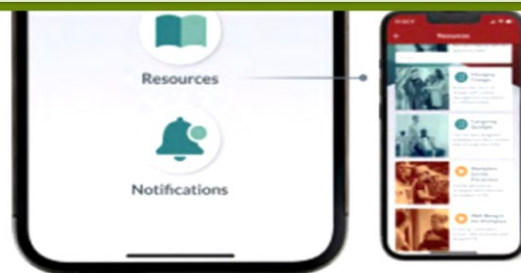
IRS Free File: Do your Taxes for Free Updated 03/25/2022

Tax Saving Strategies Webinar - 50 minutes to watch / Updated 01/25/2023 - What you'll learn:

Review the different sections of the 1040 step-by-step and learn how you can maximize savings. What is the difference between a tax deduction and a tax credit? How can I minimize taxes? Give yourself a raise! Learn about smart tax planning.

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2. **Download** the app for free
3. **Enter** your unique access code
(contact your HR/benefits department for your code)

Access Code:

com503



Scan to download



800.456.6327 | perspectivesltd.com



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

\$300 Employee Bonus for hired 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* may get a New Hire Bonus just by joining our awesome team:

- \$700 to any new HCS hire working 21+ hours/week
- \$350 to any new HCS hire working up to 20 hours/week

Directors, Direct Hiring Managers, and HR Recruitment Staff are NOT eligible for the employee referral bonuses; 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.

Are **YOU** interested, or do you know someone who is interested, in becoming a Home Care Specialist?

Contact Heather: russellh@clanet.org or 608-240-8529

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

**Community Living Alliance Employee Pay
Shift Differential & Holiday Pay**

Weekend Shift Differential

\$1.00 per hour in addition to hourly rate
Weekend defined as Saturday 5am-Sunday 11:59pm

<u>Position</u>	<u>Hourly Rate</u>	<u>Weekend Differential</u>	<u>Weekend Rate</u>
<u>PCW</u>	<u>\$14.00</u>	<u>\$1.00</u>	<u>\$15.00</u>
<u>HCS 1</u>	<u>\$17.00</u>	<u>\$1.00</u>	<u>\$18.00</u>
<u>HCS 2</u>	<u>\$17.50</u>	<u>\$1.00</u>	<u>\$18.50</u>
<u>HCS 3</u>	<u>\$18.00</u>	<u>\$1.00</u>	<u>\$19.00</u>

Holiday Pay Increases

Pay rate increase to 1.5x hourly rate
CLA Recognized Holidays: MLK Jr Day, Memorial Day, 4th of July, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day

<u>Position</u>	<u>Hourly Rate</u>	<u>Holiday Differential</u>	<u>Holiday Rate</u>
<u>PCW</u>	<u>\$14.00</u>	<u>1.5x</u>	<u>\$21.00</u>
<u>HCS 1</u>	<u>\$17.00</u>	<u>1.5x</u>	<u>\$25.50</u>
<u>HCS 2</u>	<u>\$17.50</u>	<u>1.5x</u>	<u>\$26.25</u>
<u>HCS 3</u>	<u>\$18.00</u>	<u>1.5x</u>	<u>\$27.00</u>

Weekend Holiday Updated Payrates
Pay rate increase to 1.5x hourly rate + \$1.00 per hour weekend increase

<u>Position</u>	<u>Hourly Rate</u>	<u>Holiday Differential</u>	<u>Weekend Differential</u>	<u>Weekend Holiday Rate</u>
<u>PCW</u>	<u>\$14.00</u>	<u>1.5x</u>	<u>\$1.00</u>	<u>\$22.00</u>
<u>HCS 1</u>	<u>\$17.00</u>	<u>1.5x</u>	<u>\$1.00</u>	<u>\$26.50</u>
<u>HCS 2</u>	<u>\$17.50</u>	<u>1.5x</u>	<u>\$1.00</u>	<u>\$27.25</u>
<u>HCS 3</u>	<u>\$18.00</u>	<u>1.5x</u>	<u>\$1.00</u>	<u>\$28.00</u>



CLA partners with
Summit Credit Union
 to bring you
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Learn how to turn wishing and waiting into experiencing and enjoying.
 Your chance to ask questions and hear from experts.

Your chance to meet, ask questions and hear from experts. Let's get together.
 Register in advance by clicking linked webinar title.

Foundations of Financial Wellness

March 21 - Webinar

Homebuyers After 5 - By Women, For Women

March 21 - Webinar

Homebuyers After 5

April 4 - Fitchburg

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Get free financial education when and where you want it. Check out our on-demand webinars and podcasts to learn more about homeownership, mindful spending, budgeting and taking control of your finances.

[Listen to Podcasts](#)

[Watch Webinars](#)

Additional Training Opportunities for Caregivers:

State of Wisconsin Offers Free Online Courses for Caregivers

Trialta is an online education portal free to Wisconsin caregivers. You'll find videos from Teepa Snow, articles on the latest research, an Introduction to Aging and Dementia course, Care Stories from caregivers, and over 30 courses on caregiving. You can view on your web browser, tablet, or phone, play audio and video or download and print tip sheets.

Sign up for free access here: <https://wisconsin caregiver.trualta.com/login>

COVID-19 Resources

WI DHS Data on COVID-19 Cases, Hospitalizations, and Deaths by Vaccination Status

On average, fully vaccinated individuals are less likely to be infected, hospitalized, and die from COVID-19 compared to unvaccinated individuals.

DHS supports the CDC recommendation that anyone 18 and older receive a booster dose of COVID-19 vaccine at least six months after having received their second dose of the Pfizer or Moderna vaccine or two months after their single dose of Johnson & Johnson vaccine. All adults are recommended to receive all available booster doses after receiving initial vaccine dose(s) for best protection against COVID-19. To learn more, visit WI DHS COVID-19 homepage

The best protection against any variant of COVID-19, is to get fully vaccinated, get one booster shot after completing your primary series, and a second booster 6-months after if eligible. Check your eligibility here. When more people are vaccinated, disease transmission is reduced. To find a COVID-19 vaccine provider in your community, visit Vaccines.gov. Additional resources:

211 Wisconsin

Call 211 or 877-947-2211 to get referrals for thousands of services across Wisconsin. For COVID-19 questions, text COVID to 211-211. Language assistance is available.

Resilient Wisconsin

Get help learning how to manage stress and adapt to change with services and support from organizations across the state.

Helpful resources

Find help with housing, income, food, employment, health care, mental health concerns, safety at home, and more—in multiple languages.

Find community levels and preventions steps by county here.

Questions? Contact: Elizabeth Goodsitt/Jennifer Miller @ 608-266-1683

PLEASE NOTE: Masks must still be worn by non-live-in caregivers while on premises with clients in the home or place of service. Employees always have the right to wear a mask regardless of client preference.

Interested in where you can get vaccinated?

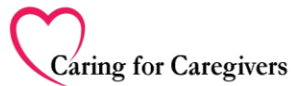
Use this link to see all the options nationwide and in Wisconsin.

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

Interested in where to get a COVID test?

Wisconsin's Department of Health Services has a map showing all testing spots in Wisconsin, as well as, information to get a free test kit delivered to your own mailbox.

<https://www.dhs.wisconsin.gov/covid-19/community-testing.htm>



Caregiver Chronicles

March 2023



Click [HERE](#) to access full Caregiver Chronicles Newsletter



Topics of Interest:

1. Direct Care Workforce Challenges p.1
2. Family Caregiver Visability p.2
3. Monthly MIPPA Moment: Medicaid Unwinding from the PHE & Medicare p.3
4. Interactive Rider Training hosted by Metro Transit & South Regional Center p.4
5. 2023 Virtual Conference: Understanding Alzheimer's Disease, Dementia & Memory Loss—register today at alzwissc.org/2023-dementia-conference p. 5
6. Powerful Tools for Caregivers classes—six week series—Wednesdays 4/12–5/17 Enroll at www.EmpowerCaregiverCommunity.com p. 6
7. Caregiver TELECONNECTION Telephone Learning Sessions p. 7
8. Free in-person Welcome to Medicare Seminars p. 10
9. 2023 Alzheimer's & Dementia Caregivers *Free* Conference: Building Strength and Resilience to be held on Wednesday, April 26, 8:30am-2:30pm. p. 11
To Register: macinc.org/alzdementiaconference/
10. Dementia Care in a Crisis (in-person) on April 26, 8:30am–3:00pm, at UW South Partnership Office, 2238 South Park St., Madison. p.12
To Register: schmidt.joy@countyofdane.com

Provided with permission from ADRC of Dane County, *Caregiver Chronicles*, First Quarter 2023 Volume 1, Issue 1

Energy Resource

[Wisconsin Home Energy Assistance Program \(WHEAP\) | Benefits.gov](#)

Wisconsin's Division of Energy Services oversees the Wisconsin Home Energy Assistance Program (WHEAP). This includes the federally-funded Low Income Home Energy Assistance Program (LIHEAP) and the Public Benefits Energy Assistance Program. WHEAP provides financial assistance to help eligible households pay a portion of their heating and electric energy costs. Eligible households may receive a benefit payment once per heating season (October 1 through May 15), and crisis assistance funds and help for non-operating furnaces and heating systems may also be available. The amount of the benefit payment depends on household size, income level, and energy costs. WHEAP is administered locally through county social services offices, tribal governments, and private non-profit agencies in each county in Wisconsin.



From Left: Bailey, Janet and Todd Kuehl of Bailey's Run Vineyard in New Glarus, WI

We are pleased to announce the 5th Annual Remember Me Red Run, benefiting the Alzheimer's and Dementia Alliance of Wisconsin, Saturday, May 13th.

Learn why this event is so special.

We have created a fun way for you to help raise money for research to help find a cure for Alzheimer's & Dementia. Like many others, our family has been affected by this horrible & devastating disease. Last year we were blessed enough to raise \$25,710 toward a cure and need your help to donate even more money this year!

Sign up, drink wine (or beer), make new friends and help us find a cure

Early Bird Registration is \$25.00 plus a \$2.00 fee



The day starts with a 5K Run/Walk through the beautiful New Glarus countryside.

Stay for live music, a silent auction, fantastic food, and wine.

includes a gift bag containing an event t-shirt, a glass of wine or beer, and more!

Register Now

Alzheimer's & Dementia Alliance of WI

PROGRAMS CALENDAR

MARCH 2023

Communication Tips & Strategies *online*

Monday, March 6th • Three time slots available

Understand how dementia affects communication, how to carefully observe, listen and interact effectively with persons with dementia and learn practical strategies and tips.

10:00 AM - 11:30 AM • Please Register Here: https://bit.ly/1_Communication_March

1:30 PM - 3:00 PM • Please Register Here: https://bit.ly/2_Communication_March

5:00 - 6:30 PM • Please Register Here: https://bit.ly/3_Communication_March

Understanding Behavior Changes *online*

Thursday, March 9th • Two time slots available

Understand reasons why behavior changes occur and get problem-solving tips to help prevent and cope with them.

10:00 AM - 11:30 AM • Please Register Here: https://bit.ly/1_Behaviors_March

5:00 PM - 6:30 PM • Please Register Here: https://bit.ly/2_Behaviors_March

Making the Decision About Facility Care *online*

Monday, March 20th • Two time slots available

At some point along the dementia journey, support from family, friends, and local programs may not be enough. Review items to consider when moving to facility care.

10:00 AM - 11:30 AM • Please Register Here: https://bit.ly/1_FacilityCare_March

1:30 PM - 3:00 PM • Please Register Here: https://bit.ly/2_FacilityCare_March

5:00 - 6:30 PM • Please Register Here: https://bit.ly/3_FacilityCare_March

When Cares Become Personal *online*

Thursday, March 23rd • Two time slots available

Learn everyday care approaches and techniques for those with a diagnosis. Look closely at activities of daily living such as eating, dressing, toileting and bathing. Learn ways to communicate while providing cares.

10:00 AM - 11:30 AM • Please Register Here: https://bit.ly/1_Cares_March

1:30 PM - 3:00 PM • Please Register Here: https://bit.ly/2_Cares_March

End of Life and Dementia *online*

Wednesday, March 29th • Three time slots available

Discuss the critical decisions often faced at end of life and ways to communicate and stay connected in the later stages.

10:00 AM - 11:30 AM • Please Register Here: https://bit.ly/1_EndofLife_March

1:30 PM - 3:00 PM • Please Register Here: https://bit.ly/2_EndofLife_March

5:00 - 6:30 PM • Please Register Here: https://bit.ly/3_EndofLife_March

After registering for each program you will receive a confirmation email containing information about joining the meeting

Please direct questions to Heather Moore at heather.moore@alzisc.org or 608-723-4288

Click on the heading at the top or on the icon below to access registration link for each session.