



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



Hello,

2023 has been busy for CLA. The federal mandate for Electronic Visit Verification had its hard launch on May 1st. CLA appreciates everyone's flexibility in learning this new system.

In appreciation for our staff, each month we will be randomly selecting staff to win prizes! Your name will be included in monthly drawings. Past prizes have included fun seasonal gifts such as gardening supplies, picnic sets, farmers market gift cards and electronics. Stay tuned to see what we will offer next month! Winners are announced on the 3rd Thursday of the month. Hear what winners have said...



We are happy to see summer upon us and the cold breeze of winter taking a break. Wisconsin isn't considered a "hot climate" location, but extreme heat events can happen.

WAYS TO PROTECT YOURSELF

- *Be on the lookout for symptoms. If you start feeling overheated, weak, dizzy, nauseous, or have muscle cramps, you could be experiencing heat illness. If your symptoms don't improve, see your doctor or call 911.*
- *Beware of hot cars. Never leave a child, person with a disability, elderly persons, or pets in a parked car, even for a short time. On an 80°F Day, the temperature inside a car can reach 100°F in less than 10 minutes.*
- *Check on your neighbors and loved ones. In an extreme heat event, check to make sure that your neighbors and loved ones are okay, and look for signs of heat-related illness, especially if the person is elderly or lives 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 breaks.*

Continued from previous column...

- *Stay informed. Watch your local weather forecasts so you can plan outdoor activities safely.*

Community Update Announcements

2023 Disability Pride Madison Festival on July 29, 2022

CLA is excited to once again sponsor an exhibit table at this fun event! Stop by our table, we would love to see you there. [Click](#) for festival details.

As always CLA wishes to thank you for the wonderful work you do each day! You make a difference in the lives of our clients and our community. Have a wonderful summer and I hope you have a chance to reconnect with family and friends. Stay safe!

2023 Annual Required Compliance Training

CLA's Online Learning Management System (LMS) is delivered through Home Care Pulse Training Online. 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 emailed you instructions for accessing this required training in the first week of your assigned month.

In April, all employees were 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 Works: Every employee has been 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 pottersd@clanet.org or 608-240-8527. See more details on page 2.

Sincerely,
Dona Potters, Education Coordinator



Like us on Facebook!



This year the annual mandatory training is delivered online through the *Home Care Pulse Caregiver Training LMS*

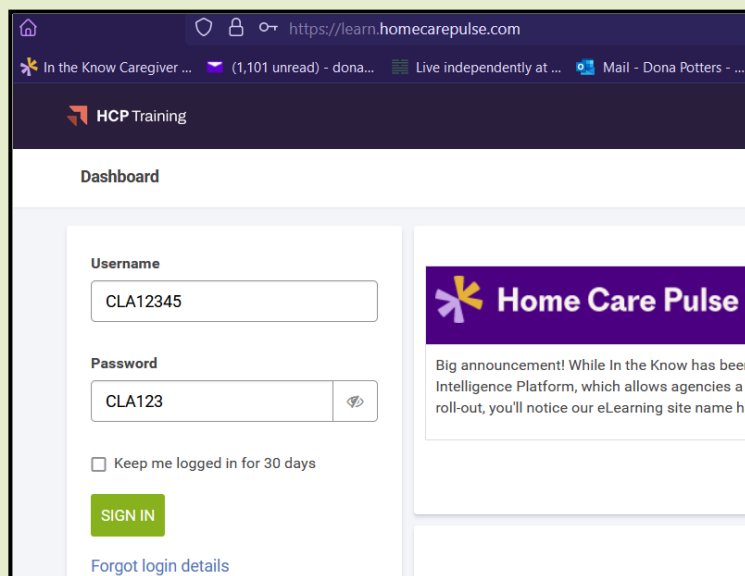
Mandatory Training:


1. 2023 Annual Required Compliance Training (ARCT 2023)
 - a. 2023 Safety & Compliance Training (35-minute video)
 - b. Read 5 policies
 - c. Review one MITC Handout (either Live-in or Non-live-in based on your employment status)
 - d. Safety & Compliance Training Competency:
 - * Answer 10 Competency Questions
 - * Read 4 Acknowledgements for which you will choose 'I Agree.'
 - * *Completion includes daily recording hours worked and cares provided in MITC.*

You **MUST** click "Complete" for each unit, answer ten (10) competency questions, and agree to four (4) acknowledgements to receive your certificate.

Log into the MITC System to record your training time (1 hour) using the Job Pin: 'other' and Activity Code: '998 Annual In-Service.' If your training time is interrupted for any reason, your progress will be saved automatically in the HCP Training Platform, and you will be able to resume exactly where you left off.

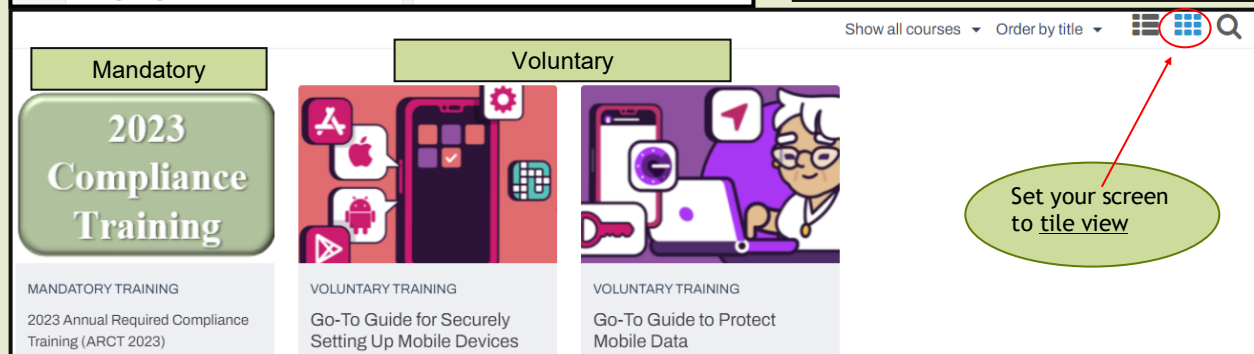
Below is a screen shot of the log in page. The URL is <https://learn.homecarepulse.com> (use Chrome or Safari on a computer; use the HCP Training App on a cell phone or tablet)



Your username is CLA followed by your new 5-digit employee ID number on your Direct Deposit payroll mailing (**Example: CLA12345**). Your password is **CLA123** (case sensitive, no spaces). You can click the eye symbol () to ensure you have the password typed correctly. You can change your password by clicking on the profile tab after your initial log in.

IMPORTANT: If you do not know your 5-digit employee ID number, contact Dona Potters immediately:

pottersd@clanet.org * 608-240-8527



Voluntary Training:

Go-To Guide for Securely Setting Up Mobile Devices (10 minutes)

Go-To Guide to Protect Mobile Data (10 minutes)

For your personal Cyber Security on Mobile Devices. Following suggestions provided in the Cyber Security videos is strictly optional. If you have questions regarding the content of these voluntary trainings, contact your mobile device network provider.

Remember to record your training time - a total of one (1) hour - when you have completed the mandatory portion of the training.

Please reach out to me for assistance if you need it. I am here to help you meet the compliance training requirements for your position.

Dona Potters, Education Coordinator
608-240-8527 pottersd@clanet.org



CLICK [Here](#) for support and tips from your EAP!

EMPLOYEE ASSISTANCE PROGRAM

CAREGIVING SPOTLIGHT



Family caregivers encompass more than 1 in 5 Americans. Despite the rewards and sense of purpose many get from caregiving, those in this invisible workforce oftentimes face stress and financial challenges and feel overwhelmed and isolated.



The month of June is also Pride Month for the LGBTQIA+ community.

For assistance in finding a LGBTQIA+ affirming mental health provider click [here](#).

More information for caregivers can be found at SAGE USA: <https://www.sageusa.org/resource-category/caregiving/>

Self-Care is **NOT SELFISH**

Find mental and emotional outlets that feel good for you and fit your lifestyle. There's no one-size-fits-all.

Impactful ways to take care of your well-being:

- Participate in regular physical exercise
- Create social connection
- Engage in spiritual practice
- Log quality sleep
- Spend time outdoors
- Consume nutritious foods
- Set aside time for meaningful downtime
- Practice mindfulness, journaling or meditation
- Work with a mental health clinician



24/7

TEXT-BASED COUNSELING

is available at 800.456.6327

Take care of your mental health and well-being.

You don't have to do it alone.





Asking for help is a sign **OF STRENGTH**

Part of being human is experiencing the ebb and flow of your mental health. Check-in with yourself:

| IN CRISIS | STRUGGLING | SURVIVING | THRIVING | EXCELLING |
|--------------------|------------------|------------------|-----------------|---------------------------|
| Very anxious | Anxious | Worried | Positive | Cheerful |
| Extremely low mood | Low mood | Irritable | Calm | Joyful |
| Absenteeism | Tired | Sad | Performing | Energetic |
| Exhausted | Poor performance | Trouble sleeping | Sleeping well | Peak performance |
| Very poor sleep | Poor sleep | Distracted | Eating well | Flow state |
| Weight change | Poor appetite | Withdrawn | Socially active | Fully realizing potential |



You don't have to be in crisis to seek help.

Why wait until you're really suffering? Even if you're not sure that you'd benefit from help, it can't hurt to explore the possibility.

A mental health professional can help you:

- Come up with plans for solving problems
- Feel stronger in the face of challenges
- Change behaviors that hold you back
- Look at ways of thinking that affect how you feel
- Heal pains from your past
- Figure out your goals
- Build self-confidence

Some people worry that getting help is a sign of weakness. Consider that it can be a sign of great strength to take steps on the path to improved happiness and health.

Adapted from: Mental Health America (MHA)

When Your Mental Health Needs Some Attention.

We're Here for You.

Confidential, 24/7 assistance is available for you and your family via your Perspectives Employee Assistance Program (EAP).

Call or text 800.456.6327 or visit perspectivesltd.com/login

More Mindfulness & Meditation



CLA partners with
Summit Credit Union
 to bring you
Free Financial Education!

IT'S YOUR MONEY
 OWN IT® 

SEE ALL EVENTS

Learn how to turn wishing and waiting into experiencing and enjoying. Your

INVESTMENT BASICS - SESSION 1 WEDNESDAY, JULY 12, 8:30 AM Webinar

This presentation provides the education and motivation inexperienced investors need to put their finances in order and start saving for the future. It helps participants with basic information on the fundamentals they need to begin investing for financial success, explains how market cycles are a normal aspect of investing and gives guidance and strategies to avoid making mistakes when dealing with frequent portfolio shifts.

Click to register: https://summitcreditunion.zoom.us/webinar/register/WN_vtbgCUWWQ5KUY_fTKNUHGA

BUDGETING IN COLLEGE - TUESDAY, JULY 18, 11:30 AM Webinar

Are your kids ready to navigate the financial issues they're likely to face at college? We'll cover everything from the ins and outs of financial aid to decisions about credit cards, budgeting, housing and more.

Click to register: https://summitcreditunion.zoom.us/webinar/register/WN_ZAXlNhBPRxmG2SLngiqnAg

INVESTMENT BASICS - SESSION 2 WEDNESDAY, JULY 19, 11:30 AM Webinar

This presentation provides the education and motivation inexperienced investors need to put their finances in order and start saving for the future. It helps participants with basic information on the fundamentals they need to begin investing for financial success, explains how market cycles are a normal aspect of investing and gives guidance and strategies to avoid making mistakes when dealing with frequent portfolio shifts.

Click to register: https://summitcreditunion.zoom.us/webinar/register/WN_Vuol6mugRQithpQgMD9rFA

HOMEBUYERS AFTER 5 - TUESDAY, AUGUST 15, 5:00 PM- 5:30 PM Webinar

Join us for our upcoming Homebuyers After 5 live online event. You'll learn from a great team of homebuying experts and have the chance to ask all your questions during our live Q&A. The first 50 registrations will enjoy the in-person experience right at home.** We'll send you the **Homebuyers After 5 Package** so you can grab dinner on us and settle in to learn how to buy your next home! Get prequalified now so you can come to the event knowing exactly how much house you can afford.

Click to register: https://summitcreditunion.zoom.us/webinar/register/WN_xL7LnBEIR_6ZBAy3KtRxpA

BE IN THE DRIVER'S SEAT OF THE CAR BUYING PROCESS - TUESDAY, AUGUST 22, 11:30 AM Webinar

Research and knowledge are key to buying a car and getting the right loan to finance it. This session will give you smart car buying tips, including the benefits of preapproval, the hidden costs of buying a car and the value of payment protection and the right insurance. Used together, these tips will give you peace of mind during the entire buying process.

Click to register: <https://www.summitcreditunion.com/node/221503/register>

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In the Spotlight: Who's New at CLA?



Care Solutions Personal Care Department:

Rey Bernal, RN Supervisor,
bernalr@clanet.org or 608-240-8545

Madison Weckerly, RN Supervisor,
weckerlym@clanet.org or 608-240-85xx

Together We Can!



Caring for Caregivers

Caregiver Chronicles

June & July 2023



Topics of Interest in June edition:

1. Letter from the editor, Jane DeBroux: Pride Month: Caregiving in the LGBTQ+ Community p.1-2
2. Caregiver Teleconnection: The Pride of Caring: Issues for LGBTQ+ Caregivers p. 3
3. Alzheimer's Brain and Awareness Month: Dementia Friendly Events p.4-5



Click [HERE](#) to access full June 2023 Caregiver Chronicles

Click [HERE](#) to access full July 2023 Caregiver Chronicles

Courtesy of [Area Agency on Aging Dane County](#)

Questions? Contact: Jane DeBroux, Caregiver Specialist, debroux.jane@countyofdane.com

State of Wisconsin Offers Free Online Courses for Caregivers

Trualta 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>



CLA offers a bonus to all Home Care Specialist New Hires!

Have someone in mind already?

Tell them to contact the Recruitment Team ASAP!

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 Midnight

| <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> |

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 a booster dose for the best protection against COVID-19. To learn more Vaccines.gov (link is external), or call 211 or 877-947-2211.

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?

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

Help Protect Yourself and Others | COVID-19 |

Stay up to date on COVID-19 vaccinations

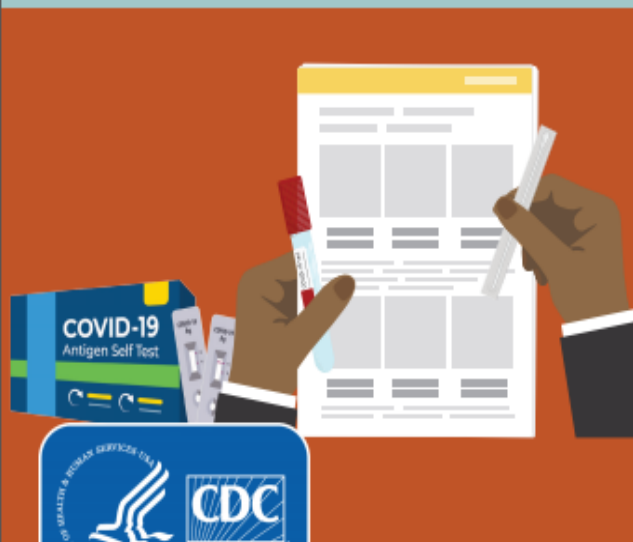


Wear a mask indoors
When COVID-19 Community Level is high

Avoid crowds and poorly ventilated spaces



Test to prevent spread to others



Wash your hands often



<https://www.cdc.gov/coronavirus/vaccines>