



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,

Where did the summer go? I hope you had a chance to enjoy the sunshine and all that Madison has to offer in the summertime.

CLA participated in the Disability Pride Festival on July 29th at Warner Park. It was a great day and a great place to hold such a wonderful event. It was wonderful seeing some of our clients and PCWs enjoying the festivities.



CLA's Bob Deist Caregiver of the Year 2023 celebration will take place on September 21st at CLA. Congratulations to all of the award recipients and all of the nominees. We are so proud and grateful for the impact you have on the lives of your clients.

CLA is excited to be able to offer PCW wage increase. Don't forget that this also means an increase in the weekend and holiday pay differentials! Please contact scheduling if you are able to pick up more shifts. We value the dedication and flexibility to work weekend and holiday shifts and are happy to be able to recognize those in this way. See page 3 of this newsletter for details.

Continued on next column...

Continued from previous column...

We appreciate the time it has taken to learn the new MITC system and hope that it will end up simplifying our lives in the long run. We encourage you to ask questions as needed and let us help you if you are struggling to use the system. Thank you for your continued efforts.

Soon the leaves will start to change and the breeze will get cooler. Please be aware of school zones, buses and children as they head back to school.

Thank you for all that you do each day to keep our clients safe and in their homes, living their best lives.

You make a difference each day!



2023 Annual Required Compliance Training

CLA's Learning Management system (LMS) provided all CLA Direct Care Staff hired prior to April 11, 2023, with the opportunity to complete the 2023 Annual Required Compliance Training (ARCT), from a smart phone, tablet, or computer.

In the months of May through August, 261 PCWs, HCSs, RNs, and Schedulers successfully completed 2023 ARCT online.

PCWs in need of technological assistance were able to schedule an appointment to complete the mandatory online training at CLA on a CLA computer.

A sincerely heartfelt THANK YOU to all for completing the 2023 Annual Compliance Training. I am privileged and honored to support you in the valuable work you do.

Please feel free to contact me with any questions or concerns regarding CLA's online LMS. We'll do it again in 2024!

Sincerely,

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



Like us on Facebook!



Employee Referral BONUS!



Home > Referral Jobs

Community Living Alliance Login

Job Referrer Login

Email Address

Password

Log In

Forgot Your Password?

Sign up to share jobs!

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

Looking to earn an additional \$250? Recruitment has a way to help you out!

Any eligible employee who refers a caregiver (PCW or HCS) candidate to CLA that results in a hire can receive a \$250 Employee Referral Bonus!

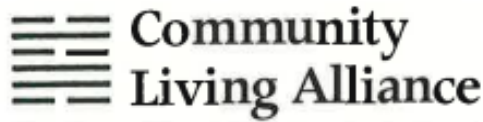
- ⇒ Eligible Employees are defined as any current employee actively working for CLA.
- ⇒ The Employee Referral Bonus of \$250 will be paid in 2 installments:
 - * \$125 with the first paycheck after the candidate is hired
 - * \$125 with the first paycheck after the new hire completes 6 months employment
 - ^ Please note both the candidate and the referring employee must be actively employed with CLA at the aforementioned times in order to receive the installment
- ⇒ **New Referral Portal:** Recruitment is excited to start utilizing an Employee Referral Portal! Click [HERE](#) to learn how you can share unique links, texts, emails, and social media posts tied directly to you and your referrals. The Employee Referral Portal will help you keep track of the number of friends you refer that get hired! You will also get updates on any new referral bonuses that happen in the future as well.
 - * Go to clanet.mitcawm.com/employees to access the Employee Referral Portal
 - * Register as a new user with your email and our Pass Phase: CLAHire
- ⇒ **New Hire Bonus:** CLA is offering a Hire Bonus to both PCW & HCS new hires as follows:
 - * \$250 for PCWs
 - * \$700 for HCSs

*The following CLA Employees are **NOT** eligible for the employee referral bonuses:
Directors, Direct Hiring Managers, and HR Recruitment Staff*

Questions? Contact Heather: braunh@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 PCW Pay Increase Weekend Differential & Holiday Pay



Bringing Health, Independence & Dignity Home

We are happy to share that CLA Paid Family Caregivers and Personal Care Workers are getting a raise from \$14.00 to \$14.50 per hour!

This increase will go into effect on 8/6/2023 and will be represented on your 9/1/2023 paycheck.

Weekend Shift Differential				
\$1.00 per hour in addition to hourly rate Weekend defined as Saturday 5am-Sunday Midnight				
Position	Hourly Rate	Weekend Differential	Weekend Rate	
PCW	\$14.50	\$1.00	\$15.50	
Holiday Pay				
Pay rate 1.5x hourly rate. CLA Recognized Holidays: MLK Jr Day, Memorial Day, 4 th of July, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day				
Position	Hourly Rate	Holiday Differential	Holiday Rate	
PCW	\$14.50	1.5x	\$21.75	
Weekend Holiday Updated Payrates				
Pay rate increase to 1.5x hourly rate + \$1.00 per hour weekend increase				
Position	Hourly Rate	Holiday Differential	Weekend Differential	Weekend Holiday Rate
PCW	\$14.50	1.5x	\$1.00	\$22.75

The care provided each day by family and non-family caregivers is priceless. You make life in the community possible for so many. In home direct care workers are essential to CLA's mission and to the growing number of clients that choose CLA. The work does not always get the recognition it deserves, but we recognize and thank you for all you do.

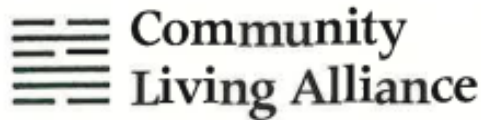
While we celebrate this pay increase, we know there is more work to do to continue to raise the wages and provide access to benefits for caregivers. Rest assured CLA will continue to follow the path of our founders and to advocate with DHS and legislators for increased wages and benefits and to bring health, independence, and dignity home for all.

Stay tuned for other incentives this year from CLA. We will continue offering monthly giveaways, training opportunities, holiday incentives and our annual Caregiver of the Year celebration.

If you are interested in picking up more shifts at the new rate, please call On-Call Scheduling at 608-240-8484.

Sincerely,
Todd Costello

Community Living Alliance HCS Pay Increase Weekend Differential & Holiday Pay



Bringing Health, Independence & Dignity Home

We are happy to share that CLA Home Care Specialists are getting a 1.5% Cost of Living Adjustment effective 8/6/23 and will be represented on your 9/1/2023 paycheck.

Weekend Shift Differential				
\$1.00 per hour in addition to hourly rate Weekend defined as Saturday 5am-Sunday Midnight				
Position	Hourly Rate	Weekend Differential	Weekend Rate	
HCS 1	\$17.26	\$1.00	\$18.26	
HCS 2	\$17.76	\$1.00	\$18.76	
HCS 3	\$18.27	\$1.00	\$19.27	
Holiday Pay				
Pay rate 1.5x hourly rate. CLA Recognized Holidays: MLK Jr Day, Memorial Day, 4 th of July, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day				
Position	Hourly Rate	Holiday Differential	Holiday Rate	
HCS 1	\$17.26	1.5x	\$25.89	
HCS 2	\$17.76	1.5x	\$26.64	
HCS 3	\$18.27	1.5x	\$27.41	
Weekend Holiday Updated Payrates				
Pay rate increase to 1.5x hourly rate + \$1.00 per hour weekend increase				
Position	Hourly Rate	Holiday Differential	Weekend Differential	Weekend Holiday Rate
HCS 1	\$17.26	1.5x	\$1.00	\$26.89
HCS 2	\$17.76	1.5x	\$1.00	\$27.74
HCS 3	\$18.27	1.5x	\$1.00	\$28.41

The care provided each day by family paid caregivers and personal care workers is priceless. You make life in the community possible for many. In home direct care workers are essential to CLA's mission and to the growing number of clients who choose CLA. The work you do does not always get the recognition it deserves. Thank you for all you do.

While we celebrate this pay increase, we know there is more work to do to continue to raise the wages and provide access to benefits for CLA's caregivers. Rest assured CLA will continue to follow the path of our founders and advocate to bring health, independence, and dignity home for all.

Please stay tuned as CLA identifies other incentives to show our appreciation, year from CLA. As a reminder, we will continue to offer monthly giveaways, training opportunities, holiday incentives and the CLA's Caregiver of the Year celebration.

If you are interested in picking up more shifts at the new rate, please call On-Call Scheduling at 608-240-8484.

Sincerely,
Todd Costello

WisCaregiver Careers

Opportunity for all Wisconsin Caregivers

The State of Wisconsin is launching a new, free professional workforce advancement program to increase the number of direct care workers in home and community-based settings. The program offers caring individuals a streamlined path to successfully become a certified direct care professional (CDCP).

Wisconsin's direct caregiving workforce is the backbone of home and community-based services. However, the industry is in crisis. Today, one in four direct caregiver positions is vacant. We are projected to need an additional 20,000 home care workers by 2024.

This statewide professional certification system is being developed to improve competency and career advancement in home and community settings. Workers can gain marketable skills that apply from one employer to another without retraining.

The curriculum, developed by the university of Wisconsin-Green Bay, prepares job seekers to enter the caregiving workforce. It's the first step on a career path that offers future opportunities and growth. WisCaregiver Careers is designed to become a one-stop online portal featuring job postings, candidate profiles, credentialing details, training opportunities, a resource library, and more, including a function to auto-match employers to job seekers

[Sign up here for free CDCP Training](https://www.wiscaregivercdcp.com/signup/)



WISCONSIN DEPARTMENT
of HEALTH SERVICES



Certified Direct Care Professional



UNIVERSITY of WISCONSIN
GREEN BAY

<https://www.wiscaregivercdcp.com/signup/>

- [WI DHS & UW-Green Bay](#)
 - Standardized training program for 10,000 caregivers
 - 30-hour, self-paced training and testing
 - Questions? **920-465-2315**
 - Monday – Friday 8am-4pm
 - Sign up today!
- [Program Features:](#)
 - Free online training
 - \$500 bonus
 - Skill Development-14 competency areas
 - Certification direct care professional (CDCP)
 - Official listing in WI certified direct care professional registry
 - Certification to work in a variety of settings
 - Connection to employment options across WI

[WisCaregiver Career Program Registration \(wiscaregivercdcp.com\)](https://www.wiscaregivercdcp.com)

More details on page 6



WisCaregiver Careers

Certified Direct Care Professional



Free training to start your health care career

Are you looking to make a difference in people's lives? Would you like to learn skills to help others? Is it important for you to support your community? It has never been easier to learn the skills needed for a fulfilling career in health care. As a Certified Direct Care Professional (CDCP), you can help improve the quality of life for people who are elderly or have a disability.



Scan to sign up today!
wiscaregivercdcp.com

Here's how it works

- Complete the free, 20-to-40-hour training and testing program online at your own pace.
- Receive your CDCP designation and a \$250 completion bonus if you work for or are hired by a qualified provider.
- Automatically join the Certified Direct Care Professional Registry to connect with employers throughout Wisconsin.
- Work six months at a qualified employer and earn a second \$250 bonus.
- Grow into future positions, like certified nurse aide (CNA), medication aide, licensed practical nurse, and more.

What will I do?

The on-the-job role of a CDCP may include:

- Helping your client with daily activities, such as getting dressed, moving around, meals, and body care
- Taking care of household duties your client can't do on their own, like laundry, light cleaning, running errands, or getting to appointments

Where will I work?

Workplace opportunities for CDCPs include:

- A client's home
- Adult family homes
- Assisted living facilities



WISCONSIN DEPARTMENT
of HEALTH SERVICES




UNIVERSITY of WISCONSIN
GREEN BAY


P-03346 (06/2023)


November is National Family Caregivers Month


Family caregivers often balance caregiving with a multitude of other responsibilities. CLA appreciates all of our family caregivers EVERY month and encourages them to take care of themselves, as well.





10 TIPS FOR FAMILY CAREGIVERS


- 


Seek support from other caregivers. You are not alone!
- 


Take care of your own health so that you can be strong enough to take care of your loved one.
- 


Accept offers of help and suggest specific things people can do to help you.
- 


Learn how to communicate effectively with doctors.
- 

Be open to new technologies that can help you care for your loved one.
- 


Watch out for signs of depression and don't delay getting professional help when you need it.
- 

Caregiving is hard work so take respite breaks often.
- 

Organize medical information so it's up to date and easy to find.
- 

Make sure legal documents are in order.
- 

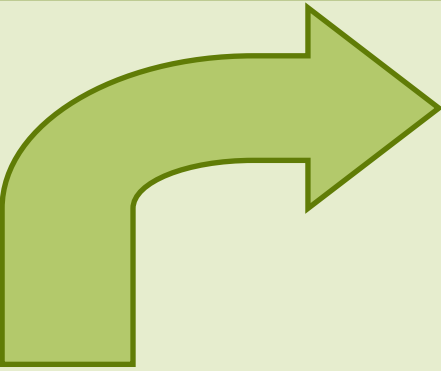
Give yourself credit for doing the best you can in one of the toughest jobs there is!


CaregiverAction.org

More Resources in the Family Caregiver Alliance *Connections* Newsletter link below:

[Connections newsletter \(constantcontact.com\)](http://Connections newsletter (constantcontact.com))





Open Enrollment Season is
just around the corner!



Open enrollment season is fast approaching and is scheduled to take place in November! Be on the lookout for more details the closer we get to November!



September is National Suicide Awareness Month
As suicide rates continue to rise in America, it's important to know that suicide is preventable. Help is available!

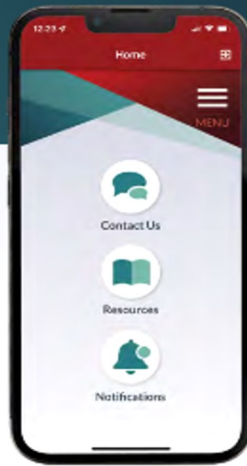
Asking for help is a **SIGN OF STRENGTH,** not weakness.

You don't have to struggle alone.



Suicide and Crisis Lifeline

If you or a loved one are suicidal, in crisis or feeling distress, call or text 988.



Scan to download

Perspectives App

Access counseling and resources to address the stressors that impact your health, in and out of the workplace. Confidential, no cost support for you and your family.

Reach out to your Perspectives Employee Assistance Program (EAP) 24/7

For additional mental health resources, visit the [Perspectives resource hub](#).

CALL OR TEXT 800.456.6327

If you believe someone is in crisis, use the **ACE** Suicide Prevention Model (Ask, Care, Escort).

ACE SUICIDE PREVENTION MODEL



Ask
Ask, "Are you thinking of killing yourself?"
Although it may feel awkward, research shows that people having thoughts of suicide feel relief when someone asks them in a caring way.



Care
Show your care.
By actively listening and engaging, without judgment, you are showing that you care – this might just be enough to help the person feel that they are not alone.



Escort
When someone acknowledges that they are feeling suicidal or hopeless, connect them to the nearest helping resource.
Do not leave them alone! Separate them from methods of harm.



5 actions to

ALLEVIATE ANXIETY QUICKLY

Is your anxiety starting to creep in? Center yourself now with these de-stressing strategies.



1 CONTROL YOUR BREATHING.

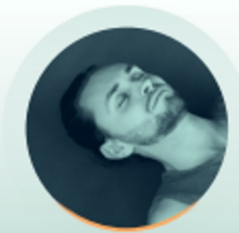
When you find your tension rising, pause and concentrate only on breathing in and out, beginning and ending, moment to moment.

Practice the box breathing technique: Inhale through your nose gently for four counts, hold your breath for four counts, exhale fully through pursed lips for four counts, hold for four counts, and repeat the cycle with another inhale.

2 TRY PROGRESSIVE MUSCLE RELAXATION.

When you're anxious or stressed, it can feel like every muscle in your body is tense. The progressive muscle relaxation exercise can help you calm down and center yourself.

To do this, lie down on the floor with your arms out by your side. Be sure your hands aren't clenched into fists and uncross your ankles. Start at your toes and tell yourself to release them. Slowly move up your body, releasing each part of your body until you get to your head.



Get started with this Progressive Muscle Relaxation exercise.

3 PRACTICE MINDFULNESS MEDITATION.

(It's easier than you think!)

Focus specifically on being aware of your thoughts, feelings, and/or physical sensations with openness and curiosity. Nonjudgmentally notice your emotions and make space for them.

A regular meditation practice, which can be as simple as sitting in a comfortable chair and focusing on your breath, can both help you cope with anxiety in the moment and arm you for future stressors.



View the Perspectives Mindfulness Video Series

5 actions to

ALLEVIATE ANXIETY QUICKLY

4

MOVE YOUR BODY.

Aerobic exercise—in whatever form works for you—helps to reduce the biological response to stress. Improved blood circulation and the feel-good endorphins can quickly ease your anxiety symptoms.

The exercise doesn't need to be strenuous; just going for a short walk can be all it takes to clear your head and calm your body. And, if you can get out in nature, even better!

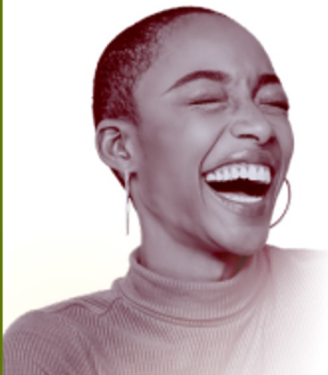
5

CHALLENGE YOUR THOUGHTS.

Anxiety can include having irrational thoughts that are often the "worse-case scenario." When you experience one of these thoughts, stop and ask yourself the following questions:

- Is this likely to happen?
- Is this a rational thought?
- What's the worst that can happen and can I handle that?

After you go through the questions, try to reframe your thinking. Consider what you could do to change your circumstances next time. Write down your thoughts for further reflection.



BONUS TIP

LAUGH OUT LOUD 😊

Sometimes laughter really is the best medicine. Research has found that laughing provides therapeutic benefits and can help relieve stress and improve mood. Read something comical or watch a funny video clip for an instant boost.



Long-term stress relief and management involves developing healthy everyday habits and coping techniques.

You don't have to do it alone.

Questions about CLA's Employee Assistance Program?

Contact:

Jacelyn Campbell, Benefits Specialist, campbellj@clanet.org



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



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

ShredFest (free document Shredding!)

[September 9 - Cottage Grove](#)

Homebuyers After 5—By Women, For Women

[September 14 - Webinar](#)

You've Got Home Equity: Reasons to Use It!

[September 19 - Webinar](#)

How to Build a Budget Your Way

[October 17 - Webinar](#)

RED SHOES—Minimizing the Fall Out with Splitting Up

[October 18, - Webinar](#)

Customize Your Debt Plan

[November 14—Webinar](#)

Education Anytime, Anywhere

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

[Listen to Podcasts](#)

[Watch Webinars](#)

In the Spotlight: Who's New at CLA?



Together We Can!

HR & IT Departments:

David Bailey, Director of Administration, baileyd@clanet.org

Amanda Gonzalez, Recruiter, gonzaleza@clanet.org



Caring for Caregivers

Caregiver Chronicles

August 2023



Topics of Interest:

1. From Club to Panini: Multigenerational Caregivers Are Under Pressure, p.1
2. Monthly MIPPA Moment: Medicare & Vaccines, p.3
3. Caregiver Teleconnection - Telephone Learning Sessions. Registration information, p. 4
4. Welcome to Medicare Seminars - sponsored by Area Agency on Aging of Dane County, p. 5
5. Trualta: free training for WI Caregivers - <https://wisconsincaregiver.trualta.com/login>, p. 6
6. Asking for Help, p. 7
7. Wisconsin's Family Caregiver Support Programs/Dane County Caregiver Program p.8

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



Provided by [Area Agency on Aging of Dane County](#) * 2865 N. Sherman Ave., Madison, WI 53704 * 608-261-9930

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://wisconsincaregiver.trualta.com/login>

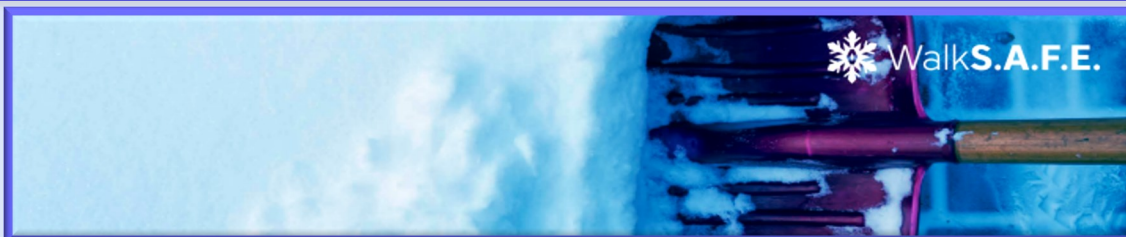
Winter Safety Tips

INCLEMENT WEATHER SAFETY

The inevitable will soon be here: winter weather. Please remember to be safe and cautious as you travel to CLA and to clients' homes.

If you see a weather-related safety hazard at a client's residence (i.e. snow or ice covered walkways and driveways), please alert the client about the hazard. It is his/her responsibility, or a landlord's responsibility, to keep the area clear and safe.

If you have any safety considerations in getting to a client's residence, please contact your CLA Supervisor.



WalkSafe: Don't Let Winter Catch You Off Guard!

Slips, trips, and falls are prevalent when winter weather takes hold. Preparation is the first step in reducing the 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).
- **Give your car a winter-ready tune-up.
- **Obtain proper footwear (boots, ice cleats, indoor shoes).
- **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.

For more tips and tools to help keep you safe this winter, visit:

UnitedHeartland.com/WalkSafe today!

Help Protect Yourself and Others | COVID-19 |

**Stay up to date on
COVID-19 vaccinations**

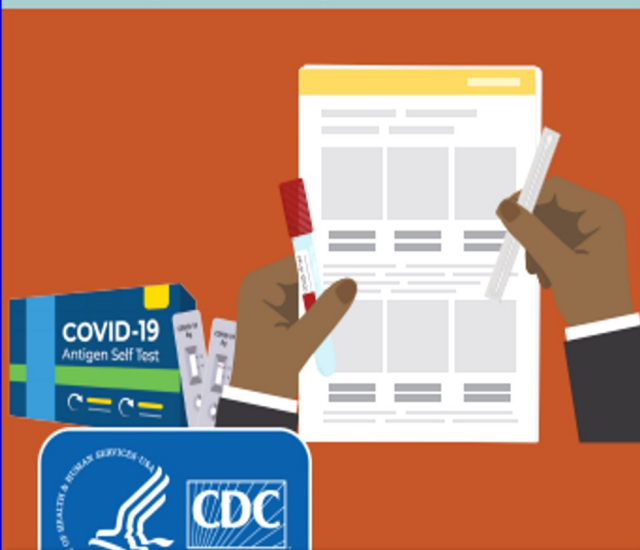


Wear a mask indoors
When COVID-19 Community Level is high

Avoid crowds and poorly ventilated spaces



Test to prevent spread to others



Wash your hands often



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

An Opportunity to Refresh & Rejuvenate with Caregiver Peers!

[Powerful Tools for Caregivers | WIHA \(wihealthyaging.org\)](https://wiha.org/powerful-tools-for-caregivers)

Powerful Tools for Caregivers (PTC) is a 6-week (meet once a week) educational workshop for caregivers designed to support and improve caregiver well-being by providing tools that help caregivers cope with physical, emotional, and financial challenges of caregiving.

Click to [Find a Workshop in WI](#)

Powerful Tools for Caregivers Weekly Workshop Topics (2.5 hour)



Class 1: Taking Care of You

- Tool 1:**
Welcome & Course Overview
- Tool 2:**
Introductions:
We are not alone
- Tool 3:**
Challenges of Caregiving
- Tool 4:**
Managing Self-Care:
Principles
- Tool 5:**
Using Community Resources
- Tool 6:**
Making an Action Plan

Class 2: Identifying & Reducing Personal Stress

- Tool 1:**
Feedback & Solution-Seeking
- Tool 2:**
Managing Caregiving Stress
- Tool 3:**
Identifying Signs & Sources of Caregiver Stress
- Tool 4:**
Identifying What You Can Change
- Tool 5:**
Taking Action: Stress Reducers
- Tool 6:**
Using Positive Self-Talk
- Tool 7:**
Making an Action Plan
- Tool 8:**
Breathing for Relaxation

Class 3: Communicating Feelings, Needs & Concerns

- Tool 1:**
Feedback & Solution-Seeking
- Tool 2:**
Benefits of Good Communication
- Tool 3:**
How to Best Express Yourself
- Tool 4:**
Using "I" Messages
- Tool 5:**
Avoiding "Hidden You" Messages
- Tool 6:**
The Many Uses of "I" Messages
- Tool 7:**
Making an Action Plan
- Tool 8:**
Progressive Muscle Relaxation

Class 4: Communicating in Challenging Situations

- Tool 1:**
Feedback & Solution-Seeking
- Tool 2:**
Communication Tools: Review
- Tool 3:**
Being Assertive, Not Aggressive
- Tool 4:**
Assertive Communication:
DESC
- Tool 5:**
Aikido Communication Style
- Tool 6:**
Communication with the Memory-Impaired Person
- Tool 7:**
Making an Action Plan
- Tool 8:**
Relaxation: Guided Imagery

Class 5: Learning from Our Emotions

- Tool 1:**
Feedback & Solution-Seeking
- Tool 2:**
Listening to our Emotions
- Tool 3:**
Dealing with Anger
- Tool 4:**
Dealing with Guilt
- Tool 5:**
Dealing with Depression
- Tool 6:**
Guidelines for Managing Emotions
- Tool 7:**
Making an Action Plan
- Tool 8:**
Progressive Muscle Relaxation

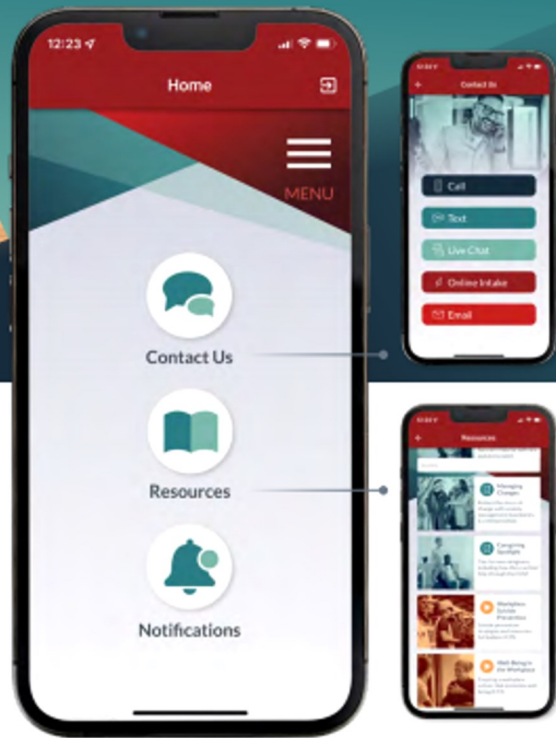
Class 6: Mastering Caregiving Decisions

- Tool 1:**
Feedback & Solution-Seeking
- Tool 2:**
Understanding the Transition Process
- Tool 3:**
The Family Meeting
- Tool 4:**
Using the Power of Optimism
- Tool 5:**
Future Goals & Action Plans
- Tool 6:**
Relaxation: Shoulder Lift
- Tool 7:**
Sharing Accomplishments

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LTD APP TODAY.



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- 3. **Enter** your unique access code (contact your HR/benefits department for your code)

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