



Holiday Gifts

2020 – it's been one HECK of a year, and we could not have done it without each and every one of you!

Best wishes for a happy and healthy holiday season! Our sincere appreciation for all the important and hard work you've done. You have proven us right: We have an incredible group of employees who believe in our mission.

An email was sent to you from snpygfts.com with instructions on how to receive your holiday gift. Open it and choose which gift you would like **by Thursday, December 24th**. If you did not receive the message, contact Alejandra as soon as possible at alejandrae@bridgesmn.com or aesquivel@northstarbhmn.com.

Thank you again for all of your hard work and dedication.

Happy and healthy holidays from your Bridges,
Northstar and Rumi family!

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COVID Safety Precautions During the Holiday Season

As many of you may know, Governor Walz issued new orders that went into effect as of Friday, November 20, at 12:59 p.m. Some of these updates include the following:

- Social gatherings prohibited with members outside your household.
- Individuals must not engage in outdoor recreational activities where they will come into proximity with others from different households.
- Unnecessary travel is strongly discouraged; travel ban in effect.
- Restaurants/bars will only be open for takeout.

Northbridge will follow guidance from Minnesota Department of Health, Centers for Disease Control and Prevention and other local governing bodies. Northbridge encourages all staff, residents and clients to follow the same recommendations for the safety of your peers and the individuals we serve.

We have been working together through this pandemic for an extended period of time, and we know that these times can be unsettling and unpredictable. Remember to take time for self-care and reaching out if you are in need.

[Northstar Employee Assistance Program](#)

[Bridges Employee Assistance Program](#)

If you experience any COVID symptoms or have suspected or confirmed exposure, please call the COVID hotline at 651-370-3295.

Miya Lindh-Larson, Vice President - Client Services

Remember to take time for self-care and reaching out if you are in need.



TIPS TO STAY HEALTHY DURING THE HOLIDAY SEASON

Wellness Challenge

This year we have 73 participants. **The winners will whisk away with one guest of your choice to a warm weather vacation!!**

Tips to stay healthy during the holiday season

- Watch your portions (try to avoid seconds).
- Focus on simply prepared foods like steamed vegetables, baked potatoes, and skinless turkey.
- Eat slow and enjoy every bite.
- Moderate your alcohol consumption.
- Snack wisely. Stick with fruits, nuts, and seeds (not added sugar or unhealthy fats).
- Keep moving!!!





Thanksgiving Meals

On Tuesday, November 24, our NBH team handed out 300 meals to friends, folks in the recovery industry, neighbors and anyone else needing some support. The meal kits contained turkeys, potatoes, beans and corn, dinner rolls and PIES! So many pumpkin pies!

COVID has hit our state pretty hard these last few weeks and has affected us all greatly. So being able to provide some joy to families all around us brings us all joy as well.





Hero Bonus

Hi Northstar family!

Dealing with all the challenges COVID has presented us both personally and professionally has been and will continue to be very difficult. We all have our stories of sacrifice, frustration and grief, and we hope that those experiences can band us even closer together. If you reflect on the courage displayed, hard work and impact we've had on people's lives, there is every reason to be proud and hold our heads up high as we continue forward. We remain steadfast to the Mission, Vision and Values of NBH.

Moreover, your ongoing dedication deserves our deepest gratitude and admiration. We are in awe of the commitment you have shown us/our clients/our communities during this time of uncertainty, and we want to thank you for the sacrifices you make every day.

That said, we are happy to announce that we are once again rolling out a "Hero Bonus" for the front-line employees working in ratio at our sites.

Again, a thousand thank yous for all you are doing to help us all through this pandemic. We are in this together and will get through it by being there for one another, one step at a time. Ross Denne, President of Northstar Behavioral Health

To receive the bonus, you must be employed from the announcement on 11/20/2020 through 03/05/2021.

**Bonus totals will be \$300 for Full Time employees,
\$200 for Part-time employees**

In an effort to get you a little extra around the holiday season, we are going to split up the payouts as follows:

- \$100 will be on your 12/25/2020 check if you worked at least 30 hrs. a week in that pay period (Dec 7th - Dec 20th)
- \$50 will be on your 12/25/2020 check if you worked less than 30 hrs. a week in that pay period (Dec 7th - Dec 20th)
- The remainder of the bonus will be paid out 03/05/2021 based on hours worked from Dec 20th, 2020 through March 5th, 2021.



Winter Safety

Winter is here, and we have seen some snow and freezing temperatures. We think it is a good time to remind you about winter safety. Below are few tips about slip and fall prevention during winter:

1. **Please make sure we are shoveling sidewalks and driveways thoroughly and make sure to apply salt when icy.**
2. **Walk like a penguin: Take short, flat-footed steps.**
3. **Watch for changing conditions.**
4. **Wear shoes or boots that provide traction on snow and ice.**
5. **Report icy conditions to the appropriate person.**
6. **Walk on designated walkways only. No shortcuts!**

What to do if you fall:

1. **Don't get up right away or let anyone help you up immediately; this avoids the potential of causing further injury. Don't worry about feeling embarrassed. Rather, take your time, lie there for a moment and assess how you are feeling.**

2. **After making an assessment of your injury status, if you can get up, roll to one side. Bend your knees toward you, push up with your arms and then use your legs to stand up the rest of the way.**
3. **If someone assists you to your feet, ensure that he or she doesn't get hurt, too.**
4. **Use your cellphone or mobile medical alert device if you need assistance getting up from a fall. In many communities, fire departments are available to help citizens get up from falls, even if no injury is present.**
5. **Call 911 or emergency medical help if the fall has led to an emergency situation.**

Finally, a quick reminder: If you are injured at work, please be sure to report the injury to your supervisor as soon as possible. Please also take advantage of the 24-hour Nurse Triage Line which can provide you immediate medical guidance when you are injured.

Thank you and stay safe.



Referral Bonus

In these uncertain times, we are extremely fortunate that Bridges is an essential service, which means we can continue to operate and thrive. Unfortunately, a lot of our friends, family members, former co-workers and community members have found themselves unemployed due to businesses closing their doors. In an effort to help, we are asking you to refer your contacts. Remember that **a referral from you means \$250 in your pocket! Furthermore, now through the end of the year, we are offering a \$300 sign-on bonus for new full-time employees that they will receive after**

working full time for three months. Call, text and post about this on social media. We are asking for your help in spreading the word!

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Bridges Hero Bonus

We want to thank each one of you for continuing to show up to support our state's most vulnerable during these uncertain times. You are essential to the health and safety of the people we serve, and we notice your efforts. THANK YOU for the commitment you have shown us during this time of uncertainty, and for keeping yourself safe and for keeping those you support safe.

In an effort to say that we truly appreciate you, we will be offering a Hero Bonus for the front-line employees working in ratio at our sites. The positions eligible for hero pay are senior program managers, program managers, residential supervisors, supervisor in training, lead direct support professionals, direct support professionals, ILS

practitioners, crew leads, employment services professionals and the response team.

To receive the bonus, you must be employed from 11/26/2020 through 2/12/2021.

Bonus totals will be \$300 for full-time employees and \$200 for part-time employees.

In an effort to get you a little extra around the holiday season, we are going to split up the payouts as follows:

- \$100 will be on your 12/18/2020 check if you worked at least 30 hours a week in that pay period (Nov. 29 – Dec. 12)
- \$50 will be on your 12/18/2020 check if you worked less than 30 hours a week in that pay period (Nov. 29 – Dec. 12)
- The remainder of the bonus will be paid out Feb. 12 based on hours worked from Dec. 12 through Feb. 12.

\$2,500 Live-In Model

As we continue to see COVID cases increase in Minnesota, we want to be as proactive and planful as possible. We are looking to gather and add names of staff who would be interested in temporarily "living" at a site should it be hit with a major staffing crisis due to COVID. **This experience pays \$2,500/week.** We have done this in a couple of homes that were COVID-positive, and it was a great experience for the residents and the "live-in" employee. Let us know if you are interested. What this looks like:

- One staff member would stay at a site with the resident(s), providing 24-hour care for a week at a time (seven days).
- Staff would be allowed to sleep, including at our sites where we currently have awake staff. This might be sleeping on a couch or an air mattress.
- Staff would receive a **\$2,500/week** (seven days) stipend to compensate for all hours worked at the site.

If you are interested in being put on this planning list, please reach out to your Regional HR Generalist.

Ramsey Region – Nicole Houseal (651) 279-2912 or nicoleh@bridgesmn.com, Jamie Vang (651) 272-0917 or jamiev@bridgesmn.com

Central Region – Muna Yussuf (320) 423-0165 or munay@bridgesmn.com, Jennifer Lewis (320) 428-8613 or jennifert@bridgesmn.com

North/East Region – Laura Whaley (651) 368-2280 or lauraw@bridgesmn.com, Courtney Birdsall (651) 370-0194 or courtneyb@bridgesmn.com

South Region – Angela Matthies (651) 370-3949 or angelam@bridgesmn.com, Reggie Wilburn (651) 955-1597 or reggiw@bridgesmn.com

Hennepin Region – Maria Zelinsky (651) 328-7552 or mariaz@bridgesmn.com, Toni Stump (651) 706-2351 or tonis@bridgesmn.com

Mankato Region – Brittany Gruber (218) 234-7663 or brittanyg@bridgesmn.com

This is only to gather names of interested people to call on in a catastrophic staffing crisis and is in no way intended to take away hours from staff currently working.

