Teamworks, October 20, 1998

Aurora Health Care

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With 1999 just around the corner, it's time to begin thinking about your benefits choices for the new year. There are important improvements and changes in the choices available to employees next year.

This issue of Teamworks outlines some of the more important differences in your benefits choices for 1999. It does not contain all of the details you will need. More information will follow in the detailed benefits enrollment packet you will receive at home in late October.

Health Insurance
AHN Plan

Encouraging preventive care is the focus of the AHN Plan. Preventive care will be covered at 100% of allowable charges as long as care is rendered by an in-network provider.

There will be three levels of copayments for prescription drugs filled at an Aurora Pharmacy and other in-network pharmacies. You will continue to pay a $5 copayment for a generic drug and a $10 copayment for a brand name drug. You will be charged a $25 copayment if you request a brand name drug when a generic equivalent is available.

One thing you can do to improve your health is stop smoking. Quitting smoking can be difficult. Aurora will help employees who wish to quit smoking by providing limited coverage for the prescription drug Zyban. If you are enrolled in a smoking cessation program and if the prescription drug is precertified, you will receive the drug for the $10 brand drug copayment. If you are not enrolled in a smoking cessation program, the copayment will be 50% of the cost of the drug.

Chiropractic and podiatry services will be subject to a 10% per person copayment. The plan maximums for each service will remain the same.

Mental health and substance abuse treatment diagnoses must be assessed by a health care professional of the Aurora Health Care Employee Assistance Program (EAP) in order to receive a greater reimbursement of your expenses from the health plan.

You’re invited to a rummage sale

An employee rummage sale is set for 8 to 11 a.m. on Saturday, Nov. 14, at the former West Campus of Sinai Samaritan Medical Center, 2000 E. Kilbourn Ave., Milwaukee. Enter at the main entrance and follow the signs to parking.

This is a cash-and-carry sale. There will be no previews. You must bring your own muscle and dollies. Please plan accordingly for moving larger pieces of furniture or equipment. If you plan on purchasing larger items such as desks or cabinets, please bring a vehicle that will allow you to haul away your purchases. Don’t miss out on a great buy for lack of transportation.

Arrangements for a later pickup time or date will not be allowed. All items must be removed by 11 a.m. on the day of the sale. There will be no exceptions.

Included in the sale will be all types of items including cabinets, chairs, bookcases, carts, arts and crafts materials and more. Mark your calendars now. This is the big one!

Checks will be accepted from anyone with an employee ID.
Don’t be taken in

A number of Aurora employees have been taken in by copy machine toner scams, according to Jill Farina, manager of accounts payable, and Ken Peck, manager of purchasing. Employees should be aware that copy machine toner is covered under Aurora’s maintenance agreements with IKON, our copier vendor. IKON does not contact departments directly. Any calls or questions regarding supplies or services should be directed to the purchasing department at 647-3070.

1999 benefits enrollment is Oct. 26 to Nov. 6

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CompCare Plan

This plan, as offered as an additional health care coverage choice, also has undergone some changes for the new year. CompCare will continue to offer the same services, though with an added copay.

AuroraFlex automatic telephone enrollment

This new service gives you convenient, centralized information regarding your annual AuroraFlex benefit enrollment. AuroraFlex is the employee benefit that allows each employee to set aside before-tax dollars to pay for eligible medical, dental and vision expenses that are not covered by insurance, and to pay for dependent care expenses. The IRS requires that you re-enroll in the plan every year. Your 1998 AuroraFlex deduction will be canceled on Dec. 31, 1998. More information will follow in the detailed benefits enrollment packet you will receive at the end of October.

Employee current coverage letter

At the end of October, employees regularly scheduled to work more than 40 hours per pay period will receive a letter showing their current benefit choices. This letter will be mailed separately from the benefits enrollment packet. It will enable you to review your current benefits with your family so you can then make any necessary changes for 1999.

Key dates and things to remember about benefits enrollment this year:

• Nov. 6 is the last day you can make changes to your benefits. You must enroll between Oct. 26 and Nov. 6.
• When you enroll, make sure you retain a copy of your enrollment form.
• Make your choices carefully. Think about your needs and how they may have changed over the past year. Think about any ineligible dependents you may have still enrolled in the health or dental plan. Think about your cost for eligible out-of-pocket health and dental care and dependent care expenses for 1999 to determine the appropriate deduction amount for you under AuroraFlex.

Employees will not be able to make changes in their benefits during 1999 unless there is a qualifying change in family or employment status.

Fine-tune Your Technical Writing Skills

Today the writer who earns respect is the one who makes reading easy. Despite the paperwork explosion, your readers can enjoy, rather than resent, reading your documents.

Attend Write-for Results: Reports, Proposals, and Procedures, to learn techniques to simplify complex material, add interest value and sell your ideas using good style, good strategy, good organization and good layout and design.

Fine-tune your technical writing skills through analysis of before-and-after examples from other organizations, as well as hands-on revision of your own work. You are encouraged to submit, in advance of the program, several samples of your writing. However, you may attend even if you don’t submit a writing sample.

Write-for Results: Reports, Proposals, and Procedures will be held from 8:30 a.m. to 4:15 p.m Dec. 7 and 8 at the Aurora Conference Center. For information and to register, call 647-3282.
October is National Physical Therapy Month. In the Metro Region, physical therapists and physical therapy assistants provide services to patients in a number of settings, including acute care, subacute care, inpatient rehabilitation, in-home therapy, outpatient orthopaedics and sports medicine.

Many Aurora sites incorporate physical therapy into special programs that involve exercise in water, exercise for pregnant and postpartum women and biofeedback programs for bowel and bladder retraining.

Here is a brief overview of the profession of physical therapy and the role of the physical therapist.

What is physical therapy?
Physical therapy is a form of health care devoted to treating, healing and preventing injuries and disabilities. The basic goals of physical therapy are to:
- Relieve pain and discomfort
- Regain movement and promote healing
- Restore function to the injured body part
- Restore confidence and motivate patients to work toward recovery
- Help people adapt to any permanent physical changes

Why do patients have physical therapy?
Physical therapy helps patients lead more active, independent lives. Physical therapy can be an important step in helping patients:
- Overcome setbacks from disease, accidents and aging
- Complete an overall recovery and rehabilitation program quickly

What does physical therapy do for patients?
- Shortens the stay in a health care facility
- Speeds recovery and allows the return to productive living
- Increases enjoyment of life

About physical therapists.
Physical therapists are skilled medical professionals who are:
- Educated — A physical therapist must earn a bachelor’s degree in physical therapy before entering the field. Many hold master’s degrees or doctorates.
- Licensed — All states require physical therapists to pass a licensing exam before they can practice.

Physical therapists have many duties, among them:
- Planning, organizing and administering individual treatment programs.
- Instructing patients in the use of assistive devices, such as wheelchairs, braces, canes and crutches.
- Educating patients and family members in how to perform prescribed therapies at home.

Physical therapists also are involved in research aimed at developing more effective evaluation and treatment.

AMG to build new clinic in eastern Racine County

Aurora Medical Group will build an 8,350-square-foot clinic at 5333 Douglas Ave. in Caledonia. The clinic is a satellite of AMG’s Aurora Health Center on Washington Ave. in Racine. The new clinic is expected to open next spring.

Some of the physicians who are now working at the Washington Ave. site will practice at the new clinic, and new doctors are being recruited.

The satellite clinic will have a primary care emphasis and house four to five family practice physicians, an obstetrician and eventually a pediatrician. Specialists will hold office hours on a part-time basis for patient convenience.

“This is part of being a little more accessible. The Aurora plan is to put primary care within 15 minutes of any home in southeastern Wisconsin. This is consistent with that plan,” Robert Brown, MD, medical director at the Aurora Health Center in Racine, said.

The Aurora Health Center in Racine has seen significant growth since opening about three years ago. Not only is a satellite clinic being developed, plans are underway to expand the Washington Ave. facility over the next 18 months.
Metro Region hard hat rounds

There's a lot of construction, remodeling and renovation going on at Metro Region facilities. Here's an update.

Projects that have been completed in 1998 or will be finished before year end:

- Hartford Memorial Hospital's 13,000-square-foot Ambulatory Care Center addition.
- Sinai Samaritan Medical Center's consolidation with the completion of a new 285,000-square-foot building at 12th and State Streets and the renovation of the parking structure at 12th St. and Kilbourn Ave.
- West Allis Memorial Hospital's conversion to all single rooms.
- St. Luke's Medical Center's renovation of the physicians' lounge, the nutritional services offices move and the temporary installation of a mobile MRI.

Projects begun in 1998 that will be completed in 1999 include:

- St. Luke's South Shore's first-floor outpatient renovation, including the development of space for a Vince Lombardi Cancer Clinic, and remodeling of space for a subacute unit.
- Aurora Consolidated Laboratories' building and renovation project on the campus of West Allis Memorial Hospital, which more than doubles the lab space from 20,000 square feet to nearly 54,000.

Rick Kellar, administrator of West Allis Memorial Hospital, has overall responsibility for facilities planning and property and interior management in Aurora's Metro Region. Working with him is Bill Romo, director of facilities planning, and Ray Kroupa, director of property and interior management.

Metro Region forms Patient Care Products Committee

The Metro Region has assembled a multidisciplinary committee to coordinate the process of selecting high-quality patient care products, according to Brigid Lagerman, business manager-surgical services and central supply. The new committee replaces any "products" or "value analysis" committees that existed at the hospital sites, and its members represent the many disciplines, specialties and sites in the Metro Region. (For detailed information, see the table of sites, specialties and disciplines involved.)

"The committee's purpose is to maximize cost savings, standardization and contract compliance while eliminating duplication of effort by staff, management and purchasing," Brigid says.

The committee's goals include: coordinating the selection and conversion (standardization) of products emphasizing clinical performance, cost reduction and our Premier contracts and providing support to staff with regard to any clinical problems with products, distribution and availability of products, resistance to product conversions and communication.

If you have questions about the Patient Care Products Committee, contact Brigid at 328-6210 or Ken Beck at 647-3034.

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Flu Shots available to employees

St. Luke's employees will have an opportunity to get a free flu shot and thereby protect themselves and patients, and help prevent the transmission of the virus that causes influenza.

Jane Bubick, drug information specialist for the Aurora pharmacies, says that the influenza vaccine contains only non-infectious viruses so it cannot cause influenza. She also says that the most common side effect of the vaccine is soreness around the injection site for up to two days. The flu vaccine is safe for nearly everyone and provides great benefits to those who are vaccinated.

Who should get a flu shot?
- Anyone who can't afford to stay in bed for five to seven days.
- Anyone who works around other people.
- Anyone who has special plans for the holidays, including travel.
- Adults and children who have a chronic medical condition.
- Older adults.

The Aurora Employee Health Department will make flu shots available to employees on the following days:
- Oct. 21 — 6 a.m. to 6 p.m., Safety fair in Cafeteria.
- Oct. 22 — 9 a.m. to 1 p.m., Health Science I (classroom 3).
- Oct. 23 — 8 a.m. to 2 p.m., Dining Room A.

The benefits are clear and the side effects are minimal. Please take care of yourself, your family, your friends and your patients. Get the vaccine.

Golden Sneaker Awards

Here are the names of the St. Luke's Medical Center Golden Sneaker recipients for September:
- Manuel Louribiel, Hospitality Services
- "Mac" Shridan Washington, Surgery
- Joyce Tomasetti, Valet Services
- Rhonda Funke, Physical Therapy
- Renee Grayson, 6KLM
- Dana Kappel, 6KLM
- Pam Kaebish, 6KLM
- Rita Gilpatrick, 6KLM
- Diane Bagguley, Test Center

Manuel Louribiel, Hospitality Services, was selected at random as the Golden Sneaker recipient of the month for September. His nomination read: "Manny goes to the extra effort to assist elderly patients to make sure they are made comfortable. He assists invalid patients out and into their automobiles. With one patient, he actually lifted a man into a wheelchair. Manny works continuously to offer outstanding service to our customers."

St. Luke's employees invited to events at Alverno College

St. Luke’s Medical Center and Alverno College, both members of the Jackson Park Neighborhood Association, have worked together to improve our neighborhood. Our women’s health program also has worked with the college to present programs of interest to women.

Alverno has two upcoming programs that may interest St. Luke’s employees.

Fall Open House — Women of all ages who are considering pursuing a college degree and are interested in finding out more about Alverno College are invited to attend a free open house from 9 a.m. to 1 p.m. on Saturday, Oct. 31, at the Alverno campus, 3401 S. 39th St. The morning’s program will include an introduction to Alverno’s ability-based curriculum. Women will have the opportunity to talk informally with Alverno faculty and staff about majors and careers, attend a session on financial aid and hear students discuss what it’s like to be an Alverno student. Information on Alverno’s student organizations and tours of the campus also will be given. For information or to
register, call the Alverno College Admissions Office at 382-6100.

Latin group, Sol y Canto, to perform —
Alverno College will present Boston’s hot Latin group, Sol y Canto, at 8 p.m. Saturday, Nov. 7, at Wehr Hall, 41st St. and Morgan Ave. on the Alverno campus. The six-member group of musicians, led by singer Rosi Amador and guitarist/composer/arranger Brian Amador, combines rich vocal harmonies with instrumental improvisation in musical styles that include Spanish flamenco, Argentine tango, the Puerto Rican bomba, the Cuban son and the West Indies calypso. Tickets are $14, with discounts to senior and students. To order tickets, call the Alverno Presents Box Office at 382-6044. Box Office hours are noon to 6 p.m. Tuesday through Friday.

Welcome new employees
Robert Arndorfer, R.T.(R)(M), Breast Imaging Technologist, Breast Imaging Center
Tonia Badura, Registered Nurse
Jerry Balousek, Information Services
Debra Barnett, Nursing Assistant
Sonya Bland, Surgery Scheduler, Surgery
Maureen Boelter, Client Services
Karen Boettner, Nursing Assistant
Regina Checki, Registered Nurse
Peter Coenen, Registered Nurse
Cathryn Davis, Nursing Assistant
Sharon De Sota, Nursing Assistant
Eunice Eddington, Health Unit Coordinator
Pamela Fortune, Linen Services
Ardis Gacek, Registered Nurse
Diane Gray, Technician, Diagnostic & Treatment Center
Yolanda Gray, Business Office
Melissa Hackbarth, Surgical Technician, Surgery
Andrea Hesselgrave, Transporter, Radiology Department
Diane Hickey, Health Unit Coordinator
Amy Hoef, MRI Tech, Radiology Department
Melissa Hughes, Dietary Assistant, Food Management & Nutrition Services
Judy Jackson, Payroll Representative
Nicole Johnson, Nursing Assistant
Kathleen Jones, Director, Consumer Services
Valerie Jones, Nursing Assistant
Shannon Kampa, Nursing Assistant
Nakisha Kirkendoll, Nursing Assistant
Cheryl Kirt, Film Management Clerk, Radiology Department
Trace Klier, Coffee Shoppe Attendant
Craig Koeller, Information Services
Lorin Lee, Surgical Assistant, Surgery
John Mapes, Registered Nurse
Karen Markle, Coordinator
Carole Maxey, Nursing Assistant
Bertha McGowan, Billing Clerk, Endocrine Diabetes Center
Kimberly Meyer, Registered Nurse, Surgery
Kenneth Miller, Lead Transporter, Radiology Department
Jane Nastoff, Registered Nurse
Nikita Netterville, Nursing Assistant
Brian Paradise, Registered Nurse
Jean Pirkey, Registered Nurse, Same Day Cardiac Services
Mark Plucinski, Surgical Tech, Surgery
Christopher Pook, Registered Nurse
Susan Popke, Payroll
Holly Rasmussen, Clinical Information Services
Patrick Richter, Information Services
Martha Roberts, Nursing Assistant
Susan Rubner, Environmental Assistant, Housekeeping Services
Melissa Savaglio, Nursing Assistant
Cindy Schmidt, Registered Nurse, Radiation Oncology
Rebecca Sharp, Medical Library
Lori Skodinski, Registered Nurse
Leslie Thomas, Financial Counselor, Business Office
Karen Wagner, OTR, Occupational Therapist
Scott Wanta, Coffee Shoppe Attendant
Electries Wroten, Financial Counselor, Business Office
Kerry Young, Registered Nurse

Send us your news
We recognize the accomplishments of employees in this newsletter. Share news about graduations, honors, certifications earned and presentations given in the community. Send information to Kathy Muszynski by phone (920) 803-9595, fax (920) 803-9596, or preferably by e-mail (muszyn@execpc.com). The deadline for the next insert is Friday, Oct. 23. Please include the name and phone number of a contact person.
The choice of health care for yourself or family members is an important decision. When you have to choose both health care and a place to live at the same time, it can be an overwhelming decision. It's a decision that patients who are ventilator-dependent and their families take very seriously.

The Vent Center at Hartford Memorial Hospital has recently produced a video about its program that's aimed at helping vent patients and their families make the important decision about where to live and receive care.

The video is titled “The Vent Center: Where the quality of life is just as important as the quality of care.” In the video, patients and their family members talk, in their own words, about what it is like to live at the Vent Center.

Representatives of the Vent Center will be meeting with Aurora’s discharge planners and giving them copies of the video. Discharge planners will be able to show the video to vent-dependent patients and their families during the decision-making process.

Copies of the video also are available in the Aurora Libraries.

(For more information about the Vent Center at Hartford Memorial Hospital, see the Sept. 22 issue of Teamworks, Metro Edition.)

The Aurora Libraries serve you and your patients

The Aurora Libraries are open to all Aurora patients and family members. The libraries offer consumer health information from a collection of books written especially for consumers and a database called the Health Reference Center, which has articles, pamphlets and textbooks for the consumer and information from the Internet. There’s no charge to the patient for a basic packet of information.

Patients or family members may visit the libraries in person or call. The staff will be happy to mail out information.

The Aurora Libraries are available to provide additional information and research to help prepare a patient for discussions with a health care professional and for coping with chronic health conditions.

The library staff encourages you to remind your patients that the Aurora Libraries are available to them.

The location and phone number for each of the libraries is listed below:

**St. Luke’s Medical Center**
Medical Library
649-7356
Health Science Building 1, lower level
Staffed Monday through Friday, 8 a.m. to 10:30 p.m.

**Sinai Samaritan Medical Center**
Hurwitz-Jamron Medical Library
219-6710
First floor main building
Staffed Monday through Friday, 8 a.m. to 4:30 p.m.

**West Allis Memorial Hospital**
Medical Library
328-7910
Ground floor near main hospital elevators
Staffed Monday through Friday 9 a.m. to 1 p.m.

**St. Luke’s South Shore**
Jacob M. Fine Library
489-4028
2nd floor west
Staffed Monday through Friday 8 a.m. to noon

**Sheboygan Memorial Medical Center**
Elizabeth Prange Library
(920) 451-5597
Ground floor across from Gift Shop
Staffed Monday through Friday 9 a.m. to 1 p.m.
**Kids Connection**
A support group for children who have a family member or loved one with cancer, 6 to 7:30 p.m. Wednesdays, Oct. 28 through Nov. 18. For information or to register, call the Vince Lombardi Hotline, 649-7200.

**Endocrine Diabetes Center presents**
Obesity and Type 2 Diabetes: Implications for Treatment
3 to 5 p.m. Thursday, Oct. 29
Steinme Auditorium
The speaker will be Marion J. Franz, MS, RD, CDE, of the International Diabetes Center, Minneapolis. Topics include obesity and insulin resistance, hyperinsulinaemia, glucose intolerance and appetite control and regulation. For a reservation, call 649-7703 by Oct. 26.

**Snowflake Bazaar**
sponsored by the West Allis Memorial Hospital Women’s Auxiliary
8 a.m. to 4:30 p.m.
Thursday, Nov. 12 and Friday, Nov. 13
Get the Christmas spirit, join in the fun!

**Is there a pregnancy in your future?**
A free class designed to help you make good health and lifestyle choices before you become pregnant.
7 to 9:30 p.m.
Thursday, Nov. 19, at West Allis Memorial Hospital
To register, call Childbirth Education Services at 649-7726 or toll-free at (888) 524-8555.

**November Community Programs**
Nov. 4  Money Problems and Stress
Nov. 10 Making Peace with Your Family
Nov. 12 Surviving the Holidays
Nov. 12 Communicating with Your Kids
Nov. 16 Helping Your Kids Say No
Nov. 19 Making Your Relationship Work
These evening programs are offered in Cudahy, Milwaukee, New Berlin and Wauwatosa. To register, call the toll-free 24-hour registration line, (888) 771-ABHS (2247). All Aurora Behavioral Health Services (ABHS) programs are free.

**National Pharmacy Week**
National Pharmacy Week is Oct. 18 to 24. Throughout Aurora’s Metro Region, pharmacies are located in inpatient and outpatient practice sites. Pharmacists, technicians and support personnel are a vital part of the health care team, exercising skill in the acquisition and distribution of cost-effective quality pharmaceuticals. Pharmacists have expertise in monitoring drug therapy and specialize in providing drug information to physicians and other health care professionals. Patients receive medication counseling when their prescriptions are dispensed and refilled. The pharmacy technicians and support personnel play an important role in the drug distribution process. The pharmacy profession has made an impact on the manner in which all other health care professionals practice and deliver care to patients.

Educational displays, highlighting some of the many ways Aurora’s Metro Region pharmacies contribute to the total health care team, will be at St. Luke’s Medical Center, north lobby display case, and Sinai Samaritan Medical Center, main lobby.

**Teamworks**
Teamworks, Metro Edition, is a newsletter for employees and volunteers in Aurora Health Care’s Metro Region. Comments, questions and suggestions are always welcome and may be directed to Susan Lebergen, internal communications coordinator, Public Affairs Department, 3031 W. Montana, Milwaukee, WI 53215. Phone (414) 647-3176 Fax (414) 671-8560.
Mark Ambrosius
President, Metro Region