Changes in Performance Feedback

All employees will be converting to a new annual review date. Formal performance reviews will not be given in 2019. Instead, you will have the opportunity to meet with your manager on a more regular basis throughout the year.

These brief, collaborative interactions allow for real-time feedback and encourages a stronger professional relationship between you and your manager.

You’ll be eligible for a one-time pay increase in May 2019 depending on your date of hire.

In 2020 and beyond, employees will move to a common review date. This means everyone will get their annual review and performance-based pay adjustment around the same time each year.

Sign Up for the Weight Race!

The UPMC MyHealth Weight Race is an annual 12-week challenge for employees and their covered spouses/partners looking to make healthy changes while having fun. All full-time, part-time, and casual employees are eligible to participate, regardless of medical coverage. Covered spouses/partners may also participate. You can compete as an individual, join an existing team, or create a new team.

Everyone who completes the Weight Race will earn a Take a Healthy Step credit and be entered into a lottery drawing to win a prize.

To participate, you must sign up through My HUB. Go to Infonet and search "Weight Race" for more information.

Turn to page 3 to learn more about Take a Healthy Step.
Asbury Accolades

Positive Stories From Residents and Families

Residents and their family members often write kind notes thanking staff for the care they or their loved one received during their stay with us. These notes are distributed and shared with management and staff specifically mentioned, but may not get to every employee involved.

The following excerpt comes from a card given by a family member of a former resident of Asbury Place.

“Asbury Place was more than a port in the storm for Mom (and me). Mom felt safe and at home. She enjoyed the teasing and the touches, Sloppy Joe lunches, sitting on the patio and so much more.

Our family is grateful for the kindness and compassion my Mom received at Asbury Place. It was heartbreaking that she was unable to return.

Mom will be watching from above with a smile on her face. And Asbury Place will always have a special place in my heart.

My thanks to everyone who care for Mom.”

Parking & Marketing

Please be aware that marketing events are schedule on the following dates. Parking will be limited.

Tuesday, February 5
Tuesday, February 19

This may be inconvenient, but these events are crucial to introducing potential residents to Asbury and familiarizing them with our services.

To help ensure parking is available for resident family members on these days, you are encouraged to park in the spaces along the curb between the Carriage Homes and Asbury Place. There are additional spaces in the middle of the Carriage Homes near the secondary entrance.

Your cooperation is appreciated!

Are You Reading Daily Extra?

Every day (including weekends), you receive an email to your UPMC email account called Daily Extra which includes news and information from UPMC along with features from UPMC’s Community Provider Services (the service line that UPMC Senior Communities falls under).

Please make sure to check your UPMC email regularly for news, updates, requirements and deadlines related to health insurance, Take a Healthy Step, and more.

Articles featuring Asbury are occasionally published under the Community Provider Services column. The most recent Asbury story featured Asbury Villas’ project honoring Martin Luther King Jr. (published January 28).

Smoking Cessation

With our affiliation with UPMC Senior Communities, Asbury became a smoke and tobacco-free campus. UPMC recognizes the evidence that smoking, secondhand smoke, and the use of tobacco are health hazards; but UPMC is also committed to improving and protecting the health and well-being of those who work and live on campus.

Beginning July 1, anyone smoking during their shift, arriving to work smelling like smoke or smoking anywhere inside or on the grounds will be subject to corrective action, up to and including termination.

On Tuesday, February 12, a representative from UPMC’s smoking cessation program will be in the Mall between 11:00 AM and 1:00 PM. Please stop by to get more information on how you can quit smoking and all of the support available to you.
February Anniversaries

Beverly Androeli (5)
Toni Brannan (14)
Laura Ebel (5)
Sherry Garner (7)
Sophia Green (1)
Todd Heitz (1)
Linda Hodge (1)
Kala Horne (5)
Dee Kulak (11)
Karen Lockhart (27)
Carolyn Miller (5)
George Millich (17)
Rhonda Patterson (1)
Raysa Periu (32)

Britney Raybuck (1)
Loreta Ritts (18)
Christina Spinelli (4)
Michelle Stevens (1)
Cassandra Welsh (4)
Kelsey Winterhalter (2)
Steven Yarros (2)

164 Years!

New Employee Welcome

Aerial Howard - CNA
Renee Koloziej - CNA Trainee
Cynthia Wolfe - Staffing Coordinator

Results From Last Year’s Employee Engagement Survey

Wednesday, February 6
2:00 PM
Social Room

Please check with your supervisor prior to attending.
Results will be presented by:
Roger Davis
Executive Director, Asbury Heights

Café Progress

Our updated Café opened its doors in mid December. With new equipment to provide expanded menu options (Pizza!), an attractive snack display, and a self-serve beverage center, the Café is fully operational. Many improvements are still in progress including: new, colorful menu featuring specific menu items, a daily special and ongoing training of cooks and service counter staff.

Thank you for your patience during the renovation and while the Café continues to be refined in quality and service.

Take a Healthy Step

Take a Healthy Step (TAHS) is a health and well-being program that offers rewards when you take simple steps to improve your health. You must complete the required TAHS credits by mid November in order to lower your 2020 medical plan deductible by a maximum of $1,000 for individual and $2,000 for any level of family coverage.

This year’s required TAHS requirements include:

1. Take the MyHealth Questionnaire
2. Get a biometric screening (if you haven’t had one since 12/1/13)
3. Complete healthy activities

Spouses/domestic partners enrolled in your medical coverage are required to complete the MyHealth Questionnaire. Visit Infonet for more information.

Bake Sale

Hosted by Mt. Lebanon United Methodist Church.
Friday, March 8
10:30 AM
Mall
Proceeds support Asbury’s benevolent care fund.
# February 2019

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<td>Shynaisha Carter</td>
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<td>Erica Gevaudan</td>
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<td>Jessica Bauman</td>
<td>John Murawski</td>
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<td>Max Parra</td>
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<td>PAY DAY</td>
<td>Mike Huggins, Stan Muldrow</td>
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<td>Victoria Smith</td>
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<td>Shakhayla Knight</td>
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<td>Levi Strauss’s Birthday</td>
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<td>Kimberly Davis, Tiana Key, Jessica Stanley</td>
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**Check Your UPMC Email**

Make it your New Year’s resolution to check your UPMC email account once a week!