

Asbury Update

Employee News and Information

May 2022

Employee Appreciation Week

This year's celebration takes place the week of May 9, and each day will have its own special theme.

It's been over two years since we've had such a large-scale employee event. This week is to celebrate YOU and everything you do!

Monday, May 9

Country Day

Roll up your sleeves for some good old fashioned fun on the farm!

Wear: Western wear or flair

Enjoy: \$3 special from the Cafe

Tuesday, May 10

Pittsburgh Day

Yinz ready to bring dahn tahn to Asbury? We'll be celebrating everything that makes Pittsburgh great!

Wear: Black & gold/Pittsburgh attire

Enjoy: FREE fountain drink

(Asbury Villas, Place, Embassy, and third shift staff, will receive a can of pop)

Free Fountain Drink

Thank you to everyone who participated in our recent Yammer poll. Based on the results, free fountain drinks will be available in the Cafe on Friday, May 6.

Asbury Villas, Asbury Place, Embassy, and third shift staff will receive a can of pop.



Wednesday, May 11

1950s Day

Don't be a square and get in the spirit of the '50s!

Wear: Cool 1950s attire

Enjoy: FREE root beer floats

(Asbury Villas, Place, Embassy, and third shift staff, will receive a can of root beer)

*Also Welcome to Work Day

Thursday, May 12

Luau Day

Let's get outside and enjoy a celebration in the Linden Garden from 10:30 am - 1:00 pm and 2:30 pm - 3:30 pm.

Third shift staff will receive a boxed lunch.

Wear: Tropical attire, floral shirt, grass skirt

Enjoy: FREE lunch in the Linden Garden

Friday, May 13

Tie Dye Day

Let's see those groovy colors all weekend long!

Wear: Tie dye attire and accessories all weekend! (Friday, Saturday, Sunday)

Wear jeans or shorts all week!

(Must be appropriate for work area)



Spring Split the Cash 50/50 Raffle

Take a chance to win a CASH PRIZE!

Ticket Prices: 1 for \$10 • 3 for \$25 • 6 for \$40

We are excited to participate in the Celebrating Senior Champions Raffle presented by UPMC Senior Communities which includes Asbury Heights.

- Drawing to be held on Monday, May 23, 2022 at Noon. Winner need not be present to win. The winner will be contacted by phone/email.
- Proceeds will be split evenly between winner and UPMC Senior Communities Benevolent Care Fund.

Tickets may be purchased by contacting:
Asbury Foundation
412-571-5106

Senior Services Suggestion Box

[Click this box to access the form!](#)

As part of our continuous improvement efforts, Human Resources has created an online suggestion box for you to share your feedback.

Suggestions will be reviewed on a monthly basis.

Rebecca Staley, Sr. HR Consultant
412-756-3562
gloffr@upmc.edu

MyVoice Survey From DecisionWise

The MyVoice survey is the primary employee listening strategy across UPMC. The survey is run through an external vendor, DecisionWise, who gathers, analyzes and compiles the results to provide only findings and themes to UPMC. Surveys are anonymous and 100% confidential.

The survey is conducted annually for two primary reasons: to raise AWARENESS and to create ACTION. Managers get the results about 5-6 weeks after the survey closes. All leaders are tasked with action planning based off the feedback provided in the survey.

If you've taken the MyVoice survey in the past, you'll notice it's a little different this time around. This year, the questions are broken down into five categories:

- Inclusion and Belonging
- Engagement
- Caring
- Growth and Development
- Employee Well-Being

Following this year's survey, we will be developing Action Plan Boards around campus. These boards will be similar to the Employee Safety Boards and will feature ongoing improvement efforts throughout the year.

Your Chance to Win a \$25 Gift Card

Have you already completed the MyVoice survey from DecisionWise? If so, you could receive a \$25 gift card to Barnes & Noble!

Beginning Sunday, May 1 through May 13, anyone who has completed the MyVoice survey will be entered into a daily drawing for one of 13 gift cards (weekend winners will be announced on Mondays in [Asbury's Yammer group](#)).

If you've completed the survey, please reply to Jon Ebel's email sent Thursday, April 28 with just your name -- **Please do not reply all!**

Once you reply to the email, you will automatically be entered into all of the remaining daily drawings. So complete the 15-minute survey now for more chances to win!

You can only win once. **Good luck!**

Fire Safety Training For Personal Care Staff

All staff who interact with personal care residents (including staff of Asbury Place, Asbury Villas, and Laurel Lane) are required to attend an in-person fire safety training once a year with Mt. Lebanon Fire Department. Please plan to attend one session this year. All trainings will be held in the Sunset Room.

If you have any questions, please contact Ruku Phanse (ext. 5015) or Kevin Bushmire (ext. 5380)

The next training is scheduled for **Monday, May 16** at 2pm.

Take a Healthy Step

UPMC's MyHealth and Wellness annual campaign is more flexible than ever this year. Earn Healthy Step activity credits your way. Choose from a variety of activities that meet your personalized health and wellness goals. By participating, you can lower your 2023 medical plan deductible by \$1,000 (\$2,000 for family plans). There are no requirements for spouses/domestic partners, and they do not earn rewards for completing activities. Check out your status on *MyHealth Online*.

Some new and exciting changes this year include:

- 1. Shortened MyHealth Questionnaire.** 50% less questions. Takes only 10 minutes. You will earn half of your deductible upon completion!
- 2. Simplified Point System.** High – Medium – Low; with increased values this year!
- 3. Earn as You Go.** Start earning with your first Healthy Step since the Biometric Screening and MHQ aren't required before you earn credit.

Upcoming Café Specials

Thursday, May 5

Cinco de Mayo Loaded Nacho Special

Monday, May 9

\$3 Western Special

Tuesday, May 17

MTO Pasta Special

Getting to Know You

Let's give a warm welcome to our new co-workers! We're happy that you're here and look forward to working with you.



Angela Fabian

Job Title: Activities Coordinator

Location: Independent Living

"I previously worked at Hillman Cancer Center where I loved building relationships with our patients. I look forward to meeting and getting to know everyone in my new role!"



Janet Kuruce

Job Title: Marketing Coordinator

Location: Sales Department

"Skydiving is on my bucket list!"

New employees will be contacted monthly for this section. Check your UPMC email account for your opportunity to be featured or contact Jon Ebel at ebeljt@upmc.edu.

LifeSolutions[®]

Employee Assistance Program

LifeSolutions is an employee assistance program (EAP) that can help you balance your work and personal life to become happier, healthier, and more productive.

The EAP is staffed with trained professionals that can assist with a variety of things such as stress, anxiety, grief, and work-related challenges. Consultation services include short-term coaching and counseling, parenting resources, community referrals, and 24/7 phone support for immediate help.

Services are private, confidential, and available to you and members of your household at no cost.

[Learn more about LifeSolutions.](#)

New Return-to-Work Process for Staff Who Test Positive for COVID-19

UPMC remains committed to staff safety and ensuring we can properly care for our communities, including facilitating return to work for staff who are able, by providing accessible testing.

The COVID Positive Return-to-Work Program, started in early January, has allowed UPMC staff who are COVID-19 positive and are asymptomatic or have mild and improving symptoms to return to work after five days of isolation.

Beginning Monday, May 2, any staff member in isolation as the result of a positive COVID-19 test will be required to participate in the COVID Positive Return-to-Work Program. Review the changes, below, to help your team navigate the program.

What Is Changing on May 2?

- Any staff member in isolation as the result of a positive COVID-19 test is required to participate in the COVID Positive Return-to-Work Program.
- Participation is defined as the quarantined staff member performing a COVID-19 antigen self-test between day five and day seven, after the initial positive test, and reporting the results to Employee Health. NOTE: Metz and Cura staff must report the results to their manager.
- Compliance with the testing component of the program is mandatory.

MySTEPP Returns

What is MySTEPP? It's an acronym for **My Senior Communities Training Excellence Promotion Program** - a clinical career advancement program **for direct patient care positions** within UPMC Senior Communities. It provides an education component that tailors learning and skill building to each step of the direct patient care provider.

The central component of the MySTEPP is the career advancement process. Staff can develop their clinical expertise and receive recognition and compensation for this accomplishment.

For more information about this opportunity, contact your supervisor.

- Employees must complete their self-test and report the result to Employee Health using the [online form](#) or by calling 1-833-854-7386. Employee Health will communicate these expectations at the time of their quarantine. NOTE: Metz and Cura staff must report the results to their manager.
- Lack of participation by day seven, absent extenuating circumstances, may impact quarantine pay. This will be determined by the local Human Resources team in coordination with the employee's manager. Human Resources leaders are empowered to review and determine if extenuating circumstances are reasonable. Any questions should be directed to **Rebecca Staley**, Sr. HR consultant, via email at gloffr@upmc.edu or by phone at 412-756-3562.

For more information and further details, search "[return to work testing](#)" on Infonet.

It's Time to Face the Fax

The use of paper benefits forms and fax machine submission will no longer be available as of Sunday, May 1. The online benefits forms portal makes this process easy and is a green alternative.

[Explore the benefits form portal](#). The portal can be securely accessed through HR Direct or Infonet, from any device, and at any time.

You Can Digitally:

- Download, upload, and submit a variety of benefits-related forms, including Aflac, Medicare, NY Life Insurance, and Public Service Loan Form (PSLF).
- Upload and submit benefit verification forms from spouse's/domestic partner's employer.
- Access retirement details for UPMC, BrightHouse, Fidelity, Prudential, TIAA, TransAmerica, Valic, and Vanguard.

This portal is a green alternative to paper forms and is more convenient than mail. You also don't have to worry about spending money on postage or calling to confirm that your fax was received.

May 2022

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 Suteakee Cobbs (4) Bill Miller (27) Robin Ray (4)	2 Jon Ebel (17)	3 Jessica Basden Teresa Valentino (6)	4 Dana Kokocinski (7) Teona Massie (7) Orange Juice Day	5 Steve Sion Rita Turner (25) Rita Turner Cinco de Mayo Special	6 	7 Diane Sohngen
8 Employee Appreciation Week 	9 Country Day Kimberly Divelbiss (1) \$3 Western Special 	10 Pittsburgh Day James Gemmell Pittsburgh Special 	11 1950s Day Shirley Freker (2) Nancy Niznik Free Root Beer Float 	12 Luau Day Employee Cookout! 	13 Tie Dye Day PAY DAY Avery File 	14 Monica Joyce (21) 
15 Lisa Laskovich (16)	16 Rich Bergen	17 MTO Pasta Special Safety Committee @2:30pm	18	19 Desiree Brown Ivy Mwakughu	20	21
22 Jennifer Cleric Vanilla Pudding Day	23 Beth Jacot	24	25 SoGood! Arugula Salad in Café	26 Blueberry Cheesecake Day	27 PAY DAY	28
29 Michael Mulvihill	30 Memorial Day Julian Nocine (5) Campus-wide theme meal	31 LaNiece Butler (27) Patty Fagan (5)	1 June	2	3 	4

Asbury's Yammer Group

Ask questions, connect with others, praise co-workers, and create polls. Yammer is a tool that allows you to interact with the entire Asbury team and be more in the know. Yammer is similar to other social networks, but is only for UPMC employees. Check out Asbury's Yammer group today!



Jeans Day

Jeans are only permitted on days where this symbol appears.



Free Fountain Drink

ASBURY HEIGHTS

Part of UPMC Senior Communities
700 Bower Hill Rd.
Pittsburgh, PA 15243
412-341-1030
asburyheights.org

Birthday
Anniversary (# of years)

Asbury HEIGHTS
Part of UPMC Senior Communities