

hands-on Healthcare

Employee Newsletter of Sea Mar Community Health Centers

It's not too late to vaccinate – Get your flu vaccine today!

After November when you see signs that advertise: “Get Your Flu Vaccine Here,” you might think, “Isn't it too late for that?” As long as flu viruses are spreading, it's not too late to get a vaccine to protect yourself and your loved ones. For millions of people every season, the flu can mean a fever, cough, sore throat, runny or stuffy nose, muscle aches, fatigue, and miserable days spent in bed. However, you may not realize that each flu season, flu also causes hundreds of thousands of hospitalizations, and thousands or sometimes tens of thousands of deaths. But there is a vaccine that can prevent flu. While how well the vaccine works can vary, the benefits from vaccination are well documented. Studies show that flu vaccination can reduce flu illnesses, doctors' visits, missed work and school due to flu, as well as prevent flu-related hospitalizations.

In the United States, the Centers for Disease Control and Prevention (CDC) estimates that there are 3,000 to 49,000 influenza-associated deaths each year and, on average, more than 200,000 people are hospitalized each year for respiratory illnesses and heart conditions associated with seasonal influenza virus infections.

Immunization is the most effective way to protect patients

and health care workers from influenza infections. Recommendations are built on the principles that influenza is a significant public health threat, that the influenza vaccine is safe and effective, and that vaccination is currently the most effective mechanism for preventing influenza infection. According to the Advisory Committee on Immunization Practices (ACIP), “the most effective strategy for preventing influenza is annual vaccination.”



Heading Towards a Flu-Free Sea Mar

A Message from Virginia Ramos, Infection Control Nurse at Sea Mar



Our goal by the year 2020 is to become a mandatory Influenza vaccine health care facility. This year you will be experiencing a soft roll-out which means we want all employees to get the influenza vaccine. We are doing this based on the recommendations from Healthy People 2020 and to comply with Joint

Commission standards. Currently, we have a 44% flu immunization rate, therefore, we are asking for your help in reaching our goal of 90% by 2020. You can get your

vaccine by going to any of Sea Mar medical clinic or bringing documentation that you have received your vaccine elsewhere during the health screening process. Additionally, you may find that nurses may be coming to your work place to administer vaccines to make getting your vaccine easier.

This year, our Chief Executive Officer, Chief Medical Officer and medical directors have agreed that having all our employees' vaccinated against Influenza is the right thing to do. Having healthy employees helps us complete our mission to serve our community by staying healthy. Immunized employees protect themselves, the community, and your families. We want to thank you for participating in creating a healthy work environment!

Congratulations to our September Sea Mar STAR

Alejandra E. Rojas Barrantes

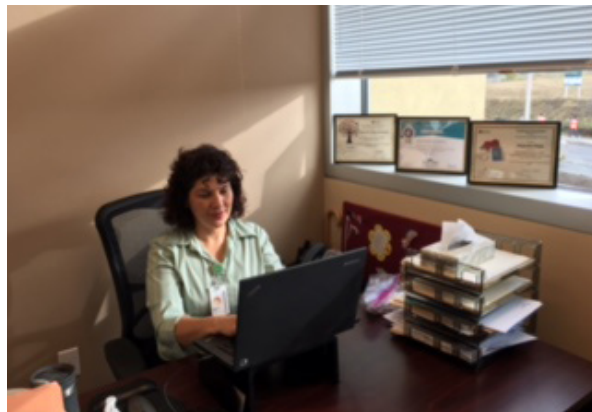
Community Health Worker at MSS in Des Moines

Joined Sea Mar 2009

"I started working at Sea Mar as a volunteer in 2009 because I love helping people. Sea Mar is an organization that makes a difference by giving what patients need. Sea Mar assists people to become citizens, helps young people and adults with health care needs, assists pregnant women, and people who have behavior health needs too." Alejandra is proud that Sea Mar is very welcoming to the community. "Doors are always open for everyone no matter what country people come from, this is the reason why I love working at Sea Mar."



Alejandra started as a volunteer seven years ago, her first position was as an advocate for the *Latinos Senior Program* and now she is in *Maternity Support Services* as Community Health Worker. In her free time, Alejandra enjoys camping, Zumba, hiking and volunteering at her local church.



Patients Can Now Register to Vote at Sea Mar Locations

Earlier this year, King County Elections and the Seattle Foundation kicked-off an initiative to address the need for voter education and culturally relevant technical assistance with limited-English speaking communities.

This initiative gave the opportunity for organizations like Sea Mar to participate in this year's elections. Sea Mar is partnering with King County Elections and 22 other community-based organizations to reach to diverse communities. Sea Mar is providing Spanish-speaking voters with technical assistance on how to complete a voter registration form, how to update voter information, and where to find a ballot drop box throughout King County clinics but also reaching out to other counties.

Making it easier to vote is a priority for King County Elections this year and having the materials available in languages other than English was always a challenge. For the first time, voting materials are now available in Chinese, English, Korean, Spanish and Vietnamese. You can access the materials by completing the online at <http://bit.ly/2d4iy2z> form if you are already registered to vote.

If you still need to register you can register on the King County Elections website or mail in the form available on the Washington Secretary of State website and receive your voting materials in your preferred language.

Language preference cards are available at King County Sea Mar clinics for patients to fill out and send back to King County Elections.

Increasing voter access for all voters is a priority and this is a big step in the right direction!



For more information contact:
Barbara Rodriguez, Communications Coordinator
BarbaraRodriguez@seamarchc.org, ext, 63291.

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Congratulations to our Sea Mar STARS



As part of the Improving the Patient and Employee Experience Campaign, Sea Mar embarked on a new way to recognize employees who go that extra mile. The STAR Program allows our patients and staff to recognize and share their experience with each other.

The campaign is already making a difference. It is a testament to the power of the positive; not just positive thinking, but positive, meaningful action. Most importantly, it is a reflection of the power of partnership

of patients, families, providers, and staff working together to redesign the system through the patient's eyes. There is much to learn, and each one of us has something to teach. To make Sea Mar's vision a reality of providing **Exceptional service. Every person. Every time**, all staff must contribute to the crucial work that takes place at Sea Mar.

On behalf of the Improving the Patient and Employee Experience Committee, we would like to present the first Sea Mar STARS that were selected for the months of May, June and July 2016. As exemplary employees, you are setting the standard for what healthcare should be and what it will become. Thank you for your amazing work!

Kristina and Michele- The Super Star Lab Team

Meet the dynamic duo that brings smiles! Kristina and Michele work together in the lab at Vancouver, Salmon Creek clinic. Even though drawing blood can be scary for patients they make everything possible to make it a great experience for patients.

Kristina Hernandez, Phlebotomist

Joined Sea Mar August 12, 2015

"I love working at Sea Mar because you get to work with the community and help the people out there that don't really have or know about the resources that are out there."

Kristina likes to spend time with family and close friends. In her free time she enjoys hiking and swimming and just about anything outdoors. *"The PNW is the most beautiful place to live and has the best secret treasures all around,"* she added.

Michele Patt, Phlebotomist

Joined Sea Mar December 14, 2015

"I enjoy having my personal role in the success of a community clinic and the Sea Mar organization. Every day I'm greeted by smiling patients and usually throughout my day one patient will leave an imprint on my spirit."

Michele's goal is greeting all patients with exceptional

service every day and every time. *"Working in the laboratory as phlebotomist we play a vital role in the diagnosis for the provider's in medication's and health and wellness for their patient."*

Michele enjoys spending time with her daughters, taking trips to the beach for the day, and visiting Seattle's iconic Pike Place Market.

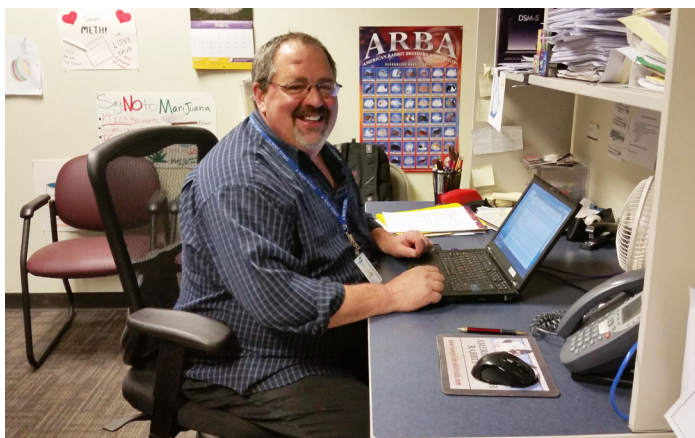


Michele (left), Kristina (right)

Dale Weaver, CDPT
Joined Sea Mar August 24, 2015

"I am a very glass is half-full kind of guy with a positive outlook on life. I am also a fun guy who can see humor in almost every situation." Working at Sea Mar allows Dale to combine these aspects of his personality and provide Sea Mar patients with a positive experience. "I am also a fan of the late Carl Rogers and his person-centered approach. I follow his tenets to practice empathy and value the inherent uniqueness and humanity of each person. He truly believed (as do I) in Exceptional Service. Every Person. Every time."

Dale and his wife live on a small farm in Snohomish where they raise chickens, turkeys and rabbits. Dale provides eggs and chicken meat for family and friends, as well as turkeys for holiday dinners. Dale also enjoys taking his rabbits to shows where they compete against other rabbits for overall appearance, type, etc.



Sea Mar's Peer Counselor Breastfeeding Program Gets Awarded

The Sea Mar WIC Peer Counselor Breastfeeding Program (BPCP) has been awarded the USDA Loving Support Gold Award of Excellence. This prestigious award recognizes programs that demonstrate excellence in breastfeeding practices and support and conduct activities that go beyond the core components of the program model.

The Sea Mar WIC BPCP began in 2010 with four peer counselors in Clark County. The program has expanded to Whatcom, Pierce, Thurston and Grays Harbor counties and has served thousands of families. There are currently five peers providing services in English,



Miranda Meng,
Mental Health Therapist
Joined Sea Mar August 12, 2013

Miranda started as a Sea Mar intern for nine months during graduate school and then became an employee.

"I enjoy working for Sea Mar because I believe in our mission to serve underserved populations by way of high quality and accessible resources."

Miranda also expressed that she enjoys Sea Mar's amazing benefits that allows her to come to work every day and not have to worry about her ability to provide for her family. Miranda expressed that Sea Mar employs amazing, intelligent and generous people and feels lucky to have a great team to work with every day. *"What I enjoy the most is the connections I get to make with my clients. I love the work that I get to do to empower people to live fulfilling and healthy lives."*

Miranda loves to spend time with her two daughters and do family-oriented activities. She also enjoys kick boxing, running, spending time with friends, gardening, funny movies and great food.

Spanish and Russian and addressing the needs of families from multiple diverse backgrounds. Peers emphasize breastfeeding recommendations in a socially and culturally appropriate setting and promote breastfeeding as a key element in the healthy development of both mother and baby. Peers are uniquely equipped to help participants achieve their own breastfeeding goals by offering client-centered education and support in a variety creative, accessible ways. The peers carry a combined average monthly caseload of 350 clients. In 2015, 8,268 contacts were made to participating clients. Annual surveys reflect high regard for peers from their clients, co-workers, and other programs serving pregnant and parenting women. Receipt of this award distinguishes Sea Mar WIC as a role model among breastfeeding peer counselor programs.

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Employee Newsletter of Sea Mar Community Health Centers

I'm thinking about quitting tobacco. Now what?

By Elizabeth Nelson

We know tobacco is harmful. We've read the stats, seen the pictures of blackened lungs, and heard the warnings from family and health professionals. In fact, most people who use tobacco want to quit (70% according to the CDC), but only 6% succeed. Why is quitting so hard?



The CDC reports that nicotine is as addictive as heroin or cocaine. Quitting tobacco is a personal journey that takes careful planning, good support, and lots of perseverance. Most successful quits take anywhere from 4-10 attempts. Each new quit helps to reveal patterns, unexpected triggers, and new strategies. A good quit plan can include counseling or nicotine replacement (like the patch), and using them together is more effective than using either one alone.

Ok, I'm ready to give this a shot. Where do I start?

Start with a 24 hour practice quit. This is a chance to learn about your own triggers and routine, and practice some strategies to manage cravings. It can be helpful to keep track of what you learn in a quit journal.

Make a quit plan. You can do this on your own, use an online quit tool like this one (<https://smokefree.gov/build-your-quit-plan>), or talk with a Sea Mar health educator for ideas and support. Everyone's plan is different, but the most successful methods usually combine nicotine replacement (covered by your Sea Mar insurance), a change of routine, daily check-ins, and support from peers.

Don't give up! Quitting tobacco is a big deal, and with careful planning and support, you don't have to do it alone.

Resources for the journey

- www.Smokefree.gov has a wealth of ideas, information, and a great quit plan template.
- The WA State Quitline offers free counseling and resources in English and Spanish: 1-800-QUIT-NOW, www.quitline.com.
- The SmartQuit App is a research-based smoking cessation program that is free for all WA state residents. You can fill out a short survey on the DOH website (<http://www.doh.wa.gov/YouandYourFamily/Tobacco/SmartQuit>) to get a download code for Apple and Android phones.
- Start a conversation with a health educator and learn more about making a quit plan. For a list of ideas on managing cravings, email Liz Nelson elizabethnelson@seamarchc.org.
- If you have health insurance with Sea Mar, you have access to a wellness portal and online tobacco coaching. Learn more by calling 1-800-756-7751 or check out the info page: <http://bit.ly/wellnessportal>.

Make a Plan

1. Set a quit date
2. Write down your reasons for quitting.
3. Identify your triggers (for some people it's stress, or coffee, or after eating).
4. Plan for cravings. Make a list of things you will do instead of use tobacco and keep it close.
5. Clear out tobacco reminders, wash clothes and car.
6. Find a nicotine replacement, download an app, call a quit line, or find a support coach that can help you quit.
7. Tell your friends and family.

Countdown to the Launch of National Health Center Week 2016 Begins

Sea Mar plans to have 105 events as part of National Health Center Week (NHCW). The national campaign runs August 7-13th with the goal of raising awareness about the mission and accomplishments of America's Health Centers over the course of more than five decades. Community Health Centers provide innovative health service delivery to more than 24 million patients across the US. One of the bright spots in America's healthcare system, health centers started over 50 years ago as a pilot project during President Lyndon Johnson's War on Poverty. Today, CHC's have compiled a significant record of success that includes:

- Producing \$24 billion in annual health system savings
- Reducing unnecessary hospitalizations and unnecessary visits to the emergency room
- Treating patients for a fraction of the average cost of one emergency room visit
- Maintaining patient satisfaction levels of nearly 100 percent
- Generating \$26.5 billion in economic activity and over 230,000 jobs
- Reducing infant mortality rates

Health centers not only prevent illness and foster wellness in the most challenging populations, they produce innovative solutions to the most pressing healthcare issues in their communities. They reach beyond the walls of conventional medicine to address the factors that may cause sickness, such as lack of nutrition, mental illness, homelessness and addiction.

Join us in celebrating *National Health Center Week 2016*, by posting pictures about Sea Mar leading up to and during National Health Center Week. Please upload your pictures in the SharePoint page: <http://bit.ly/SeaMarNHCW>.



Sounders FC Soccer Clinics

Sea Mar's South Park Youth Soccer program participated this year in the Community Health Plan of Washington/Seattle Sounders FC Soccer Clinic at Starfire Sports in Tukwila. The clinic is for kids participating in the South Park Youth Soccer Program, part of the West Seattle Soccer League. The camp is run by Sounders FC coaches with Sounders FC players meeting the kids and teaching them how to dribble, pass and shoot like the pros. Our kids trained with players Zach Scott and Hercules Gomez.

Together Sea Mar and the South Park Community Center created the soccer league to help reduce childhood obesity in the community, and to offer this camp to participants free of charge. The next Sounder FC Soccer Clinic will be August 16.

If you're looking to get involved, South Park Youth Soccer is looking for coaches in King County. Please contact Sarah Detzer, sarahdetzer@seamarchc.org for more information. Learn more about the program here: <http://www.seamar.org/soccer/>.



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Smoking: Do you really know the risks?

Cigarette smokers have a higher risk of developing cardiovascular disease. Here's why.

Factors like high blood pressure can stretch out the arteries and cause scarring. Bad cholesterol, called LDL, often gets lodged in the scar tissue and combines with white blood cells to form clots. The good cholesterol, called HDL, helps remove LDL from the arteries.

Here are some other problems smoking causes:

- Smoking robs you of some of your good cholesterol.
- Smoking temporarily raises your blood pressure.
- Smoking increases the blood's clotting likelihood.
- Smoking makes it more difficult to exercise.

Although cigarette smoking alone increases your risk of coronary heart disease, it greatly increases risk to your whole cardiovascular system. Smoking also increases the risk of recurrent coronary heart disease after bypass surgery.

Atherosclerosis is the buildup of fatty substances in the arteries, and is a chief contributor to heart disease – the number one killer in America.

Stroke risks are higher, too. Because smoking temporarily increases blood pressure, and also increases cholesterol build-ups and the tendency for blood to clot, both types of strokes are more likely for a person who smokes. There are strokes caused from bleeding because of a weakened blood vessel and strokes caused by blockages and clots that form in a vessel and cut off blood flow to the brain. Stroke is one of the leading causes of death and adult disability in America.

Smoking also contributes to peripheral artery disease. Again, because of the added strain smoking places on









the arteries and veins, peripheral artery disease is much more like among smokers, and the habit also further increases the risk for aortic aneurism.

What makes cigarettes so toxic and dangerous?

There are more than 5,000 chemical components found in cigarette smoke and hundreds of them are harmful to human health, according to the Centers for Disease Control and Prevention.



How does your body recover after smoking ...

20 minutes		Your heart rate and blood pressure drop.
12 hours		The carbon monoxide level in your blood drops to normal.
2 weeks to 3 months		Your circulation improves, and your lung function increases.
1–9 months		Coughing and shortness of breath decrease; cilia start to regain normal function in the lungs, increasing the ability to handle mucus, clean the lungs, and reduce the risk of infection.
1 year		The excess risk of coronary heart disease is half that of a continuing smoker's.
5 years		The risk of cancer of the mouth, throat, esophagus, and bladder is cut in half. Cervical cancer risk falls to that of a non-smoker. Stroke risk can fall to that of a non-smoker after 2-5 years.
10 years		The risk of dying from lung cancer is about half that of a person who is still smoking. The risk of cancer of the larynx (voice box) and pancreas decreases.
15 years		The risk of coronary heart disease is that of a non-smoker's.

Set a day to quit this month

Are you planning to quit tobacco? Research shows that if you pick a quit day that's within the next 30 days and stick to it, you'll be more likely to succeed in quitting.

Here are some ways to prepare for your quit day:

- Pick the date and mark it on your calendar.
- Tell friends and family about your quit day.
- Stock up on oral substitutes – sugarless gum, carrot sticks, or hard candy.
- Think back to your other attempts to quit. Try to figure out what worked and what didn't work for you. There is no one right way to quit.

Quitting tobacco is a lot like losing weight – it takes a strong commitment over a long period of time. Tobacco users may wish there was a magic bullet – a pill or method that would make quitting painless and easy, but, unfortunately, there's nothing like that on the market. Nicotine substitutes can help reduce withdrawal symptoms, but they are most effective when used as part of a plan that addresses both the physical and psychological components of quitting tobacco.

Quitting isn't easy, but you can do it. In fact, do it with a friend.

Sea Mar Tobacco Cessation Program

The Sea Mar Tobacco Cessation Program is comprised of several tobacco specialists who can provide extra support to help you quit.

If you are interested in discussing your tobacco use and are thinking about quitting, call Elizabeth Nelson, Health Educator: 206.965.1021, ext. 21022

She can meet with you in person or over the phone to offer counseling and help you set realistic goals towards quitting.

Want to quit Tobacco?

123 SmartQuit 4 FREE!

1 Take the Survey
Before you go to the app store:
1. Take the survey www.doh.wa.gov/smartquit
2. Get the FREE access code.
3. Use the code to download the app!

2 Get Free Access Code
Move Forward Use Code FOR FREE App!

3

4 FREE!

Public Health
HEALTHIER WASHINGTON

For persons with disabilities, this document is available on request in other formats. To submit a request, please call 1-800-525-0127 (TDD/TTY 711)

Cesar Chavez Social Justice Festival

Cesar Chavez was one of the most influential activists of the 1960s. In 1962, he created the National Farm Workers Association, which would later become the United Farm Workers that we have today. Commemorating the 50th anniversary of the United Farm Workers' march from Delano to Sacramento, Adrian Moroles along with Sea Mar, South Park Community Center, Latino Community Fund, El Centro de La Raza, Consejo, Seattle Police and Proyecto Saber hosted a celebration of labor activist Cesar Chavez on June 11 in South Park.

The celebration started with an open mic where leaders in the community expressed the work that Chavez did and how the legacy he left behind continues to be taught in schools and celebrated across western states. Festivities continued with the legendary Tejano Music Hall of Famer Juan M. Barco y Su Conjunto, Chief Sealth Mariachi Aguilas.



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Live Well, Work Well



As a Sea Mar employee, you spend every day providing care for others and your health is important too.

In today's fast paced world where most of our lifestyle choices are influenced by convenience and technology, chronic health conditions/diseases have begun to rise at an alarming rate. Physical activity provides numerous health benefits such as weight control and lower risk of heart disease, stroke, type 2 diabetes, high blood pressure, high cholesterol and depression. To get the most health bang for your buck, experts have established these physical activity guidelines for adults: thirty minutes of moderate aerobic physical activity five days a week or twenty minutes of vigorous aerobic physical activity three days a week. These are minimal guidelines—you can add additional workout days or longer workout sessions if you want to increase your health benefits, lose weight or are training for an athletic event.

That's why Sea Mar's Employee Wellness Committee is launching an organization-wide initiative to support and to encourage Sea Mar employees to eat smart, move more, quit tobacco now and manage stress.

Within the next month Sea Mar will be sharing the new Employee Wellness SharePoint page that will provide you with resources in the community to stay healthy and active. The wellness programs will be free and available to all Sea Mar employees.

Do you have an idea for the perfect wellness program? Let your health educator know.

A regular physical activity routine such as brisk walking helps to:

- Control body weight.
- Improve mood and symptoms of depression and anxiety.
- Reduce high cholesterol and blood pressure.
- Keep bones and muscles strong.
- Reduce risk of diseases like heart disease, stroke, type 2 diabetes, and some cancers.
- Increase your life expectancy.

Monthly Activity Tips

- Set a simple goal for being physically active.
- Find a buddy who will be active with you.
- Take a 10-minute walk break.
- When choosing a parking spot, park further away from the building.
- Take the stairs instead of the elevator.
- Dance to your favorite song.

Event Calendar

May 14

Employee Recognition Celebration

July 25

Newcastle Golf Tournament

September 17-18

Seattle Fiestas Patrias

September 24

Yakima Golf Tournament

October 18

Latino Health Forum

OPEN ENROLLMENT IS LIVE!

May 5-May 25, 2016

Open Enrollment is the only time of year when full-time employees can add dependents and/or spouse/ domestic partner to the benefits program without a qualifying event (e.g. marriage, birth of child, etc). If you are NOT making changes, there is no need to contact Human Resources or to complete any paperwork.

Good news! There are no rate increases to the plan this year. All charges for dependent coverage remain the same; you should only see a difference in your deductions per pay period if you add/drop dependents from the plan. We're excited to announce that there will be minimal changes to our medical plan and no changes to our dental or life insurance benefits.

2016-17 benefit partners are:

- First Choice Health Administrators: Medical
- MedImpact: Prescription
- Delta Dental of Washington: Dental
- The Standard: Life Insurance & Long Term Disability
- The Standard: Employee Assistance Program (EAP)

There are a few small changes to the medical plan that will take effect June 1, 2016. Information regarding these changes is available on SharePoint at: <https://sharepoint.seamarchc.org/sites/hr/Pages/Employee-Benefits.aspx>. You can also contact Human Resources by e-mail at: HumanResources@seamarchc.org or by phone at 206.764.8051.

Announcements

Congratulations to Sea Mar's Behavioral Health Program Manager, Emmanuel Montenegro for being selected to receive the 2016 Linda Lee Martens Community Health Hero Award for his dedication to providing substance abuse and mental health treatment in Island County.

The Washington Health Plan Partnership, WA State Department of Health, and the WA State Health Care Authority recognized Seattle Medical as a GOLD level immunization provider. This means most of Seattle Medical patients are up-to-date with their recommended vaccines. Sea Mar appreciates your commitment to keeping children healthy and protected against vaccine preventable diseases.

Sea Mar Bikers

It's not too late to join Sea Mar's fifth year participating in the *Cascade Bicycle Club* annual *Bike Everywhere Challenge*.

Who we are: The Sea Marvels
What we do: Bike to work and play, track our miles, and support wellness and friendly biking competition
What we need: You

Whether you are a die-hard bike commuter or a fair weather peddler, send an email to ElizabethNelson@seamarchc.org if you would like to join and an invite will be sent to you. For every bike ride to work or around town, you can log miles, qualify for free commuter and bike maintenance classes, and win prizes! Joining the team is free and open to all Sea Mar employees (AmeriCorps and interns included), so please spread the word and forward this to anyone who may be interested in participating.



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April is Childhood Wellness and Immunization Month at Sea Mar



Each year, thousands of children become ill from diseases that could have been prevented by basic childhood wellness check-ups and immunizations. Countless more miss time from day care and school because they are under-immunized or inappropriately immunized.

During the month of April, Sea Mar Community Health Centers will observe childhood wellness and National Infant Immunization Week (NIIW) April 16-23. NIIW is an initiative designed by the CDC to raise awareness about the importance of childhood immunizations. Throughout the month of April, Sea Mar will disseminate messages across Sea Mar media outlets (newsletters, social media and radio) to promote well-child visits and vaccinations for children.

Help us promote it!

Healthcare professionals like you are an important reason why we can celebrate high infant immunization rates in this country. According to a national poll conducted by CDC in 2014, a doctor's recommendation was the number one reason that parents made sure their

child got all of the recommended vaccines.

This is a great opportunity for Sea Mar staff—including providers, nurses, and front desk staff—to show parents that Sea Mar strongly supports well-child check-ups and vaccinations. It's also a good chance to let parents know that on-time vaccination is the norm, despite what they might hear in the media.

To help communicate about well-child visits and vaccine-preventable diseases, visit the Health Campaigns SharePoint page under Communications. https://sharepoint.seamarchc.org/sites/cs/comms_education/SitePages/Health%20Campaigns%20Initiative.aspx



**National Infant
Immunization Week**

**IMMUNIZATION.
POWER TO PROTECT.**

Event Calendar

May 7

Latina Health Fair

May 14

Employee Recognition Celebration

July 25

Newcastle Golf Tournament

September 17-18

Seattle Fiestas Patrias

September 24

Yakima Golf Tournament

October 18

Latino Health Forum

Clinical Care Teams Essential in Easing Parental Concerns about Vaccinations

Parents consider health care professionals one of the most trusted sources in answering questions and addressing concerns about their child's health. A recent survey on parents' attitudes, knowledge and behaviors regarding vaccines for young children 75% including vaccine safety and trust, 75% found that 82% of parents cited their child's health care professional as one of their top three trusted sources of vaccine information. With so many parents relying on the advice of health care professionals about vaccines, the clinical care team plays a key role in guiding parents' vaccination decisions.

"A nurse's expertise, knowledge, and advice are vital in creating a safe and trusted environment for discussing childhood immunizations," said Virginia Ramos, Clinical Care Team Manager/ Infection Control Nurse at Sea Mar. "How you communicate with parents during routine pediatric visits is critical for fostering parental confidence in the decision to vaccinate their children."

The survey also found that 71% of parents were confident or very confident in the safety of routine childhood immunizations, although parents' most common question is what side effects they should look for after vaccination. Twenty-five percent are concerned that children get too many vaccines in one doctor's visit and 16% of survey participants are concerned that vaccines may cause autism.

Reinforcing vaccine safety messages can go a long way toward assuring parents that they are doing the best thing for their children. One of the best ways you can establish trust with parents is by asking open-ended questions to help identify and address concerns they may have about vaccines. Also, restate their questions and acknowledge concerns with empathy. Make sure to address questions or concerns by tailoring responses to the level of detail the parent is looking for. Some parents may be prepared for a fairly high level of detail about vaccines, how they work and the diseases they prevent while others may be overwhelmed by too much science and may respond better to a personal example of a patient you've seen with a vaccine-preventable disease. A strong recommendation from you can also make parents feel comfortable with their decision to vaccinate.



For all parents, it's important to address the risks of the diseases that vaccines prevent. It's also imperative to acknowledge the risks associated with vaccines. Parents are seeking balanced information. Never state that vaccines are risk-free and always discuss the known side effects caused by vaccines.

If a parent chooses not to vaccinate, keep the lines of communication open and revisit their decision at a future visit. Make sure parents are aware of the risks and responsibilities they need to take on, such as informing schools and child care facilities that their child is not immunized, and being careful to stay aware of any disease outbreaks that occur in their communities. If you build a trusting relationship over time with parents, they may reconsider their vaccination decision.

To help communicate about vaccine-preventable diseases, vaccines, and vaccine safety, the Centers for Disease Control and Prevention (CDC), the American Academy of Family Physicians (AAFP), and the American Academy of Pediatrics (AAP) have partnered to develop Provider Resources for Vaccine Conversations with Parents. These materials include vaccine safety information, fact sheets on vaccines and vaccine-preventable diseases, and strategies for successful vaccine conversations with parents. They are free and available online at <http://www.cdc.gov/vaccines/hcp/conversations/>.

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Latino legislative day attendees marching to the state capitol.



Opening performance by Mariachi Huenachi Wanatchee High School.



Sea Mar staff walking in between legislative meetings.

2016 Latino Legislative Day

On Monday, February 22, more than 200 Sea Mar supervisors participated in Latino Legislative Day at the Washington State Capitol in Olympia. Latino Legislative Day is an annual advocacy event coordinated by the Latino Civic Alliance that provides one of the strongest platforms to address issues affecting the Latino community in the state of Washington.

This year, Sea Mar met with 108 legislators in 36 districts to discuss legislative priorities including health care, education, civic engagement, and public safety. Important topics such as expanding loan repayment assistance to build mental health capacity, accelerating the path to behavioral health integration, and asking for support for the College Bound Scholarship were covered in the legislative visits. Overall feedback from each visit was positive and the event went very well. We thank each and every Sea Mar employee who helped make this day possible.

Sea Mar supervisors also had the opportunity to hear from several state elected officials, including Governor Jay Inslee, Supreme Court Justice Steven Gonzalez, State Representative Lillian Ortiz-Self, State Representative Luis Moscoso, Senator Mark Schoelser, Senator Karen Fraser, Senator John McCoy among others.

Sea Mar would like to recognize Claudia D'Allegri, Vice President of Behavioral Health, for her leadership in organizing the Latino Civic Alliance Latino Legislative Day. Claudia has served as the chair for this event for the past two years. Sea Mar would also like to thank the Sea Mar legislative day organizers for their hard work in making this event happen.

Upstream Solutions for Mental Health Crisis

By Claudia D'Allegri

Op-ed published in *The Olympian* March 1, 2016

Highlights

- Legislators should make two investments this year to improve the state's mental health system
- One is to speed the integration of behavioral health into primary care for Medicaid patients
- The other is to make the loan repayment program available to social workers, therapists and psychologists



Most of the attention on our state's mental health crisis has been focused on the downstream end of the mental health system. Focusing upstream as well is critical, because all pieces of the system work together. Prevention and early intervention give you the most for your money, and the Legislature can't ignore them this session.

There are two investments the Legislature must make to shore up the early side of the mental health system. The first is to accelerate behavioral health integration in primary care for Medicaid patients, ensuring mental health and substance use issues are identified and treated when and where patients come in for medical health care.

The second is to make sure there are enough mental health providers in primary care settings to meet the demand for this care.

An immediate solution is to expand the Health Professional Loan Repayment program to include social workers, marriage and family therapists and psychologists, who typically provide behavioral health services in a primary care environment, but are now excluded.

These are targeted, modest investments that can't wait. Washington state adopted a mandate to achieve behavioral health integration for Medicaid patients by 2020. To deliver

on that goal, we need to get ahead of the curve and have the appropriate workforce in place. If we don't start preparing now, this could become the next mental health crisis.

A common scenario in our clinics is a patient coming in because of diabetes or high blood pressure, and physicians identify symptoms of depression or heavy alcohol consumption. We can literally walk them down the hall during the same visit and connect them to help for their mental health or substance problem. It enables us to treat the whole person. If "non-medical" needs aren't addressed, it's difficult to manage their health, and their behavioral health conditions can spiral, resulting in expensive crisis intervention.

Community health centers have a hard time attracting providers to serve rural areas and underserved populations. Sea Mar Community Health Centers has 15 unfilled positions for behavioral health providers who don't prescribe medication, such as social workers and psychologists. Statewide, there are more than 40 such vacancies at health centers. Including these professionals in the Health Care Professional Loan Repayment Program, which the Legislature wisely funded last year to address primary care workforce shortages, is a smart, immediate fix.

Event Calendar

May 7

Latina Health Fair

May 14

Employee Recognition Celebration

July 25

Newcastle Golf Tournament

September 17-18

Seattle Fiestas Patrias

September 24

Yakima Golf Tournament

October 18

Latino Health Forum

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Sea Mar STAR Program



As part of the Improving the Patient and Employee Experience Campaign we will be embarking on a way to recognize employees who go that extra mile. The STAR Program will allow our patients and staff will be able to recognize and share their experience with each other.

The overall objectives for the STAR Program are as follows:

- Improve patient and employee satisfaction.
- Involve patients and employees in recognizing exceptional service.
- Include all employees—those who provide direct patient service and those who work behind the scenes.
- Provide immediate praise and feedback.
- Increase employee retention.

Soon you will be seeing STAR Stations at your clinics or sites and will be able to fill out a STAR Card and post it to share great work.

Not only will people who are walking by be able to read these wonderful experiences, but with permission, the cards will be posted on Sea Mar's website, published on the newsletter, shared on social media and more.

Stay tuned for more information and join Sea Mar in sharing this wonderful news with everyone. On behalf of the Improving the Patient and Employee Experience Committee we'd like to thank all of the staff in advance for all of their hard work and dedication!

March is Colon Cancer Awareness Month

Did you know colon cancer is the second leading cause of overall cancer deaths in the United States?

It doesn't have to stay this way. Early detection through screening can dramatically reduce the risk of colon cancer. This means having your colon checked regularly starting at age 50 with a colonoscopy or FIT test, a simple stool test done at home.

March is Colon Cancer Awareness Month and Friday, March 4th is National Dress in Blue Day to heighten prevention awareness and help knock colon cancer out of the top three cancer killers for good. Sea Mar's Colorectal Cancer Screening Program are helping to slash these statistics by:

- Implementing a direct-mail program for FIT tests to 15,000 patients.
- Designing a staff training video to promote screening and patient education.
- Studying the best combination of reminders to encourage patients to return their mailed FIT including Follow My Health messages, text messages, automated calls, live calls or reminder letters.

Everyone can take steps to prevent colon cancer. If you are eligible, make March the month to complete your colon cancer screening. Make a difference in your life, in your family and in your friends. Talk with your loved ones today about colon cancer and encourage them to get screened regularly. By creating awareness around this disease, you'll save lives.



Clinic Updates & Changes

Sea Mar Plaza	Construction on Sea Mar Plaza is scheduled to begin February 22. The new construction will be a community center and Latino Cultural Museum.
Kelso Behavioral Health	New site in Kelso is now open for services.
Des Moines Medical and Dental	Opening date for medical and dental TBD.
Tumwater Behavioral Health	Lacey Behavioral Health and Tumwater Behavioral Health have relocated services to a new clinic in Tumwater. The clinic is actually two separate addresses, two separate buildings that share a sidewalk. Addresses are: <ul style="list-style-type: none"> • 6334 Littlerock Rd. SW (adult outpatient) • 6336 Littlerock Rd. SW (child and family)
Marysville Dental	Marysville Dental will relocate to a new site. Opening date TBD.
Everett Dental	Dental is opening services at the same location as medical and BH. Open date TBD.
Oak Harbor Dental	Oak Harbor Dental is moving to a new site. Opening date late 2016.
Vancouver Hiddenbrook	Renovation in progress. Opening date TBD.
Federal Way	Renovation in progress. Opening date TBD.

Sea Mar Marysville Family Medicine Residency Receives Accreditation

After a three year development process Sea Mar is thrilled to announce that the Sea Mar Marysville Family Medicine Residency (FMR) has received



initial accreditation from the Accreditation Council for Graduate Medical Education (ACGME). The residency program will begin in June of 2017, accepting 6 residents per year for the three-year program, 18 residents total. This is an important milestone for Sea Mar, Providence Health & Services and all our residency partners in Snohomish County.

Sea Mar's vision to have a community health center based FMR is finally realized. We are responding to the need for more family physicians, especially in CHC and underserved/rural settings. Sea Mar residents will be trained in full-spectrum family medicine, with the goal of our residents continuing their careers in in CHCs or other

underserved environments. Sea Mar has a proven mission of working with all underserved populations, which will be instilled in our residents. Our residents will do their major hospital rotations at Providence Regional Medical Center Everett (PRMCE), which has supported this endeavor from the beginning. The residents will receive strong training at PRMCE, because of their dedicated medical staff, and since there are no other residencies at this 500 bed hospital. Sea Mar is a community health center, supported by the community and dedicated to serving our community. This FMR will be like-minded. We have found eager and willing specialists in this county who will share their wisdom with the residents as they rotate in their clinics. Sea Mar will benefit from many of these graduates settling in our communities, providing more medical access, and high-quality, patient-centered care.

Sea Mar looks forward to growing our partnership with all as the residency develops, sharing ideas and dedicating energy towards making this program great. We also have strong support from the UW Family Medicine Residency Network, with whom we are affiliated.

Thank you for your continued support, we are so excited to share the news of our accreditation.

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Sea Mar Commits To Positive, Effective Communication With AIDET

As part of the organization-wide Improving the Patient and Employee Experience Campaign, Sea Mar is launching AIDET as the new customer service model to help all employees provide: “Exceptional service. Every person. Every time.” The acronym AIDET represents a simple, five-step process that ensures patients and their family members receive effective communication and excellent service at Sea Mar.

The core value of services offered at Sea Mar are based on the belief that everyone deserves to be respectfully treated in a way that preserves dignity and enhances self-worth. Sea Mar is an advocate for its clients and works diligently to provide industry-leading, client-centered, culturally-aware services.

According to Mary Bartolo, Deputy Director and Chair of the Improving the Patient and Employee Experience Committee, AIDET is a common-sense approach to communicating respectfully and logically with our customers. She notes that AIDET represents the way we all would like others to communicate with us. She says, “In an effort to raise and enhance the personal training of our staff at all levels, we are introducing the five steps identified by AIDET, which represent the five fundamentals of patient-centered care that must become part of Sea Mar’s culture.” An AIDET training program will be launched soon.

A	Acknowledge
I	Introduce
D	Duration
E	Explanation
T	Thank you



AIDET[®]
A Systematic Approach to Service

AIDET means:

Acknowledge: Acknowledge the patient/family member with eye contact and saying hello.

Introduction: Share your name, what you do at Sea Mar/job title and your experience or credentials.

Duration: Tell how long something will take.

Explanation: Explain, in order, what will happen in language the patient will be comfortable with (no medical jargon).

Thank You: Thank them for choosing Sea Mar.

A New Year Equals A New You



January is traditionally a time to make resolutions to eat healthy and lose weight. Check out these tips to help you achieve your 2016 health goals.

Exercise. It's recommended that adults get about 30 minutes of exercise, at least five days each week. While this can seem overwhelming on top of an already busy schedule, consider the following ways to build exercise into your daily routine.

- Walk when you have a break at work. You could use your 15 minute break to walk around the block or stretch in the sun.
- Walk or bike to work. It's a great way to start and end your work day. May is Bike to Work Month. If you're interested in being on a "Commute Challenge" team to receive support and track of your bike miles with other Sea Mar employees, email Elizabeth Nelson, health educator at White Center Medical.
- Attend any exercise classes that are offered near your site to staff and community members. Some sites have classes such as Zumba or Yoga. You can ask a health educator if you're not sure what's offered.

Relax. It's easy to be stressed without even noticing. Next time you're feeling like you need to relax, take a minute and try this simple breathing exercise:

- Exhale completely through your mouth, making a whoosh sound.
- Close your mouth and inhale quietly through your nose to a mental count of four.
- Hold your breath for a count of seven.
- Exhale completely through your mouth, making a whoosh sound to a count of eight.
- This is one breath. Now inhale again and repeat the cycle three more times for a total of four breaths.

Scholarships for Sea Mar Employees and their Children

Due March 15



Since 1995, Sea Mar has offered scholarships to the children of farm workers to support their pursuit of an education. The scholarship program has evolved to include four additional scholarships, including scholarships for Sea Mar employees and their children. Scholarships are one-time awards intended for individuals seeking to obtain undergraduate or graduate degrees.

Visit the scholarship program's webpage to see if you qualify:
http://www.seamar.org/static_pages/scholarships.php. You can also find information on our Sharepoint page:
<https://sharepoint.seamarchc.org/sites/cs/education/SitePages/Home.aspx>.


All scholarship applications, with the exception of the LEAP1% Scholarship Fund, are available now and are due March 15 at 6:00 pm (no exceptions).

For questions, email scholarships@seamarchc.org.

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Employee Newsletter of Sea Mar Community Health Centers

■ A Message from Sea Mar's CEO

To Employees of Sea Mar Community Health Centers,

I take this opportunity to wish all the staff members and their families a great holiday and a happy New Year. May these holidays bring joy and prosperity to all. Sea Mar is greatly thankful for your efforts in serving our mission to deliver the best services to the patients and clients we serve.

Sincerely,
Rogelio Riojas



■ Update on the Improving the Patient and Employee Experience Campaign

Sea Mar's Improving the Patient and Employee Experience Campaign has been engaging employees to give them the tools they need to provide "Exceptional Service. Every Person. Every Time." Sea Mar has asked all staff to participate in various surveys and focus groups to hear directly from you. Thanks to your feedback Sea Mar the committee has taken action to implement various initiatives starting 2016

- AIDET Customer Service training as the organizational patient communication tool to improve service excellence by engaging all staff in a structured methodology that facilitates patient communication and decreases the number of patient complaints related to communication gaps.
- Revamping Employee Orientation to jump-start new staff members awareness, familiarity, and comfort with working

and thriving professionally at Sea Mar. The new hire employee orientation will be designed to help familiarize employees with Sea Mar's mission, vision, service culture and organizational goals.

- New employee recognition programs for those who exhibit exceptional customer service.
- Re-brand Sea Mar's logo to reflect Sea Mar's tagline: "Exceptional Service. Every Person. Every Time."
- Sea Mar will continue to conduct employee and patient focus groups to better understand and learn from staff where they believe they fit into the patient experience and "move the bar" in terms of patient satisfaction.

Call To Action: Success depends on each of us, including you. We're relying on every employee to take action so we're delivering the best experience possible for patients, clients and colleagues. Throughout the campaign, we'll be sharing tips, training and resources that will help employees improve the patient experience and provide exceptional service. Stay tuned for updates, action items and contests. We're looking forward to working together as we move Sea Mar from "Good" to "Excellent!"

■ New Sea Mar Community Center and Latino Cultural Museum Receives grant from King County

On November 24, Sea Mar attended the signing for the legislation that will provide \$28 million to arts, heritage and historical preservation projects throughout King County. Sea Mar is a grateful recipient of one of the 100 grants being awarded through 4Culture as a result of this legislation. The grant will be used for the construction of Sea Mar's Community Center and Latino Cultural Museum, opening early 2017.



■ Congratulations Sea Mar for Earning Joint Commission Accreditation!

by Angelica Barajas



Sea Mar Community Health Centers has earned The Joint Commission's Gold Seal of Approval for accreditation by demonstrating compliance with the organization's national standards for health care quality and safety in health care.

The accreditation award recognizes Sea Mar's dedication to continuous compliance with The Joint Commission's state-of-the-art standards. The organization underwent a rigorous unannounced on-site survey in June 2015 and November 2015. A team of Joint Commission expert surveyors evaluated Sea Mar's Ambulatory Care Department, Behavioral Health Department, Home Health Department and the Care Center for compliance with standards of care specific to the needs of patients, including infection prevention and control, leadership and medication management.

In achieving Joint Commission accreditation, Sea Mar has demonstrated its commitment to the highest level of care for its patients. The Joint Commission accreditation is a voluntary process that instills confidence with our patients we serve as it reviews and looks at how well our organization:

- Provides a safe environment for our patients care
- How patients receive education about the risks and options for diagnosis and treatment
- How patients' rights are protected, including the patients right to confidentiality
- How a patient's condition is evaluated, before, during and after diagnosis and treatment
- How patients' are protected against infection
- How the organizations has planned for emergency situations

Sea Mar is one of the largest community health centers in the nation that has all four programs accredited and has continued to received its accreditation since 1991. This solidifies our staff's continued commitment to our patients in making significant investments in quality on a day-to-day basis. Achieving Joint Commission accreditation, for our organization, is a major step toward maintaining a culture of excellence and continually improving the care we provide.

Founded in 1951, the Joint Commission accredits and certifies more than 21,000 health care organizations and programs in the United States. As an independent, not-for-profit organization, it is the nation's oldest and largest standards-setting and accrediting body in health care. Learn more about The Joint Commission at www.jointcommission.org.

■ Give to Sea Mar through Amazon Smile

AmazonSmile is a simple, automatic way for you to support Sea Mar every time you shop, at no cost to you. When you access Amazon through the special Sea Mar link, Amazon will donate 0.5% of the price of your eligible AmazonSmile purchases to Sea Mar whenever you shop on AmazonSmile. To sign up:

On your first visit to AmazonSmile, you need to select Sea Mar as the organization you're designating to receive donations from eligible purchases before you begin shopping. Amazon will remember your selection, and then every eligible purchase you make on AmazonSmile will result in a donation.

Your Amazon.com account is the same account you use on AmazonSmile.

You will see eligible products market "Eligible for AmazonSmile donation" on their product detail pages. Make sure you bookmark our link: <http://smile.amazon.com/ch/91-1020139> and navigate to Amazon using that link each time you shop to make sure the donation counts!

These are great ways to provide extra support to Sea Mar without spending extra money. Sea Mar is newly participating in these programs, and we'd love to see them grow. Be sure to share these opportunities the folks in your life who are Sea Mar fans. As we go through the year, we'll keep you updated on our progress and how much we've been able to raise with your help.

■ New Sea Mar Clinics

Sea Mar continues to grow to serve the needs of the community with the expansion of two new facilities:

- Battle Ground Medical Clinic opened doors on November 30th and is the newest addition to the Sea Mar in Clark County specializing in family medicine including preventive health exams, acute care visits, minor procedures, health education, follow-up care from hospital visits and referrals for other medical services. The Battle Ground clinic was made possible by a HRSA New Access Point grant.
- Bellevue medical clinic relocated to a newly renovated, larger clinic to expand access to care for the Bellevue community. The new clinic will offer affordable primary care medical services, dental services, and, starting in January 2016, pharmacy services. With the new location, the clinic is committed in serving the primary care and other healthcare needs of those who need it the most in the City of Bellevue and the east side.
- Kelso Behavioral Health is a new clinic providing mental health services in Cowlitz County. The clinic is establishing services in the community, and working with local elementary school to provide services to school-aged children and their families.

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TECH MEETS HEALTH AS SEA MAR PATIENTS ACCESS THEIR RECORDS ONLINE

More than 8,000 Sea Mar patients are using Sea Mar's online health record platform, Follow My Health.



Follow My Health is a secure personal health portal that allows Sea Mar providers to help patients take a more active role in the management of their health and wellbeing. With this new patient portal, patients can manage their health, communicate with providers, and make more informed decisions about their care --24/7-- from any computer, smartphone or tablet.

Sea Mar's Vice President of Operations Carrie Vanzant confirms Follow My Health a great success. "Since implementing the portal we've seen several cases where Follow My Health has increased patient communication and advanced information sharing," she said.

Sea Mar's online portal had over 63,250 visits last year. This year's report adds that through Sea Mar's online and mobile health services, 803,051 lab test results were viewed online, 4,303 secure emails were sent, and 373,397 online prescriptions were refilled.

"The portal has reduced this stress as patients simply log into their secure portal and view their lab results virtually as quickly as it is viewed by their provider, likewise, waiting for a lab result can be stressful for patients," Carrie added. This access to knowledge reduces stress levels caused by delays; no more phone-tag or fret over missing a call from our clinic. Sea Mar patients will send messages directly to their provider's care team from their portal. Often these are updates or easily answered questions regarding a recent visit. With a quick turnaround response from Sea Mar, the patient has the information they need to make informed decision on their care in the comfort of their home.

Follow My Health Features:

- Review medical records online in a safe, secure environment.
- Communicate privately with providers via secure messaging.
- View test and lab results, and read medical notes from doctor.
- Update health information, such as allergies, medications, conditions, etc.
- Request prescription refills.
- Receive email care reminders.
- Request or change appointments.
- Request proxy accounts for children or dependent adults.

"I really like the fact that I can see my past appointments and can request refills on medications. It also helps me keep track of my daughter's appointments," said Sea Mar patient. "Being able to see test results at home is great."

Holiday Party Calendar

December 19

County	Location
CLARK	Evergreen High School
GRAYS HARBOR	Church Angel
THURSTON	Capital High School
PIERCE	Henry T Schatz Boys & Girls Club
WHATCOM	Birchwood Presbyterian Church
SNOHOMISH	Cedarcrest Middle School

December 20

KING	South Seattle Community College
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ACA THIRD YEAR IS UNDERWAY



We've now begun the third enrollment season under the Affordable Care Act with a shift in focus to those who need assistance in purchasing a health plan. The managed care department has always assisted, and will continue to, assist those who've been identified as uninsured and or underinsured in obtaining health insurance.

In the past it was a given that the majority of clients would be low income individuals and families who were not previously able to access Medicaid. However, with Medicaid expansion to 138% of FPL and the inclusion of auto renewal in the application processes, there has been a reduced risk of Medicaid-eligible individuals not having coverage and or losing their coverage.

Now we are seeing the newly uninsured and underinsured shifting to individuals who are unable to sustain premium payments on health plans they've purchased through the Exchange. There is a coverage gap emerging for some of the working population who earn too much to be eligible for Medicaid and too little to sustain high premium payments throughout the year.

While some clients are eligible for tax credits, some are not. This makes them vulnerable to penalties if they fail sustain their coverage. It also makes the Health Benefits Exchange vulnerable if they are unable to generate sufficient revenue to sustain and or expand their operations as a market place for these various plans.

A low income worker who is not provided coverage through their employer or who is self-employed is in the position of having to make decisions on what makes economic sense. High premiums with low deductibles or low premiums with high deductibles weighed against the penalties they will incur without coverage. It can seem like a no win financial situation from their perspective and a number of them are choosing not to purchase.

As we've increased our presence in the community through outreach activities, a number of individuals are becoming aware of health centers and their role in the health care system. We are asking ourselves: *Will they now be a larger component of the demographics a health center will serve in the future?* and *What impact will those who are working during the week have on our hours of service?*

Each factor contributes to the reshaping of Sea Mar's health care system and we will continue to monitor what occurs with this new patient population.

A REMINDER ON SEA MAR'S INCLEMENT WEATHER PROTOCOL

Inclement weather can cause transportation problems or hazardous conditions that can vary widely in our region. It is Sea Mar's policy to remain open and operational throughout inclement weather conditions when at all possible. A reminder of protocol:

- The Clinic/Program Manager is responsible for communicating the presence of inclement weather conditions to clinic supervisors in their department as soon as possible after 6:30AM. In turn, supervisors communicate this decision directly with their staff.
- If no calls are received, employees are to assume the clinic will be open and are expected to report to work as usual.
- A grace period of one hour will be given to employees to allow for difficult driving conditions.
- Employees who arrive after the one hour grace period must take PTO or leave without pay for the time beyond the grace period.
- Sick leave will not be accepted as a legitimate reason for not showing up for work unless the employee has a signed physician's statement.
- Employees who do not report to work will be expected to use PTO or leave without pay.

6 TIPS FOR PACKING A HEALTHY LUNCH

One simple (and affordable) step to better health is to bring a good-for-you lunch from home. Here's how:

1. On the weekend, decide what you will eat for lunch for the week and add it to your grocery list. That way, it's quick and easy to grab healthy choices when you pack your lunch.
2. Consider batch cooking on the weekend. Make a big pot of chili, soup, or a big bowl of whole-grain and veggie salad. These will keep for a few days in the fridge and can be eaten throughout the week for lunch.
3. Take five minutes every night (or morning) to pack something healthy for the day.
4. Use portable containers—such as a lunchbox, thermos, and various containers with tight-fitting lids—to pack and take your healthy lunch. Extra-small containers come in handy for single servings of peanut butter or salad dressings.
5. Remember food safety—if you don't have access to a refrigerator to store your lunch, insert a cold pack into the lunch box and be sure to choose foods that will stay fresh and yummy from the time you pack them until it's time to eat lunch.
6. For days you can't pack lunch, keep some non-perishable healthy options at your desk, such as like light tuna in water, whole wheat crackers, no-sugar-added canned fruit, popcorn, and nuts.

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