

CARF Survey Team Awarded The Gaylord Cup



Congratulations to the CARF prep team who was awarded the November Gaylord Cup. In acknowledging their hard work CEO Sonja LaBarbera noted, "As someone involved in many CARF surveys in my career, I know how much time and energy goes into preparing for these surveys. The team worked on preparations for over a year, and that preparation resulted in a favorable survey experience. While this is an organizational accomplishment, I would be remiss if I did

not thank Lori Vickers and Sue Stango for their leadership and the survey teams who escorted our six surveyors throughout the organization for two days. Our surveyors' comments were tremendously positive, which is a testament to the hard work of every person in this organization." While the CARF survey team led the effort, the Gaylord Cup acknowledges the contributions from the whole organization and the intense work from nursing, facilities, care management, HR, PR, TR, inpatient therapy, the North Haven and Wallingford outpatient staff, and all our employees who assisted in large and small ways. Thank you to the following CARF Survey team members:

Lori Vickers
Marcia Brassard
Pete Grevelding
Lisa Kalafus
Kathleen Sullivan
Lorraine Cullen
Jillian Mattson

David Rosenblum, MD
Anne Walczak
Paige Reinwald
Astou Seye, MD
Tinamarie Ufferfilge
Jacob Hunter
Kaila Morin

Chrissy Rutigliano
Jerrold Kaplan, MD
Kris Provost
Leigh Golembiewski
Susan Stango
Alyse Sicklick, MD
Dorothy Orłowski

Our Values are

Integrity

Compassion

Accountability

Respect

Excellence

FYI DEADLINE

The deadline for the next FYI is Friday, December 8.

Email: publicrelations@gaylord.org

TELL YOUR FRIENDS HIRING EVENT

\$2K REFERRAL BONUSES!

Physical Therapy opportunities

*For program details and payout schedules, contact HR.

Thursday, December 7

5:30 p.m. - 7:30 p.m., North Haven



Our mission is to enhance health, maximize function and transform lives.

Dear Gaylord Employees,

For the past 10 months, you've heard about UKG and the changes coming to our systems! In January, we are launching the following modules: HRIS (Employee Records), Scheduling, Benefits, Payroll, and Recruitment. In mid-2024, Infection Prevention, Performance, Compensation, and Learning Management modules will be launched.



What You Can Expect:

- **Streamlined Processes:** Saves time, and enhances work and personal experience
- **Training & Resources:** UKG Resources Tile on Gaylord's Intranet Home Page housing all training sessions and resources, including tutorials, FAQs, and how-to guides
- **User-Friendly Interface:** Intuitive and user-friendly interface. Visually appealing!
- **Support System:** Robust support system for troubleshooting. A dedicated support team HR/IT will assist employees with any issues during the transition.
- **Data Integrity:** Ongoing support to impact data integrity, accuracy and reporting

Training:

All trainings below have been designed to support you with UKG's rollout. Please attend one of the applicable training sessions to become familiar with the system and learn how to navigate the modules efficiently. Training will be recorded.

Event	Dates	Audience	Topics
Manager Work Force Management Timecard Training	12/05/23 7am 12/12/2023 4pm 12/19/2023 1pm	Managers and Administrators that edit timecards	Navigation Editing and Approving Timecards Managing PTO Request
Manager Basic Scheduling	11/30/2023 1pm 12/13/2023 1pm	Non-Clinical Departments	Navigation Entering and Editing Basic Schedules
Manager Advanced Scheduling	12/07/2023 7am 12/14/2023 1pm 12/20/2023 4pm	Nursing Respiratory Radiology	Navigation Entering and Editing Schedules Daily Coverage Rule Violations Quick Actions
Employee General Systems Training	12/06/2023 7am 12/13/2023 4pm 12/20/2023 1pm	All Employees	Navigation Changes Life Events Pay History Schedules Mobile App

Please contact your Human Resources Business Partner if you have any questions! Thank you in advance for your support as we transition to UKG!

Mitch Podob
VP, Human Resources

Holiday Craft Fair

November 30 • Jackson Lobby • 9 am - 5 pm



Mini Tree DECORATING Contest

TREE PICK UP DATES: Nov. 20 - Dec. 2
Cafeteria or Food & Nutrition office
RETURN FOR VOTING: Dec. 11





GoGreen Committee Value the Food You're Serving

A more sustainable holiday season starts with being mindful of food waste.

Chew on this: Americans' indifference to the fate of uneaten food is a huge problem for our environment.

While the world wastes about 1.4 billion tons of food every year, the United States discards more food than any other country in the world: nearly 40 million tons — 80 billion pounds — every year, according to Abdul-Razak Saeed of the Rainforest Alliance. "When we throw away moldy food," states a 2019 Columbia University report, "we're also throwing away all of the water, fertilizer, and fuels that were used to grow and transport the food. And when food waste goes into a landfill, it releases methane, a potent greenhouse gas."

Instead, they suggest, use creative recipes to jazz up holiday leftovers, freeze what cannot be eaten within a few days, and compost inedible organic matter.



Employee Giving Campaign

Dear Gaylord Family,

I am writing to express my deepest gratitude to each and every one of you for your incredible generosity and enthusiastic participation in this year's annual Employee Giving Campaign. Your commitment to making a positive impact within our community truly exemplifies the spirit of Gaylord.

Your willingness to contribute not only reflects your dedication to our shared values but also underscores the strength of our collective commitment to making a difference. Each gift, no matter the size, contributes to the overall success of our campaign, and, more importantly, to the health and quality of life of those who benefit from our collective support.

It is heartening to see the positive impact we can achieve when we come together as a team.

Once again, thank you for your contributions to the annual Employee Giving Campaign.

With sincere appreciation,

Sonja LaBarbera, President & CEO

Career Awareness Event at Branford High School



In a proactive effort to inspire and guide the next generation of healthcare professionals, Gaylord recently participated in a Career Awareness event at Branford High School.

Representatives from various departments, including Human Resources, Nursing, Physical Therapy, and Respiratory Therapy, were invited to share their insights and experiences with the students.

The event aimed to provide Branford High School students with a firsthand look into the diverse career opportunities within the healthcare industry. Gaylord team members engaged in informative discussions, offering valuable advice on educational paths, skill development, and the rewarding aspects of working in healthcare. Gaylord's Human Resources department would like to thank Kristen Berg, Phil Silverio, and Tammy Maher for taking the time to educate the students at Branford High School.

PAINT ON THE HOLIDAY CHEER

Please join the Inpatient Therapy Department



Annual Window Painting Event

Thursday, December 7,
Inpatient Therapy Gym
12 p.m.-1 p.m.

DECEMBER Service Awards

Congratulations to the following employees for their years of service to Gaylord:

25 YEARS

Anabela Vendinha
Food & Nutrition

15 YEARS

Joe Benson
Facilities

Heidi Fagan
Inpatient Therapy

Cheryl Tansley
Inpatient Speech

10 YEARS

Leah McIlvaine
Nursing Services

Jessica Malave
Nursing Services

5 YEARS

Chris Chieffo
Outcomes Management

November

December

January 2024

February

March

Jeans for Charity
December 1, 15, 29

Jeans for Charity
National Blood Donor Month

Jeans for Charity

National Nutrition Month

PT Hiring Event

December 7

American Heart Month

Jeans for Charity

Holiday Window Painting
December 7

Black History Month

National Therapeutic
Recreation Month

Kids Holiday Party
December 8

MEDITECH
E X P A N S E
WISH LIST

Just in time for the Holidays! The Innovation Survey has been modified to collect ideas for Expanse! The Expanse team is requesting your ideas to enhance the functionality of Expanse. We need your ideas and feedback as we compile the enhancement list and future projects in order to build out our strategic plan for our new Electronic Health Record.

Please take a few minutes and complete the survey. [Click here](#) or scan the QR code below.



Jeans for Charity: Friday, December 1



The featured organization is

Healing Meals

Mission: Provide healthy, organic

meals to people in a health crisis while fostering compassion and empowering youth and adult volunteers in our communities. For more information, [click here](#).

Employees need a Jeans for Charity sticker or button to indicate their participation.

Stickers can be purchased for \$2 in the cafeteria, Jackson Java, Human Resources, Jackson 2 outpatient, North Haven, Cheshire, Cromwell and Madison.

REMINDER
for all emergencies dial
3399

April	May	June	July	August
Occupational Therapy Month Jeans for Charity	National Hospital Week National Nurses Week Jeans for Charity	Gaylord Gauntlet 5k June 15	Jeans for Charity	Jeans for Charity

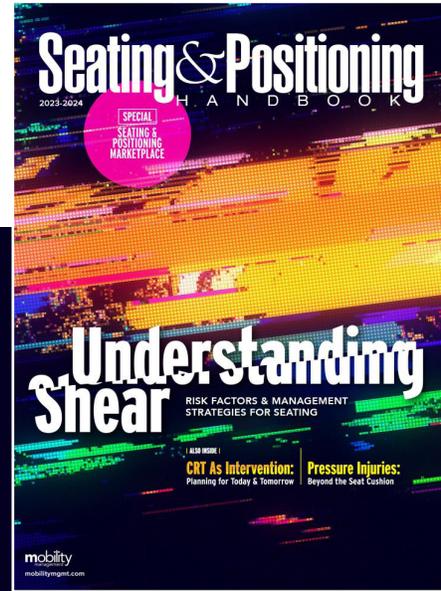
HUMAN RESOURCES UPDATES

Benefit Holiday on November 30

There will be no benefit deductions in today's paycheck (Nov. 30) due to there being three pay periods in November.

Did you know Gaylord holds a weekly 'Photo of the Week' Contest on the intranet homepage?

Share your amazing photos with us and your photo may be chosen for display on the intranet homepage for one week for all to see. Please email photo entries to publicrelations@gaylord.org with your name, department, title and brief description of the photo.



Congratulations to Jillian Cacopardo, MPT, ATP/SMS Clinical Program Coordinator for Wheelchair Assessment Services,

on having an article published in Mobility Management.

Her article (the first in a three-part-series) explores the not-so-obvious reasons behind new or prolonged-healing pressure injuries among wheelchair users.



Click to read



Follow Gaylord Specialty Healthcare on Facebook!
www.facebook.com/gaylordspecialtyhealthcare



Gaylord is also on YouTube.
www.youtube.com/user/GaylordHealthcare



Follow Gaylord on Twitter.
twitter.com/GaylordHealth



Congratulations to the following staff who were recognized by their peers in the month of October. Each month a named is pulled to win a prize.

Did your co-worker go above and beyond?

Scan the QR code and fill out the form to recognize them.



- | | | |
|--------------------------|---------------------------------|----------------------|
| Tabatha Smith | Nursing - Hooker 1 | |
| Senada Duracak | Nursing Quality and Safety | |
| Brian Poplawski | Nursing - Milne 1 | |
| Emily Clifford | Nursing - Milne 1 | |
| Letesha Duzant | Outpatient - Wallingford | |
| Isha Rorie | Outpatient - Wallingford | |
| Lori Simon | Outpatient - Wallingford | |
| Laura Sarvay | Outpatient - Wallingford | |
| Kris Provost | Outpatient Speech - Wallingford | |
| Issa Aldabaan (2) | Nursing - Lyman 1 | |
| Allen Abayao | Nursing - Hooker 2 | RAFFLE WINNER |
| Donna Piercey | Inpatient PT | |
| Maddy Murgatroyd | Inpatient OT | |
| Kaitlyn Rudolf | Inpatient PT | |
| Alyssa Battick | Nursing - Milne 1 | |
| Natasha Dempsey | IT | |
| Jenna Dower | Outpatient - North Haven | |
| Madelyn Sola | Outpatient - North Haven | |
| Kaila Morin (2) | Outpatient - North Haven | |
| Nicole Maddalone | Psychology | |
| Shikiya Harding | Nursing - Lyman 1 | |
| Sonia Belcourt | Infection Prevention | |
| Carrie Micker | Nursing - Lyman 1 | |

SANTA IS COMING TO GAYLORD!

Gaylord Holiday Party
Friday, December 8
3:30-5:30 PM
Brooker Lobby

Opportunity to bring your child or grandchild to visit Santa.

Check out the intranet homepage/PULSE for more information





Happy Holidays! The winter season is upon us and we have new seasonal items arriving just in time for gift giving.



Meet Denise!

Denise has been a Gaylord Gift Shop volunteer since 2019. A year after, she approached the Gaylord Sports Association with an idea to offer a “new” sport, Pickleball, at Gaylord. Adaptive Pickleball was introduced as a new offering after the pandemic, and Denise is an active volunteer coaching players.

Why do you like volunteering in the Gift Shop?

“I love meeting and chatting with staff and patients who come to browse or pick up their favorite candy. I’ve gotten to know so many nice people!”

Visit Denise on Tuesdays and she’ll help you pick out that special something!

GIFT SHOP HOURS

Monday	12:30 PM – 4:30 PM
Tuesday	1:00 PM – 4:00 PM
Wednesday	12:00 PM – 4:00 PM
Thursday	12:00 PM – 3:00 PM
Friday	10:30 AM – 2:00 PM
Saturday	CLOSED
Sunday	10:30 AM – 1:30 PM

Hours may be subject to change



Safety Coaching is an important way to build and sustain our Culture of Safety

Safety Coaches are peer mentors, whose job it is to recognize and acknowledge good high-reliability behavior, and to remind staff about opportunities to improve behavior that does not stay true to a culture of safety.

A Safety Coach’s job is to help staff remember our CHAMP Safety Behaviors and Tools.

The Safety Coaches are currently looking for new members to represent nursing services. RN, LPN, PCT, MT, and CSA are all welcome! The Safety Coach meeting is 60 minutes long and held once a month. For those who work on the off shifts, or have time constraints, this meeting can be attended via conference call. This is an excellent opportunity to share safety concerns from your department! Please reach out to Evelyn Bykowski X3278 or Sue Stango X2725 if you are interested in joining!

CHAMP Reminder

BEHAVIORS

ASSOCIATED TOOLS

Communicate Clearly

Phonetic & Numeric Clarifications

Hand-Off Effectively

SBAR

Attention to Detail

STAR

Mentor Each Other

**Cross Check / Coach Teammates
ARCC It Up**

Practice & Accept a Questioning Attitude

**Validate & Verify
Stop the Line - “I need clarity”**

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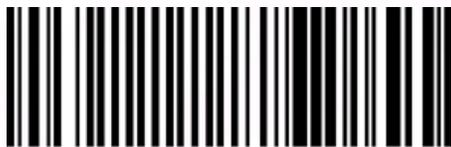
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EXCLUYE ESTILOS SELECCIONADOS.



Refer A Friend

Employee Referral Bonus Program

Helping fill jobs is **ALL** our job.
Get paid to help.

***REFERRAL BONUS**

POSITION

\$2,000 RN

\$2,000 RN / RHCM

\$2,000 PT

\$1,500 LPN

\$1,000 PCT

\$1,000 Intake Rep

\$1,000 CSA

\$500 EVS or F&N

***For program details and payout schedules, contact HR.**

