



News

Information you need and want....

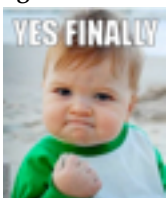
Fall 2014

NorthStar Website

Check out NorthStar's website at

www.northstarsls.org

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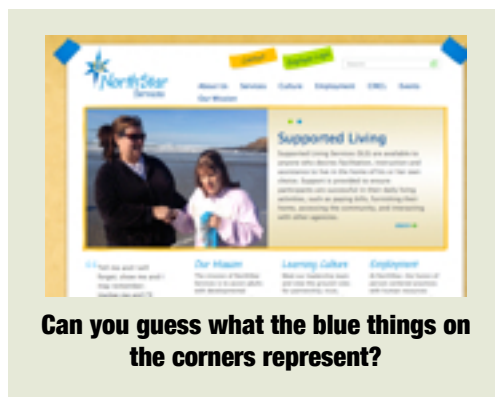
NorthStar is finally on the web

How much time do you spend on the internet? How often do you visit websites to get information? New research has found that the average user spends 23 hours a week emailing, texting and using social media and other forms of online communication.

NorthStar Services' new website is now live and ready for your visit!!

www.northstarsls.org

The NorthStar website has your typical...About us, services provided, how to contact us, etc but it also has some pretty cool information too. Visit the culture page- it highlights what we feel really sets NorthStar apart from other agencies. Cruise on over to the CIRCL page to learn about NorthStar's collaboration with CIRCL. The events



Can you guess what the blue things on the corners represent?

page highlights what is going on and there are several picture galleries to peruse- see if you can find yourself somewhere. There is also a place where you can send a message to recognize a NorthStar employee for going above and beyond. In the employment section under "appreciate a NorthStar employee". We have a particularly awesome links and resources page and there are tons of great quotes and pictures throughout the site.

We are very happy to have an employment section of the website to assist with recruiting more wonderful employees. There is also an Employees

Only section for current NSS employees. You must have a user name and password to access this part of the website. You can find frequently used forms and if there is something you would like to see here, just let Melanie know and we will try to get it posted. You will also find a gallery of staff one page descriptions. Once you have signed the attached Employees Only Access form, we will send you your user name and password to log in to "Employee Login" which is the green post it note on the top of each page.



Do you have stories or pictures you would like to share on the NorthStar website....send to mandersonnorthstar@me.com



Upcoming change to Overtime Exemption

You have probably heard by now about the ending of the overtime exemption that will be effective January 1, 2015.

Even though the Department of Labor (DOL) issued its ruling, clarification on the exact interpretations and impact on NorthStar individuals and employees has been difficult to obtain. There are many state and national groups working to obtain clarification on the ruling as well as helping the Department of Labor to understand how SLS works.

While there are many unknowns, we felt strongly that we wanted you all to know what is happening so we can all plan together. Legislative advocates met with the DOL in Washington and are working diligently to get in writing that SLS agencies are NOT co-employers with IHSS and also to exclude sleep hours in the calculation of overtime. These two issues are huge and would bring tremendous relief to our schedule worries. We also learned recently that California trailer bill language seems to indicate that it will be a 40 hour work week calculation for IHSS and SLS instead of both the 40 hour week and the 8 hour day. We are awaiting confirmation on this. This would also help to maintain some of the flexibility and creativity in scheduling hours that work for both the individual and employee.

We are hopeful that we can work in collaboration to address these changes in such a way that preserves the quality of services NorthStar provides. The Leadership team will be reviewing all staff schedules, considering the preferences and needs of the individuals supported, considering what makes sense for the employee, and then making some decisions about when it does not make sense for a staff person to be supervised by more than one CSF. It is going to be a new challenge tracking the hours worked so we don't run into overtime, and it will be even more challenging if an employee has more than one supervisor. For this reason we will be decreasing the occurrence of staff having more than one supervisor. Since the changes to the overtime exemption are effective

January 1, 2015, we will need to make any necessary changes in schedules enough in advance to allow for the possible hiring and training of additional people on teams.

We are aware that many of you already have outside employment in addition to NorthStar and that some of you may now be considering additional employment if your hours are reduced to an average of 40 per week. Our current policies allow for outside employment and we will do what we can to work with you on accommodating schedules whenever possible

We appreciate greatly the response we have received so far from NorthStar employees. Like you, we have been concerned about the impact on individuals, staff and the agency as a whole. As new information and interpretations are shared, we are relieved that it appears the impact won't be as detrimental as we first feared. We will continue to share information as we get it and we are open to your ideas and feedback for upcoming changes.

Celebrations

Everyday is a reason to celebrate but these folks really have earned it!



Congratulations to Holly Cheek and Sarah Scott-Hodges on the healthy births of their baby girls! We can't wait to meet them.

Rio Parfrey and Sally Tringale have recently welcomed new grandchildren and they are thrilled!

Sarah Theiss has enrolled in a CNA Certificate course- congrats and best of luck!

Congratulations to Brittani Nix on her new job as a teacher!

Recognition

"Yesterday is gone. Tomorrow has not yet come. We have only today. Let us begin."

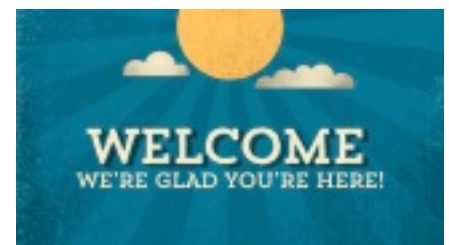
—Mother Teresa

Becca Lesniak- Thanks for all your help in the office. We appreciate your organization and willingness to help!

Marlee Luikens- You have consistently stepped up to help with medical support and also covering when needed. We are grateful!

Kathy Connell- Thanks for your support in the office. You are efficient and supportive and you have really made a difference!

Aly Luikens- We are so appreciative of your taking on shifts to help cover. You energy is a life saver!



We wanted to welcome our new staff to the NorthStar team:

Sam Brown

Michelle Deprosse

Sam Gibbens

Jeanette Hawkins

Sam Nettles

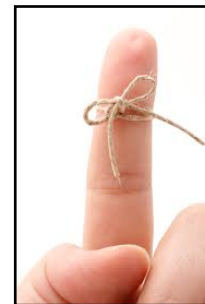
Wendy Ralston

Mercedes Ramirez

Important Dates

Here are dates for you to put down on your calendar now...

and please always try to RSVP so we know you will be there.



Agency Orientation Training

Wednesday
October 29, 2014
from 9:30am to
4:00pm at the
Grandview office.
RSVP to Melanie.

Fort Bragg Staff Appreciation

Friday September
26, 2014 Drop in
between 3p and 6p
at Headlands
Coffee Shop.

Benefits Open Enrollment

Open Enrollment
meetings this year
will be full of
information. We do
anticipate some
changes due to the
new Affordable
Healthcare Act
requirements.
Representatives
from Assurant
optional benefits
(life, critical illness,

long term care and
accident insurance)
will be present and
of course, Gabi
Wackerli with PRJ
insurance to help
you make critical
benefit decisions.
11/5/14 Auburn
11/6/14 Shingle
Springs
11/13/14 Fort
Bragg

Times announced
soon...watch for emails

PCT Training- Alta Area

Person Centered
Thinking training
will be 11/19 and
11/20/14 at the
Grandview office.
RSVP to Melanie.

Christmas Parties

It's the most
wonderful time of
the year... Fort
Bragg holiday party
will be Saturday
12/6/14 and the

Alta area party will
be on Saturday
12/13/14.
RSVP to Melanie.

Employee Handbook

We are making
several updates t
the NorthStar
employee
handbook and
anticipate getting
them out by the
end of 2014.

Safety- everyone's responsibility

Just a few quick safety tips and reminders...

Test and replace batteries.



Check or replace carbon monoxide batteries twice a year: when you change the time on your clocks each spring and fall. Replace smoke alarm alkaline batteries at least once a year. Test alarms every month to ensure they work properly.

Keep food safe.

Food is center stage during the holidays. Be sure to keep it safe by following basic food safety steps. Clean hands and surfaces often. Separate foods to avoid cross-contamination. Cook to proper temperatures. Chill promptly.

Wash your hands.

Keeping hands clean is one of the most important steps you can take to avoid getting sick and spreading germs to others. It's best to wash your hands with soap and clean running water for 20 seconds. If that's not possible, use alcohol-based hand rubs.

Referral Bonus

Just a reminder about NorthStar's referral bonus program. We will be hiring between now and the end of the year and we know you would only refer someone you would be proud to work alongside...so what are you waiting for? Refer someone and receive \$100 as a thanks once they have been here 3 full months.



Happy Fall Y'all!

