



Newsletter

November 2015

— We enrich lives, providing peace of mind through trusted, family care —

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Upcoming In-Services

10/26 • Batavia

10/27 • Geneva

10/28 • Rochester

In-services start at 8:30 AM and you may ONLY attend by signing up with Kelly in HR BEFORE the class.

**Compliance
Issues **MUST** be
reported!**

Use our anonymous
hotline:

585-546-1219

2016 Strategic Plan for CCOR

by Al Gauvin, CEO
& Devra Bevona, CFO

Just an update on what's been going on...

We are building on Employee Recruitment. We've hired an additional recruiter who started October 14th.

The change in our PTO (paid time off) policy is helping to develop a stronger Employee Retention program. As of October 1st all employees can now earn PTO

We are working diligently to generate additional employee satisfaction. Recently we sent an initial survey to our employees asking for their feedback about working for CCOR.

Management is in the process of meeting with staff on their roles and what they would like to do in the future in order to best utilize their talents.

We are in the process of planning the Rochester move to being under one roof. The move is planned to occur during the week following Christmas. Furniture has been ordered to accommodate the Care Team concept.

Blood Drive Results

by Deirdre Gunio

On October 2nd, CCOR held its first internal blood drive with the American Red Cross.

- 9 productive pints of blood
- 5 first time donors

Although we had a small turn out (which was the result of much pushing by Suzanne Ciulla) I think we made a good connection with the Red Cross. We were told repeatedly how nice everyone at CCOR was and what a welcoming place we were for the Red Cross.

Thank you to all who donated and everyone who helped out in other ways!

Changes in Nursing Dept.

by Sandy Lyons-Jackson, Interim DoP

Suzanne Ciulla, RN, has resigned her position as Director of Patient Services. I have taken over as Interim Director of Patient Services as of October 17th.

If you have any questions, please don't hesitate to stop in and see me or contact me. I look forward to working with all of you at this level.

Thanksgiving Safety Tips! Safely Thaw, Prepare, Stuff and Cook Your Turkey

From Centers for Disease Control & Prevention

Safe Thawing

Thawing turkeys must be kept at a safe temperature. The "danger zone" is between 40 and 140°F — the temperature range where foodborne bacteria multiply rapidly. While frozen, a turkey is safe indefinitely, but as soon as it begins to thaw, bacteria that may have been present before freezing can begin to grow again, if it is in the "danger zone."

There are three safe ways to thaw food: in the refrigerator, in cold water, and in a microwave oven.



Follow us online:



Recruit for CCOR!

As employees of CCOR you are our best referral!

If you have a friend or family member looking to start their career in homecare, tell them about the great benefits of working at CCOR!

We offer tuition-free certification classes for PCAs. Applications are accepted Monday-Friday at any of our offices or apply online 24 hours a day!

Qualified new hires result in a referral bonus to you! Find out more from Human Resources.

Our current need is: Penn Yan, Honeoye Falls, Batavia, Geneva & Brockport

Reminders!

- **Timesheets are due SATURDAY @ 12PM**
- Call-offs must be at least 6 hours before the shift
- Make sure you speak to a person when you call off a shift
- Call weekly to verify your schedule
- All requests for changes must be called in to scheduling
- The on-call line is for EMERGENCIES only
- Time-off requests for any "holiday" are required one month before and are first come/first served
- Don't forget to get your flu shot! The flu season is upon us and DOH regulations are still in effect!
- Administrative offices will be closed Thursday 11/26 & Friday 11/27 for Thanksgiving.

Safe Preparation

Bacteria present on raw poultry can contaminate your hands, utensils, and work surfaces as you prepare the turkey. If these areas are not cleaned thoroughly before working with other foods, bacteria from the raw poultry can then be transferred to other foods. After working with raw poultry, always wash your hands, utensils, and work surfaces before they touch other foods.

Safe Stuffing

For optimal safety and uniform doneness, cook the stuffing outside the turkey in a casserole dish. However, if you place stuffing inside the turkey, do so just before cooking, and use a food thermometer. Make sure the center of the stuffing reaches a safe minimum internal temperature of 165°F. Bacteria can survive in stuffing that has not reached 165°F, possibly resulting in foodborne illness.

Safe Cooking

Set the oven temperature no lower than 325°F and be sure the turkey is completely thawed. Place turkey breast-side up on a flat wire rack in a shallow roasting pan 2 to 2-1/2 inches deep. Check the internal temperature at the center of the stuffing and meaty portion of the breast, thigh, and wing joint using a food thermometer. Cooking times will vary. The food thermometer must reach a safe minimum internal temperature of 165°F. Let the turkey stand 20 minutes before removing all stuffing from the cavity and carving the meat.

Shout Out & Welcome!

- ★ **Welcome, Alicia!** Alicia Pope joins the scheduling team in Rochester.
- ★ **Welcome, Jon!** Jon Ortiz joins the Rochester office as our new Recruiter.
- ★ **Denise Ester** made the changeover to her new role as Intake Coordinator.
- ★ Shout out to **Sharon Ryan!** For picking up extra shifts whenever asked, without hesitation.
- ★ Shout out to **Patricia Baker!** For always being willing to help out whenever needed.
- ★ Shout out to **Johanna Torres!** For being reliable and always helping out when needed.

Recipe Corner

Veggie Chili

From www.bethenny.com/food

Ingredients

- 1 Tbsp vegetable oil
- 2 Cups chopped onion
- 1/2 Cup chopped yellow bell pepper
- 1/2 Cup chopped green bell pepper
- 2 garlic cloves, minced
- 1 1/2 Tbsp chili powder
- 1 tsp ground cumin
- 1/2 tsp dried oregano
- 1 tsp salt
- 1/2 tsp black pepper
- 2 (16oz) can crushed tomatoes, undrained
- 2 (15 oz) can black beans, rinsed and drained
- 1 (15oz) can kidney beans, rinsed and drained
- 1 (15oz) can pinto beans, rinsed and drained
- Optional: 5 oz crumbled veggie sausage

Directions

1. Over medium-high heat, sauté the onion in vegetable oil for 5 minutes or until tender. Add chili powder, cumin, herbs, salt and pepper.
2. Stir in garlic and bell peppers, and cook until the peppers are soft and the garlic is golden but not burned. Add in the crushed tomatoes and beans.
3. Let the chili simmer for at least 10-15 minutes. The longer you simmer, the better the flavor. Pour into bowls and serve!



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