

STAFF UPDATE

December 27, 2024



Members of the Everett Clinic celebrating the holidays!

NEED TO KNOW

Meal Break Waivers due Jan. 3

All hourly (non-exempt) staff who wish to waive their legal right to take their meal break or the timing when the meal break must occur are encouraged to complete the waiver by January 3. If you wish to waive your meal break, please take the following steps:

- Review the waiver sent via an email from DocuSign to your Northwest Kidney Centers email account.
- Initial and sign waiver using DocuSign (**printed waivers will not be accepted**).

Please reach out to our People team at people@nwkidney.org if you have any questions about the meal break waiver.

This year's Employee Giving Campaign wraps up

Thanks to all who contributed to this year's employee giving campaign! The prize winners are in!

Congratulations prize winners –

- Grand Prize and winner of the iPad – Kjersti Johnson
- First Prize and winner of the Paddle Board – Connie Howard
- Second Prize and winner of the Beat Buds – Young Jeung
- Third Prize and winner of the Personal Massager – Redentor Hipolito

Thanks again for your participation and support. Have a very wonderful holiday season!

-Employee Giving Campaign committee

Infection prevention masking update

As announced at our Town Halls last Wednesday, we're updating our masking requirements based on the current levels of respiratory viruses (COVID-19, influenza, and RSV) in our community, and the latest guidance from local and state health experts. We will require everyone to wear masks in our NKC clinics.

This includes all patients and visitors, and all staff in patient care areas. Other healthcare organizations in the region are also reinstating universal masking mandates based off the increase in respiratory virus transmissions. We'll continue to monitor respiratory virus spread and will reassess the need for universal masking in our patient care areas if all three respiratory viruses fall below the alert threshold.

For reference, the patient letter and the attached FAQ are now posted on [K-Net](#) (from the K-Net home page, click on the Infection Prevention tab and you'll see the links in the left-hand navigation). The updated policy is also posted in PolicyStat.

Please complete your annual compliance training

All staff should have received an email with the link to complete the training in KnowBe4. Please remember to complete your mandatory training. For any questions, please reach out to compliance@nwkidney.org.

NKC Anniversaries

NKC Anniversaries December 14 - December 28

7 YEARS

Donald Bradburn

5 YEARS

Cesar Martinez
Annabelle Lumaig

NICE TO KNOW

Employee Illness Bank (EIB) hours expire on Dec. 31

As a reminder, as of Jan. 1, 2025, staff will no longer carry any balance in their Employee Illness Bank (EIB). Northwest Kidney Centers announced the sunsetting of its EIB policy in February 2023. Employees stopped accruing hours at this point but were allowed to use any accrued hours through Dec. 31, 2024.

If you have any questions about PTO or other types of leave, please contact the People team.

New project management tool available for staff

A new project management tool is now available for staff. The tool, Monday.com, is a work management tool that helps teams organize tasks, track projects. If you are interested, please reach out to Heidi.lee@nwkidney.com.

Send us your patient stories

The Communications team is always looking for new patient stories! In the past we have featured patients like Aurora (pictured below), who you can learn about in this video here. If you have a story idea, please email it over to communications@nwkidney.com.



Nutrition and Fitness Corner

Let holiday cheer ring throughout the season! Nutrition and Fitness Department wishes everyone a joyous, safe holiday. Give yourself the gift of body kindness and double down on healthy eating during the holidays. **Keep it fresh.** Low salt meats are best. So watch out for hams and turkeys injected with salt water. Use low salt rubs. If using a little salt to tenderize, use it days before cooking. Soup broths low in salt are best, then salt to taste at the table. **Butter up.** Remember to use unsalted butter in holiday recipes. **Cheese it wisely.** Cheeses like Swiss and ricotta and soft cheeses like goat, brie are good alternatives in those cheesy holiday recipes! **Bring on the Veggies.** A solid helping of veggies provides amazing varieties of nutrients. Go back for seconds! Try some of the recipes below from the National Kidney Foundation. Happy holidays!

Apple Cranberry Walnut Salad

Ingredients

- 2 cups red seedless grapes, each grape sliced in half
- 1½ cups walnut halves, chopped into small pea-size pieces

- 1¼ cups Pomegranate Infused Ocean Spray Dried Cranberries, 1- 6-ounce package
- 4 stalks of celery, chopped into quarter-inch pieces
- 7 medium-sized gala apples with skin on
- 8 fluid ounce bottle of Maple Grove Farms of Vermont Fat-Free Cranberry Balsamic Dressing

Directions

1. Rinse a cluster of red grapes and separate them from the stem. Use a paring knife and slice each grape in half. Place sliced grapes in the extra-large mixing bowl.
2. Measure walnut halves into a measuring cup. Use a nut chopper to chop nuts into pea-size pieces or put walnuts in a plastic sandwich baggie, seal and use the bottom of the 1 cup measure to press on the walnuts until they break. Add chopped nuts to the extra-large mixing bowl with the sliced red grapes.
3. Add one 6-ounce bag of dried pomegranate-infused cranberries to the grape and walnut mixture.
4. Rinse, clean, and chop the celery into quarter-inch pieces. Add to the grape, walnut, and dried cranberry mixture.
5. Rinse the seven Gala apples, slice them vertically, and core them. Make five apple wedges and then cut the wedges into bite-size pieces. Add chopped apple pieces to the rest of the mixture.
6. Pour the 8-fluid-ounce bottle of cranberry dressing over the entire mixture. Stir the ingredients, ensuring that the sauce is incorporated well. Chill and serve.

Baked Salmon in foil

If eating fish around the winter holidays is a tradition in your home, give this bright lemony salmon dish a try. Every bite packs a flavorful punch that won't leave you feeling stuffed and sleepy.

Ingredients

- ½ cup olive oil
- 2 ½ tablespoons lemon juice, or more to taste
- 5 cloves garlic, minced or pressed through a garlic press
- 1 tablespoon brown sugar
- 1 teaspoon dried oregano

- 1 teaspoon dried thyme
- freshly ground black pepper to taste
- aluminum foil
- 1 teaspoon olive oil
- 1 (2-pound) salmon filet
- ¼ cup chopped fresh parsley
- 1 lemon, sliced

Directions

1. Preheat the oven to 375°F (190°C).
2. Combine 1/2 cup olive oil, lemon juice, garlic, brown sugar, oregano, thyme, and pepper in a bowl.
3. Place aluminum foil on a baking sheet and brush with olive oil. Place salmon in the middle of the foil, skin-side down. Drizzle with the olive oil mixture. Fold up the edges of the foil over the salmon to create a packet, making sure to seal the edges.
4. Bake in the preheated oven until the fish flakes easily with a fork, 20 to 25 minutes, until the internal temperature is 145°F. If your salmon filet is very thick, it can take longer. Garnish with fresh parsley and lemon slices.

Cauliflower, no-mash potatoes

Even if you aren't counting carbs, this cauliflower no-mash potato recipe will become a new family favorite. It has a similar creamy texture and tastes just as good as potatoes!

Ingredients

- 1 head of garlic
- 2 tbsp. olive oil
- 1 head cauliflower
- 1 to 2 tsp. prepared horseradish
- ¼ cup Greek yogurt
- 3 tablespoons chives, finely chopped
- ¼ tsp. black pepper

Directions

1. Heat oven to 375 degrees Fahrenheit.
2. Cut the top off the garlic head so the insides of the bulb are exposed.
3. Place both garlic halves in a small piece of foil.
4. Drizzle the top of the exposed bulb with one tablespoon of olive oil, wrap tightly, place on a sheet pan or in an ovenproof dish, and set the garlic in the oven to roast for 45 minutes.
5. Meanwhile, cut the cauliflower florets off the stem (should yield about 4 cups) and set aside.
6. Place a steamer basket in a medium size pot and fill it with water just below the basket. Then place the florets on top of the steamer basket, bring the water to a boil, cover the pot, and lower the heat to medium-low. Steam for 10 minutes or until the cauliflower is soft. Carefully remove the cauliflower from another bowl and drain the pot.
7. Using a cloth, dry the inside of the pot and set it aside. We'll get back to it in a moment.
8. Use your fingers to remove the roasted bulbs from their husk when the garlic is tender and cool. Or, on a cutting board, place the flat side of a knife over an individual bulb, and push down using the palm of your hand. Set aside.
9. In your pot, heat the remaining tablespoon of olive oil. When hot, add in the garlic and stir. Add the steamed cauliflower and horseradish. Cook for five more minutes, stirring, and then take it off the heat.
10. Use a potato masher or an immersion blender to transform the cauliflower from chunky to creamy.
11. Add the yogurt, black pepper, and chives when it looks like mashed potatoes.
12. Gently stir until combined and serve immediately or cover and keep cool in the refrigerator, reheating quickly before eating.

Apple Spice Cake

Visions of sugar plum fairies will be dancing in your head after a few bites of this heavenly spiced apple cake.

Ingredients

- 3 Granny Smith Apples, peeled, cored & sliced
- 1 yellow sugar-free cake mix

- 3 egg whites
- ½ cup water
- ⅓ cup oil
- 1 teaspoon ground nutmeg
- 1 teaspoon ground ginger
- 1 teaspoon ground cinnamon
- ½ teaspoon ground cloves
- 3 tablespoons maple sugar

Directions

1. Microwave apple slices for about 5 minutes on high or until tender.
2. Preheat the oven to 350.
3. Let the apple cool while you mix the cake batter.
4. Add the cake mix, spices, egg whites, water, and oil in a mixing bowl or follow the mixing direction on the box.
5. Mix in the apples.
6. Pour the batter into a non-stick 9x13 cake pan.
7. Bake for 35 to 45 minutes or until the cake is finished. Remember, this batter has very little sugar, so the cake doesn't brown.
8. Let cool to room temperature.
9. Sprinkle the top of the cake with maple sugar.

Job of the week

We're hiring a Nurse Supervisor for Scribner & Lake City.

<https://www.nwkidney.org/careers/?p=job%2Fogrmufwh>

Missed an issue or would like to view previous issues of Staff Update? View all past issues on K-NET [here](#).