



MARCH 2019

Snider Schmooze

A MESSAGE FROM DR. DAVID KESELMAN, CEO

Happy Purim and post Valentines, I hope that as I write this piece, and by the time the newsletter is out, we will have weathered the snowfall of mid-February, and will not have to experience it again, unless it is through a National Geographic special episode. To those who celebrated Valentine's Day in February, I hope your quest for chocolates and romance has been fulfilled. In the month of March, we celebrate Purim. Purim, which literally means "lots", is a Jewish holiday that commemorates the saving of the Jewish people from Haman, who was planning to kill all the Jews. This took place in the ancient Achaemenid Persian Empire. The story is recorded in the Biblical Book of Esther. It is also known as the Feast of Lots.

As in prior months we continue to make strides and stand against bullying and harassment at the work place, our pink shirt day was on February 27th, as a reminder to all of our on-going commitment, please help us support our staff to support our residents and families – If you witness inappropriate and disrespectful behavior let us know and stand against it. We have also accomplished a number of significant quality improvements throughout the organization, and are now all (well probably 99%) green. We have been able to significantly reduce, and in some cases eliminate the use of Styrofoam ware and are thankful for your support. Our Strategy and Transformation team continues to work tirelessly on identifying improvement opportunities and ways to make Louis Brier and Weinberg Residence a center of excellence. We are happy to hear from you, if you have any thoughts, concerns and/or ideas, please let us know.

Lastly, as a very positive sign to our collaboration with Academic organizations, we welcomed the first RN students from UBC School of Nursing, in February, and looking forward to an on-going fruitful relationship. At the same time, we also welcomed UBC School of Medicine year 1 & 2 medical students as part of their Family Practice rotation. They are preceptored by our Nurse Managers Nicole and Alex, who help provide appropriate opportunities for assessments, communication and learning. It is no coincidence that this month we are focusing our attention to respectful work environment, healthy relationships and a quality work place. Respectful work environment or lack thereof is a long standing concern, especially in the health care industry, and has been highlighted in the New York Times as early as 1909, in reference to head nurses bullying, harassing and disrespecting novice staff. Respectful work environment expresses itself in a wide range of behaviors, verbal expressions, and actions; and while we understand the value and significance of respectful work environment and communication, our experience does not seem to meet these expectations.

Stay tuned for more exciting updates. With this in mind, I wanted to welcome you to this edition of the Snider Schmooze. Please share it with your network and take the time to learn more about respectful work environment, what it means for you, and how you too can help in supporting us achieve an environment that supports respect, quality and resident safety.

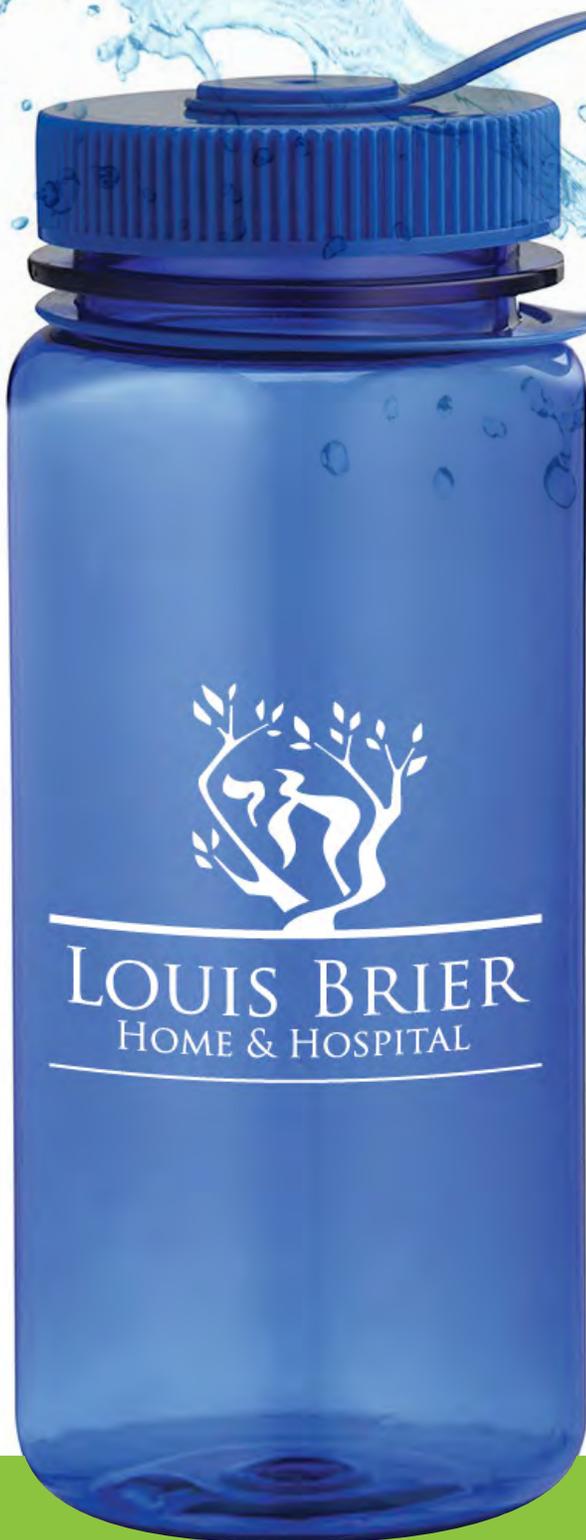


Thanks,
Dr. David Keselman, CEO



NOW AVAILABLE

GO GREEN



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BRIER
WATER
BOTTLES
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Buy yours at the Louis Brier Gift Shop!

'MASKS, REVELATION & SELFHOOD' DANCE PERFORMANCE



On Feb 10th resident dancers and professional dancers delighted a very large crowd of residents, family, friends, community and staff during our 'Masks, Revelation & Selfhood' performance. The performance showcased original dance vignettes, crafted out of the narratives created around masks constructed in Calla Power's Expressive Arts Group since summer 2018. This highly enjoyable and unique performance represented the final footage which will be included in the short film: 'Mask, Revelation, Selfhood' made by Jay Fox and scheduled to be completed and screened in early March. Check out the Louis Brier website to enjoy the film!

RESIDENTS HELPING RESIDENTS!

Rec Therapist Ginger has been delighted

to have the opportunity to bring the smells and tastes of home baking to SCU thanks to the delightful baking skills of residents on 2nd fl, led by Program Coordinator Charlotte Spafford, to create delicious cookies of all varieties! Ginger bakes cookies in SCU on Thursday mornings.



CHINESE NEW YEAR

We were very fortunate this year to welcome back Lan Tung and Moshe Denburg with their unique and engaging blend of traditional Chinese and Jewish music for a special Chinese New Year performance. A captivating inter-cultural show!

Ginger Lerner, Recreation Therapist





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THE DR. IRVING & PHYLISS SNIDER CAMPUS FOR JEWISH SENIORS, SITE OF THE LOUIS BRIER HOME & HOSPITAL AND WEINBERG RESIDENCE

YOUR CHANCE TO WIN!

STAFF
50\$/50\$
PAY DAY LOTTERY DRAW

HOW TO PLAY

Submit a Staff Payroll Deduction Lottery Form to the Louis Brier Jewish Aged Foundation office.

JOIN ANYTIME!

DRAW DATES

Thursday AFTER Pay Day



Actual odds depend on number of staff participating. BC Gaming Event Licence #107682.

Problem Gambling Help Line 1-888-795-6111
www.bcresponsiblegambling.ca

Know your limit, play within it.

19+

THE LOUIS BRIER THINK TANK

Expert Advice from People you know

Looking Back, what advice would you give to your 20 year old self?

- Think before you do something. So many times I just went ahead before having a plan and after the fact I wished I had taken a minute to think it over first.
- Listen to your elders.
- Don't EVER lie to anybody. It always catches up with you.
- Treat others well. Be patient and kind. At the end of the day it's not always about how right you are but how good you are to others.
- Think before you speak because you can never take it back once it's said.
- Another reason to think because you speak it to make sure you are saying what you truly mean. Sometimes words come out of our mouths quickly and it's not what you intended to say.
- Not everything needs to be said.
- Try not to be so bossy.
- Be silly. Make sure you take time for fun because there will always be more work to do.
- Appreciate every minute of your life. Every moment has value, even this difficult moments.

VOLUNTEERS

Hello everyone!

2019 is flying by, and I'd like to take this chance to send a huge THANK YOU to our current volunteers and all of our volunteer groups who have been in to spend their time with us!

Special thanks to:

- [Fraser Academy](#) and their Week Without Walls event
- Hillel House UBC came in to help with the Masks, Selfhood and Revelation performance on Sunday, February 10th
- [Alpha Epsilon Pi Jewish fraternity](#) at UBC who came in to help with the Sunday concert and spend time with residents
- Our little friends from [Muddy Boot Prints Preschool](#) who are coming to visit us once a month for games, songs, and some great laughs together!

All of these groups have been in to spend time helping our staff and brightening our residents' days and I can't thank you enough!

Jessica Bruce, Volunteer Coordinator

jbruce@louisbrier.com

CANTOR YAACOV ORZECH & THE KOL SIMCHA CHOIR

Saturday, March 2, 2019



Family Council Committee Employee Recognition Form



Why is employee recognition from members of Family Council so important?

Valued employees are much more likely to remain in the workplace if their efforts are appreciated and acknowledged. Recognizing employees for their contributions can boost morale and productivity.

The Family Council wishes to encourage all residents and their families to recognize employees who, through their actions, contribute to attaining the highest possible standards of care set forth by the Louis Brier Home and Hospital/Weinberg Residence (LBHH/WR) and Accreditation Canada. As they walk the halls, participate in dining and recreation with residents, residents and their families have the opportunity to observe and experience the care provided by employees. Through this exposure they have valuable insight into who exemplifies the desired standards. Identifying such employees is an excellent opportunity to give feedback. And, please don't forget all of the employees who work to provide our residents with a comfortable, clean environment and quality food.

Family Council advocates for quality of life and quality of care for all residents of LBHH/WR by promoting an atmosphere of respect, collaboration, sensitivity, caring and support amongst and between staff, residents and their family members, volunteers, and friends. Let's recognize those who embody our philosophy!

I WISH TO RECOGNIZE AN EMPLOYEE FOR THE FOLLOWING (select one or more):

- Goes Above and Beyond** - without seeking praise, provides a stimulating, caring, meaningful and engaging environment. Puts residents first by providing outstanding service and demonstrating initiative/taking action to advocate for the resident(s).
- Embodies the Values of the Family Council** - demonstrates a spirit of compassion, acts with kindness, empathy and a humanitarian spirit; respects the resident as an individual.
- Exceptional Support to Families** - regularly recognizes that family are an important component of resident care and demonstrates this by listening to families and supporting/advocating where needed.

I WISH TO NOMINATE:

Full Name: _____

Position/Area of Work: _____

Please describe why you are recognizing this individual.

Provide 3 specific actions that demonstrate the criteria chosen above:

1. _____
2. _____
3. _____

PLEASE SUBMIT THE COMPLETED NOMINATION FORM TO:

Nicole Encarnacion, Nurse Manager nencarnacion@louisbrier.com

Also visit: <http://louisbrier.com/compliments-feedback/>

Please note that the Family Council, in collaboration with Human Resources, will review all employee recognition recommendations and will ensure there is fair and consistent criteria applied to the selection of the employees to be recognized. And, in consultation with Human Resources, the Family Council will identify the different methods of recognition to be utilized throughout the year. Thank you for your participation. These confidential nominations will be communicated back to the employee via Human Resources. Recognition helps build career conversations with the employee around professional development and continuing education. Recognition of the employee is valued and appreciated.

**Family Council encourages all resident families and friends
to attend:
GPA WORKSHOP
(Gentle Persuasion Approach)**



Family Council is requesting your commitment. We have been offered an incredible Dementia education opportunity being led by Vancouver Coastal Health (VCH) specifically for families and friends of LBHH residents.

LBHH has a whole "Dementia C.A.R.E." strategy, with the end goal of being able to improve the lives of residents as well as those who care for them. We have been learning about this process in our meetings.

Family Council is very fortunate to be offered an opportunity to take part in a version of the GPA Basics. Read here for more information: <https://ageinc.ca/about-gpa-2> **FREE OF CHARGE!**

This knowledge will not only enhance the way families communicate with their loved ones but it will also give family members the knowledge to effectively provide feedback to staff who do not follow the dementia care practices.

VCH recently won an award for leadership excellence in "Gentle Persuasive Approaches" lead by Jas Gill, Team Lead - Dementia C.A.R.E. Strategy, <http://www.vch.ca/about-us/news/vch-wins-award-for-leadership-excellence-in-gentle-persuasive-approaches>

Jas Gill, has graciously offered families of Louis Brier two FREE workshops on GPA: 2 days (Part 1/Part 2) and 2 hours each day.

April 22-25 – all days open for 4:00-6:30pm OR

April 29 & 30 – open for 4:00-6:30pm

Email your available dates to: lb.familycouncil@gmail.com. We will decide at our Feb.21 meeting.

Working to improve life of residents at LBHH and their families and friends,

Family Council,

Lisa Dawson and Charlotte Katzen, Co-Chairs

Connect with us: lb.familycouncil@gmail.com

WORKPLACE BULLYING

What is respect? Respect is a basic moral principle and human right that shows the values of showing dignity to others, their worthiness, everyone's uniqueness and own self determination.

What is workplace bullying? It is when unreasonable actions or inappropriate behaviors are directed towards an individual repeatedly in the workplace. It's not simply a single act that is workplace bullying, but many incidents that show a lack of respect and unfair intents toward an individual. These actions are often done to humiliate, degrade, or undermine a person's capabilities in the workplace setting. It's often highlighted as a pattern of aggression over periods of time and is looked at as a misuse of power. Some examples are:

- 1) Threats to your status as a professional,
- 2) Threat to you personally,
- 3) Isolating you from others,
- 4) Unmanageable workloads,
- 5) Destabilization in terms of yourself as a whole.

Workplace bullying is: unwarranted or invalid criticism, blame without factual justification, being treated differently than others, being sworn at, exclusion from the group, being humiliated, excessive monitoring or micro-managing, given unrealistic deadlines, gesture or words making another seem inferior.

In addition, workplace bullying is similar to but different from: sexual harassment, lateral violence, discrimination, harassment.

What are the consequences to workplace bullying?

As individuals often tolerate negative behaviors on average of 22 months, the facility as a whole experiences high turnover rate, lower retentions, difficulty replacing vacant positions. People who experience workplace bullying often are more absent, have lower productivity when present, and have increased health costs. They might even begin engaging in unproductive behavior such as less effort provided in their tasks, sabotaging other's work, or even acts of theft.

How can we cope or manage with workplace bullying?

An important factor is strong support system in place that includes but not limited to: professional counselling, support from friends and family. Another factor is experience in the work environment where people experiencing work place bullying learn how to ignore and cope to bullying with their own experiences from previous encounters. Some other strategies are: **1)** Know the policy or complaint procedures, **2)** consult those responsible for complaints, **3)** Keep a detailed record of the event, **4)** Approach the bully and inform them that their behavior is unacceptable, won't be tolerated, and is unneeded, **5)** Seek counselling services if needed.

Edward Vargas

Social Work Student



References: Weuve, C., Mazerolle, S. M., Pitney, W. A., & Martin, M. (2013). Workplace Bullying in Clinical and Educational Settings. International Journal of Athletic Therapy & Training, 18(5), 10–15. <https://doi.org/10.1123/ijatt.18.5.10>

3 KEY VACCINES FOR OLDER ADULTS

Vaccination is a critical element of care for older adults.

Prevention of potentially serious infections and spread of illness that eventually reduces hospitalizations and mortality are important benefits of immunization in the elderly population. In light of the high burden of illness associated with infectious diseases in older adults, it is critically important that influenza, herpes zoster (shingles), and pneumococcal vaccines are given in this population.

What are the current recommendations for the use of these vaccines?

	INFLUENZA	SHINGLES	PNEUMOCOCCAL
Types of vaccines available	<p>Inactivated Influenza Vaccines (IIVs): Trivalent (Influvac®, Flu viral®, Agriflu®) Trivalent high-dose (Fluzone® High-Dose) Trivalent, adjuvanted (Fluad®) Quadrivalent (Flulaval® Tetra, Fluzone® Quadrivalent)</p> <p>Live-Attenuated Influenza Vaccine (LAIV): Quadrivalent Intranasal (FluMist® Quadrivalent)</p>	<p>Non-live: Shingrix: adjuvanted</p> <p>Live-Attenuated: Zostavax® II</p>	<p>Inactivated: Pneumovax® 23 Prenar® 13</p>
Recommendations for use	<ul style="list-style-type: none"> • ≥ 65 years of age • Living in nursing or retirement homes • FluMist not indicated for those ≥ 60 years of age 	<ul style="list-style-type: none"> • ≥ 60 years of age 	Both vaccines are recommended for people ≥ 65 years of age because they cover different pneumococcal bacteria.
Dosage and Administration	<p>One dose once a year, usually in the fall</p> <p>IM administration (except FluMist is Intranasal)</p>	<p>Shingrix: Two doses, two to six months apart for IM administration</p> <p>Zostavax II: One dose for SC administration</p>	<p>Prenar 13, one dose (IM), followed by one dose of Pneumovax 23 (IM or SC) at least eight weeks later.</p> <p>For those who have already received Pneumovax 23, wait one year before giving Prenar 13.</p>
Can it be given at the same time as other vaccines?	Yes. Other vaccines must be given as separate injections and at different body sites.	Yes. Other vaccines must be given as separate injections and at different body sites.	Yes. Other vaccines must be given as separate injections and at different body sites.



Courtesy of Medical Pharmacies Group Limited
1-866-689-3169 • medicalpharmacies.com



References:

1. Government of Canada. Canadian Immunization Guide, Part 4 – Active Vaccines. <https://www.canada.ca/en/public-health/services/publications/healthy-living/canadian-immunization-guide-part-4-active-vaccines.html>. Accessed August 22, 2018.
2. Vaudry W, Zhao L, Stirling R on behalf of the National Advisory Committee on Immunization (NACI). Summary of the NACI Seasonal Influenza Vaccine Statement for 2018–2019. *Can Commun Dis Rep* 2018;44(6):123-8.
3. Dooling KL, Guo A, Patel M, et al. Recommendations of the Advisory Committee on Immunization Practices for Use of Herpes Zoster Vaccines. *MMWR Morb Mortal Wkly Rep* 2018;67:103–108. DOI: <http://dx.doi.org/10.15585/mmwr.mm6703a5>. Accessed August 22, 2018.

FAMILY COUNCIL

Welcome to Louis Brier,

On behalf of the Family Council, we would like to extend and offer support and help with making the transition to Louis Brier as positive and smooth as possible.

The family Council is a voluntary body comprised of family members whose primary focus is to advocate for the delivery of safe and quality care. The council meets regularly on a monthly basis and in collaboration with the Louis Brier's leadership, reviews and discusses relevant opportunities to enhance the residents' experience.

We welcome all families to join the council and hope that you will make the choice to get involved. If you are interested in joining the family council and/or have additional questions please email us at lb.familycouncil@gmail.com.

Family Council

FROM THE BUSINESS OFFICE

Sick Time usage has been steadily increasing each month which is also increasing our Over Time costs.

This is driving a significant Deficit for this fiscal year, which we all need to be concerned about. We continue to work with Human Resources and all employees to manage our sick time and OT.

Ben Crocker

Director, Finance

COMPANION PROGRAM

We are here for you! Did you know that Louis Brier Home & Hospital and Weinberg Residence offer an In-house Companion Program?

We understand the needs of your family and loved-ones and we are here to assist in enhancing their personal and social well-being. Our in-house companion program provides added quality support at a reasonable rate. For more Information, please contact:

Myla Carpio-Pelayo, QRM Coordinator
mpelayo@louisbrier.com x 4688

ALZHEIMER SOCIETY OF B.C. EDUCATION HIGHLIGHTS

Alzheimer Society of B.C. Education Highlights for March

Family Caregiver Series

An education series for family members/friends who are caring for a person living with dementia. Topics include:

- Understanding dementia (types, causes, progression)
- Communication and behaviour (e.g. repetitive questions, confusion)
- Planning for the future
- Self-care for caregivers

Four Tuesdays, March 5, 12, 19, and 26, 6 – 8 p.m., Richmond Pubic Library, Brighthouse Branch, 7700 Minoru Boulevard, Richmond

Accessing Services for Caregivers

Learn about accessing community supports like home care and adult day programs, as well as how to address challenges that may arise, work with service providers and act as an advocate for the person living with dementia.

Friday, March 8, 1 – 4 p.m., Ravensong Community Health Centre, 2450 Ontario Street, Vancouver

Getting to Know Dementia

This introductory session is for people who are experiencing early symptoms of dementia, as well as family members or friends who are supporting a person with a recent diagnosis. We will review basic information about Alzheimer's disease and other dementias and the impact of receiving a diagnosis. Participants will also learn about different types of support available including services offered by the Alzheimer Society of B.C.

Thursday, March 14, 10 a.m. – noon, Richmond Caring Place, 7000 Minoru Boulevard, Richmond

Please register early as workshops with insufficient registrants are at risk of being cancelled.

Registration required. To register or for more information contact:

604-675-5150 or info.vancouver@alzheimercbc.org www.alzheimercbc.org

Twitter: @AlzheimerBC | Facebook: AlzheimerBC

Charitable Registration Number: 11878 4891 RR0001

FREE LITTLE LIBRARY

Louis Brier Home and Hospital has installed a free-standing library box and welcome community to borrow from and donate to the library.

The library was decorated by residents and features handprints from staff to symbolize our resident-centred network of care. Free little libraries are an opportunity for organic book exchange and the promotion of literacy. There is no formal membership, people can borrow and donate books freely.



For more information about the Free Little Library organization, visit their website at <https://littlefreelibrary.org/>

WE ARE PLEASED TO PARTNER WITH
JEWISH SENIORS ALLIANCE
FOR THE 2018-19 EMPOWERMENT SERIES

RENEWING AND REINVENTING OURSELVES:
Exploring Volunteerism Among Jewish Seniors

Tuesday, March 5th at 2:30pm

Eireann O’Dea will share her findings from her Master’s thesis titled: “An exploration of pathways, motivations, and experiences of older Jewish volunteers in Vancouver”. Eireann will also introduce a volunteer, **Larry Shapiro**, who will discuss his volunteer experience.

Jessica Bruce, Snider Campus Volunteer Program Coordinator will share some highlights of our program and volunteer opportunities.

Don’t miss out on this empowering event!



Seniors Stronger Together

Free – RSVP by February 28th



Eireann O’Dea



Jessica Bruce

Contact: Regina Lvovski 604-267-4756 rlvovski@weinbergresidence.com

For information about the Weinberg Residence, contact:

Vanessa Trester, Manager at 604.267.4722 or **Regina Lvovski**, Sales & Marketing Coordinator at 604.267.4756

www.weinbergresidence.com Check us out on Facebook: [weinbergresidence](https://www.facebook.com/weinbergresidence)

LOUIS BRIER JEWISH AGED FOUNDATION

There are so many ways that families of residents can help the Louis Brier.

The first idea that comes to mind is to recognize a special physician, healthcare professional or volunteer that excels at supporting your loved one. This can be done by getting to know them and telling them in person how much you appreciate their important care and attention. Another way might be to make a donation in their name at the Foundation office on the main floor.



A donation of this type will express your deep appreciation for everything that the healthcare provider does every day in the service of our residents. The individual or team that you identify as providing exemplary care, will receive a special thank you card with your message of appreciation. Donations to the Louis Brier Foundation have the two-fold benefit of showing your appreciation and improving the day to day activities at our home.

The Louis Brier Foundation also receives donations through wills and bequests. Many resident's families arrange for a portion of a will to be designated to the Louis Brier Foundation in appreciation for making a positive impact in their loved one's daily life. The Louis Brier Home and Hospital is recognized as a top tier residence and the Foundation would like to think that part of the reason for our high ranking is the extra programming and activities that we provide, all of which are made possible by community donations.

When considering a gift by way of a will or bequest, we advise all donors to consult a lawyer in order to fully appreciate all the tax benefits that can result from this form of giving. Wills and bequests are a painless way to be charitable and they can be a living legacy. Well thought out estate planning will not impact current lifestyle and can significantly reduce or eliminate final income taxes.

Our donors have literally added 'Life to Years' and 'Years to Life'. Our job at the Louis Brier Foundation is to put your donations to good use. We like to say that personal donations change the Louis Brier from a residence into a home and help to make each person staying with us an essential part of the Louis Brier living experience.

Donate today to help enrich aging.

For further information or to make a donation to the Louis Brier Jewish Aged Foundation, call 604.261.5550, email foundation@louisbrier.com or visit our website www.thelouisbrierfoundation.com and Donate Now.



CELEBRATE
SOCIAL WORK WEEK
MARCH 10–16, 2019

Social workers make a real difference in the lives of people, families and communities across the country. Every year in March, Canada celebrates the important contributions of these social justice professionals.

**Real people.
Real impact.**

Get involved in National Social Work Month

casw-acts.ca/en/March2019

#NationalSocialWorkMonth



BC ASSOCIATION of
SOCIAL WORKERS

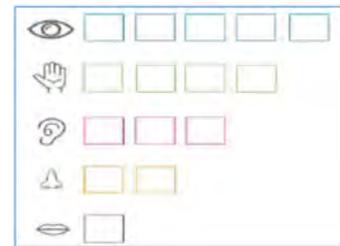


RESPECTFUL COMMUNICATION

Communication is more than just words. How we relate to others with our tone, eye contact, expressions, gestures, and physical proximity all influence how our messages are being received by others. Hence when we are trying to relay a message to others, we need to be mindful of how we are communicating overall. There can be disconnect between our intentions and outcomes when our nonverbal communication relays a different message than our words. This most commonly occurs when we find ourselves in heightened emotional states such as frustration, anger, or anxiety. For instance, we might be anxious about getting the best health outcome for our family member and in the process be speaking loudly with emphatic gestures which in turn gets interpreted as an attack by others. In heightened emotional states, taking a moment to ground ourselves can help us navigate difficult moments and ensure our message does not get misinterpreted.

A simple grounding exercise that we can do to help bring us back to the here and now is called the 5-4-3-2-1 Grounding Method.

5. In the moment, stop and describe to yourself **5 things you see** in the environment around you
4. Name **4 things you can feel** in the moment (i.e. my feet in my shoes)
3. Name **3 things you can hear** right now
2. Name **2 things you can smell** right now
1. Name **1 thing you can taste** or like the taste of



This process of shifting our focus to our physical senses can disrupt racing thoughts and calm the body, important factors needed to ensure effective communication and problem solving.

Kristina Zoë, Social Worker

INTRANET CONTEST WINNERS



CONGRATULATIONS to the following Intranet Contest winners!

Emma Brennan
Jessica Bruce
Myla Pelayo
Ravneet Manger
Sarah Viva
Ravinder Saini
Rajwinder Pabla

Jennifer Belen
Manpreet Atwal
Ugochi Ibediro
Uchy Anoliefoh
Parminder Kaur
Balpreet Nijjar
Linda Ling

Agnes Buter
Manjit Kaur
Manpreet Kaur Gill
Jen Cataquiz
Jeannette Aldaba
Balwinderjit Ghoman
Sandeep Pahal

There are still a few bottles left to win. Visit <http://intranet.louisbrier.com>

WELLNESS CAMPAIGN

WELLNESS MONTH TIPS

SLEEPING HABITS

Sleep is essential to health and normal functioning.

TIPS TO MANAGE YOUR WORK AND SLEEP SCHEDULE

- If you work afternoons or nights and you average only 4-6 hours of sleep a day, take a nap before going to work.
- If working shifts, try to sleep at night and not during the day when you have a night off duty.
- Reduce noise in your bedroom before sleeping (e.g. unplug phone or use fan to mask noises).
- Avoid stimulants shortly before bedtime (e.g. caffeine, nicotine, alcohol or drugs) as these will cause you to wake up after a few hours.

TIPS TO MANAGE A HEALTHY DIET

- Shift work can cause stomach and digestive problems as a result of irregular eating habits.
- Time meals carefully. When you work afternoon shifts, have your main meal in the middle of the day, instead of the middle of the work shift.
- Balance your food intake even if snacking: milk groups, meat or meat alternatives, grains, fruits and vegetables.

from the **Chef**

CHOOSE PROTEIN FOODS THAT ARE RICH IN AN AMINO ACID CALLED TRYPTOPHAN.

This helps boost the sleep-inducing hormone melatonin. Chicken and turkey, milk and dairy, nuts and seeds are all good choices. Combine these with rice, pasta or potatoes to help the body get the most benefits from tryptophan.

WELLNESS MONTH TIPS

WORKING OUT & FITNESS DIETING

HEALTHY SNACK IDEAS

Snacks can be healthy and satisfy your hunger.

- Fresh or frozen berries (125 mL or ½ cup) or a whole piece of fruit such as a banana or apple
- Reduced fat (2%, 1% or skim) plain or fruit yogurt (175g or ¾ cup)
- Unsalted soy nuts (60 mL or ¼ cup)
- Vegetable sticks with hummus or a yogurt-based dip (60 mL or ¼ cup)
- Mixed green salad (250 mL or 1 cup) with dressing (15 mL or 1 tablespoon)
- Air popped popcorn (750 mL or 3 cups) with non-hydrogenated margarine (5 mL or 1 teaspoon, melted)
- Low fat latté (675 mL or 12 oz)

HEALTHY RECIPES

- **Homemade smoothie (250 mL or 1 cup)**
To make a smoothie, blend together fruit, yogurt and milk or unsweetened fortified soy beverage.
- **Unsweetened applesauce (125 mL or ½ cup)** sprinkled with cinnamon and toasted almond slices (15 mL or 1 tablespoon)
- **Frozen yogurt popsicle (1 popsicle)**
To make a yogurt popsicle, blend together fruit, yogurt and milk, then pour into popsicle mold tray and freeze.
- **Homemade trail mix (60 mL or ¼ cup)**
Mix together dried whole grain cereal, unsweetened dried fruit, unsalted nuts or seeds.

WELLNESS MONTH TIPS

CONTROLLING STRESS & WORK ENVIRONMENT

CONTROLLING STRESS
Stress includes any situation that places social and psychological demands on a person.

TIPS TO MANAGE STRESS

- Accept who you are – including your own limitations
- Leave work at work: make a clean break between work and home
- Pursue non-work related interests and hobbies
- Use relaxation methods such as yoga or tai chi
- Assume responsibility for controlling the sources of stress in your life

FOODS THAT REDUCE STRESS
Blueberries, Pistachios, Dark Chocolate

OH & S COMMITTEE

A Health and Safety committee is a joint worker-management structure that assists the employer in creating and maintaining a safe workplace. The goal of the committee is to enhance the ability of workers and the employer to resolve safety and health concerns reasonably and co-operatively.

COMMITTEE MEMBERS

Sonia Cinti (Management/Co-Chair)	Dinah Villanueva (NIEU)
Lunadel Dadan (Management)	Laurie Moore (NSA)
Adrian Marinescu (Management)	Lorlyn Fontanilla (NIEU)
Melissa Taderson (Management)	Loren Todelle (Management/Co-Chair)
Leonora Callingsan (BCNU/Co-Chair)	Michael Lackner (Management)
Rioemilyn Tanaquin (BCNU/Co-Chair)	Emelita Cruickshank (NIEU)
Cody Gregg (BCNU)	Juana Domingo (NIEU)
Violetta De Guzman (NIEU)	

WELLNESS MONTH TIPS

EXERCISE AND LIFESTYLE

THE JEWISH COMMUNITY CENTRE

# of Participants	Initiation Fee	Individual (age 30 – 64)	Young Family/Young Couple*	Couple/Family	Individual 65+	Couple 65+	Spa Upgrade
1 - 15	\$54.00	\$51.75	\$80.25	\$87.75	\$33.00	\$60.75	25% off
16 - 30	\$54.00	\$48.00	\$75.00	\$82.00	\$31.00	\$57.00	25% off
31 - 45	\$54.00	\$45.00	\$70.00	\$76.00	\$29.00	\$53.00	30% off
46+	\$54.00	\$34.50	\$53.50	\$58.50	\$22.00	\$40.50	30% off

Contact: Alexis Doctor, Membership Director, 604-257-5163, alexis@jccgv.bc.ca

Louis Brier Preferred Member Rates

FOOD TIPS BEFORE/AFTER EXERCISE

Before: Whole Wheat Toast with Sliced Banana and Cinnamon or Greek Yogurt and Trail Mix

After: Grilled Chicken and Mixed Vegetables or Veggie Omelet with Avocado

LIFESTYLE

If your lifestyle includes smoking or substance use, your ability to attend work on regular basis and provide safe and efficient patient care may be compromised. If you need help to resolve these lifestyle challenges, speak to Human Resources for additional, confidential support.

RESOURCES www.ccsa.ca | www.healthlinkbc.ca | www.quitnow.ca | www.hs-sc.gc.ca

HUMAN RESOURCES

- **Both BCNU and HEU and the Employers have voted to accept the newly negotiated 2019 to 2022 collective agreements.** We are expecting to hear about the HSA voting results soon.
- **We have new “Leave” forms in place for Sick Leave, Leave of Absence, Special/Compassionate Leave, Transfer to Casual Status and Voluntary Shift Exchange.** The new forms are available at the following locations: Reception, Staff room, second floor and Human Resources.

The image displays five overlapping HR forms from Louis Brier and Weinberg. The forms are:

- Application for Sick Leave Form:** Includes instructions to complete the form for sick leave pay, and sections for employee details (Name, Number, Title, Department) and manager approval.
- Application for Leave of Absence Form:** Includes instructions to complete the form for leave of absence, and sections for employee details and manager approval.
- Application for Transfer to Casual Status Form:** Includes instructions to complete the form for transfer to casual status, and sections for employee details and manager approval.
- Application for Special/Compassionate Leave Form:** Includes instructions to complete the form for special/compassionate leave, and sections for employee details, manager approval, and staff notification.
- Request for a Voluntary Shift Exchange Form:** Includes instructions to complete the form for a voluntary shift exchange, and sections for employee details, manager approval, and staff notification.

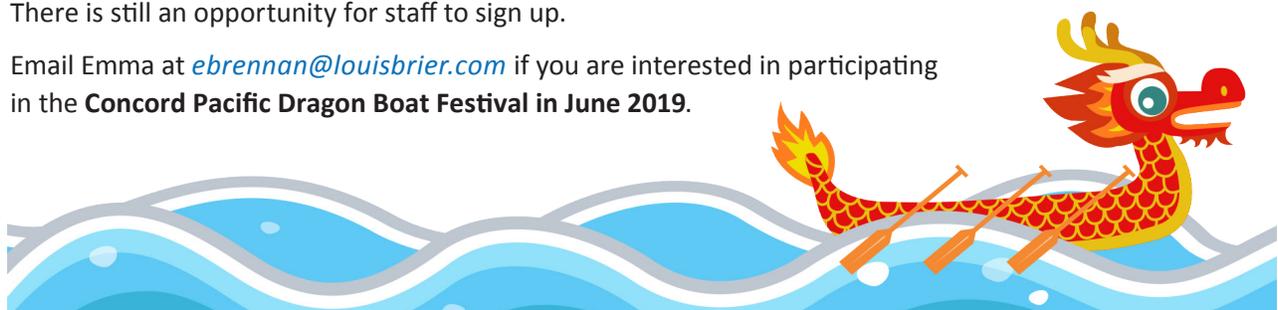
DRAGON BOAT RACING

Thank you all for your submitting your team name ideas!

The name chosen for our Dragon Boat team is **Brier Fire**.

There is still an opportunity for staff to sign up.

Email Emma at ebrennan@louisbrier.com if you are interested in participating in the **Concord Pacific Dragon Boat Festival in June 2019**.



THE JEWISH FESTIVAL OF PURIM – THURSDAY, MARCH 21, 2019

Picture Persia in the fifth century... The King gets tired of his wife and fires her. To fill the now-empty position of queen, he holds a beauty contest. The winner proved to be a nice Jewish girl, Esther. On the advice of her uncle Mordecai, Esther decides not to tell her new husband of her Jewish identity (which has historically not always been a safe thing to do!)

Every good story needs a bad Villain... Purim has a real winner in the egomaniac Haman, the King's top advisor. Haman needed constant adulation so he passed a law that everybody had to bow down to him. When Mordecai refused to bow (because a Jew is permitted to prostrate himself only before G-d) Haman got angry and decreed that all Jews – men, women and children would be killed on the day of his choosing. He drew lots in order to find a day to carry out his "final solution" that would be favourable. (Guess what the word for "lots" is in Persian? Why of course, it is 'Purim'.

Every Good story needs a Hero... Long story short: in this story Queen Esther is the heroine. She approaches the King without being invited (brave) and tells him that his top man is a scoundrel (braver) and is plotting to kill the Jews, (her people). The King who is totally devoted to Esther puts an end to the scheme and on the day that all the Jews were to be killed, they had a huge party and celebrated!

Customs... Reading the Purim Megillah (which retells the story), Synagogue services, dressing up with masks & costumes (the great disguise!). Drinking celebratory beverages and eating fruit-filled triangular cookies (hamantashen), the tri-cornered cookie that reminds of Haman's hat!

DRESS UP AND CELEBRATE! Residents, staff, companions, volunteers and families are encouraged to dress up in family-friendly costumes on Thursday, March 21 (at the Annual campus-wide Purim party).



*All Residents, Staff, Volunteers,
Companions & Family Members*

YOU'RE INVITED!

Thursday, March 21

2:15 - 3:15pm

Music by 'Tzimmes' band

The Jewish festival of PURIM is a time for celebrating and dressing up in disguise. The festival begins the evening of Wednesday, March 20 at nightfall but we will be celebrating the festival at our annual campus-wide party on Thursday, March 21, in the Homeside Lounge.

In keeping with the spirit of the festival we encourage EVERYONE to DRESS UP in a fun, family-oriented costume when you come to work. Visit the Purim Photo (Selfie) Booth located in the LB lobby, use a prop or costume item from the costume box and take your picture with the Recreation camera at the Reception desk. HAPPY PURIM!



HAPPY BIRTHDAY

MARCH BABIES



My Linh Marylin Kuan
 Lucia Africa
 Josie Andal
 Maryanne Cataquiz
 Pawanpreet Dhaliwal
 Albrene Garcia
 Jasbir Jassal
 Ewa Kukulska
 Bingru (Ruby) Li
 Lucy Litonjua
 Philice Masinde

Nida Mejico
 Kurk San Mateo
 Rakchanok Toentian
 Gemma Vinson
 Sang Yae
 Vanessa Trester
 Dolores Dagdag
 Violeta De Guzman
 Adelina Ferrer
 Jenny Aurelio
 Freddie Balubar

Kim Huynh
 Kate Allyson Cruz
 Denise Justin Go
 Jonna Gutierrez
 Joyce Llagas
 Priyanka Mehra
 Elena Moiseev
 Helen Banares
 Michelle Beason
 Eunice Castillo
 Rebecca Fernandez



LOUIS
 BRIER
 WATER
 BOTTLES

\$9.50 each

GIFT SHOP HOURS

SUNDAYS 12-4pm
 MONDAYS 12-5pm
 TUESDAYS 12-4pm
 WEDNESDAYS 12-5pm
 THURSDAYS 12-4pm
 FRIDAYS 12-4pm
 SATURDAYS Gift Shop is closed
 (Shabbat/Sabbath)



Adrian Marinescu
 Building Manager

Compliments and Feedback

If you have any compliments or feedback, share them with us by visiting our website:

<http://louisbrier.com/compliments-feedback/>

Want to contribute to the newsletter?

Email our Communications Coordinator for details. Michael at mgalope@louisbrier.com



LOUIS BRIER JEWISH AGED
FOUNDATION



Demonstrate your commitment to supporting seniors by donating.

Please contact the Louis Brier Jewish Aged Foundation

Phone: 604-261-5550 Email: foundation@louisbrier.com Web: thelouisbrierfoundation.com