

# GOOD LIFE

## GOOD READS



Season's greetings from everyone at Good Life!  
Wishing you all a Joyous Holiday Season and a  
Happy Peaceful New Year!



*“Be the reason someone smiles. Be the reason someone feels loved, seen and heard. Be the reason someone believes in the kindness in people.”*

## IF WISHES WERE HORSES



**If Wishes Were Horses is now taking applications!**  
The program is a person-centered service focused on  
adaptive horseback riding/horsemanship run by our very  
own Donna Brandt!

Located at our Morris office 537 State Hwy 9, Morris, MN 56267

If you are interested in learning more about the program or  
to fill out in application, please contact Donna at  
(320) 585-9474 (WISH)



*If Wishes Were Horses office  
All work done by Todd M.*

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### DID YOU KNOW?

Horses lock their joints to be able to sleep standing up! They sleep laying down as well to get a complete rest cycle. They can live to 30 years old or longer. They also have a very wide range of eyesite, they can see roughly 360 degrees around.



### EMPLOYEE TRAINING

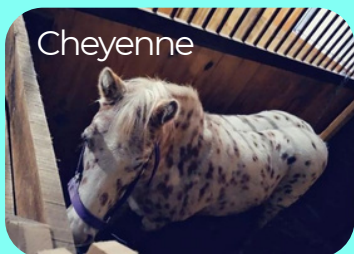
Each quarterly Good Life Good Reads newsletter will contain information for a training to contribute to your annual training. This quarter's training is **Everyone Can Communicate**. If you have not completed last quarter's training, it **NEEDS** to be completed by **December 31st, 2023**

Please log in to the **Direct Course** link below to complete the training that has been assigned to you.

<https://login.elsevierperformancemanager.com/systemlogin.aspx?virtualname=MNNEW>

Your time spent doing this training can be recorded on your time sheet for training pay.

Welcome 



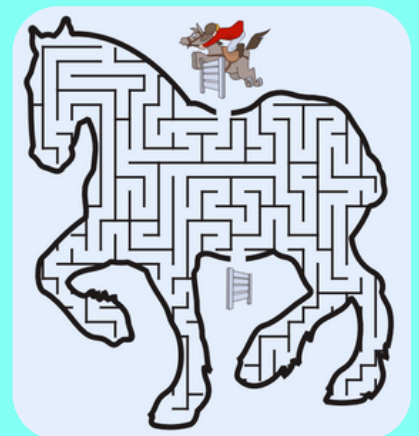
Cheyenne



Gunner



Gunner



## **EARNED SICK AND SAFE TIME EMPLOYEE NOTICE**

Employees in Minnesota are entitled to earned sick and safe time, a form of paid leave. Employees must accrue at least one hour of earned sick and safe time for every 30 hours they work, up to at least 48 hours in a year. A year for purposes of the employee's earned sick and safe time accrual is: Jan. 1 to Dec. 31 year to year.

### **The newly implemented PTO Policies go into effect Jan. 1, 2024 for all Good Life Services Staff.**

Good Life Services has a part-time policy that accrues earned hours up to 48 per year and a separate full-time policy that for 0-3 years of employment accrues earned hours up to 48 per year or 3 years or more of employment accrues earned hours up to 80 per year. Policies will be sent out to each employee.

The earned sick and safe time hours the employee has available, as well as those that have been used in the most recent pay period, must be indicated on the employee's earnings statement that they receive at the end of each pay period. Earned sick and safe time must be paid at the same hourly rate employees earn from employment. Employees are not required to seek or find a replacement for their shift to use earned sick and safe time. They may use earned sick and safe time for all or part of a shift, depending on their need.

Earned sick and safe time can be used for:

- an employee's mental or physical illness, treatment or preventive care;
- the mental or physical illness, treatment or preventive care of an employee's family member;
- absence due to domestic abuse, sexual assault or stalking of an employee or their family member;
- closure of an employee's workplace due to weather or public emergency or closure of their family member's school or care facility due to weather or public emergency; and
- when determined by a health authority or health care professional that an employee or their family member is at risk of infecting others with a communicable disease.

### **NOTIFYING EMPLOYER, DOCUMENTATION**

An employer can require their employees to provide up to seven days of advance notice when possible (for example, when an employee has a medical appointment scheduled in advance) before using sick and safe time. An employer can also require their employees to provide certain documentation regarding the reason for their use of earned sick and safe time if they use it for more than three consecutive days

If an employee plans to use earned sick and safe time for an appointment, preventive care or another permissible reason they know of in advance, inform your area supervisor by phone, email or other communication as far in advance as possible, but at least 7 days in advance. In situations where an employee cannot provide advance notice, the employee should contact your area supervisor as soon as they know they will be unable to work.

***Copies of this notice have been sent in the mail to each employee. If you have any questions, please contact Kathy Haffley at [k.haffley@goodlifeservicesinc.com](mailto:k.haffley@goodlifeservicesinc.com)***



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**Come join us for  
Good Life Services  
Holiday Party**

**January 22nd, 4pm at  
Railway**

### **Staff Reminder**

Please report any and all changes made to your schedule ASAP to either Jo or Katie. This includes switching shifts with another employee, canceling shifts, leaving early etc.

There will be a designated spot at Railway office for you to document these changes. Please contact Jo, Katie or Lynnea to find where this is located.

### **Log Notes, Data/Goals**

**Please make sure that you are completing log notes and data/goal sheets on the day you are working!!**

**Stop by Railway office to pick up extra copies of log notes to keep on hand!**

### **MISSING...Have you seen me??**

**We are missing 2 easels from the art room at Railway.**

**If you know where they are, have them, seen them...please return them or let Jo, Katie or Lynnea know.**

**Thank you!**

Do you have any ideas or photos to contribute to the next newsletter?

Send them to:

l.bye@goodlifeservicesinc.com  
k.baker@goodlifeservicesinc.com  
j.messerschmidt@goodlifeservicesinc.com



# GOOD LIFE

## GOOD FUN



GLS float for Morris parade



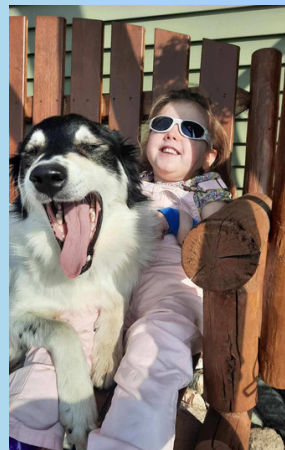
Cary & Preston



Halten as the Flying Dutchman for Halloween



Jarret & Andie with parade banner



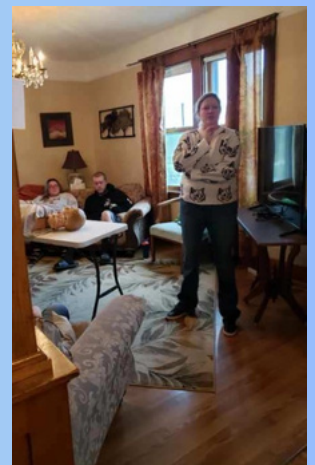
Raelynn and her puppy Remi



Flowers at Railway



CPR/First Aid training at Railway







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Preston & Jo at the Holiday Train in Elbow Lake



Yummy treats from Wyatt

