



COOK UP GOOD HEALTH THIS HOLIDAY SEASON.

As we enter the holiday season, we also enter the feasting season. Whether we're celebrating America's Thanksgiving or the many religious festivals and traditions that arrive in the coming months, we often find ourselves consuming more food than we should. The result? We eat too much of the wrong things...not because we want to, but, well, people keep giving it to us. So, here's an idea: What if we all agreed that we wouldn't constantly offer friends, family, and coworkers massive quantities of fattening food? What if, instead, we agreed to be a little more selective about what we serve?

Here are some tips that could make that work...and help us keep off those extra pounds this holiday season.

Start with fruit and veggies. Instead of building meals and snacks around protein, carbs and sweets, put fruits and vegetables on the plate first.

Use smaller plates. Studies show we tend to eat more when our plates are bigger.

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Plate food for guests. Instead of putting food on "Load it up!" buffet lines, prepare your guests' plates with reasonable portions ... especially when it comes to dessert.

Use healthier fats. Cook with olive oil, canola oil and nut oils rather than meat drippings and other fats.

Serve protein appetizers. Protein curbs the appetite, so offer light protein snacks as appetizers.

Source: <https://ccindy.org/9-tips-healthier-holiday-cooking-eating/>. Accessed 4 October 2019.

Smart Facts

222

extra calories are consumed daily by Americans in the fall and winter time.

3 - 6

pounds will be gained by the average American between Thanksgiving and New Year's Day.

1/3

of Americans report overeating or poor eating due to stress.

Source: <https://www.freeletics.com/en/blog/posts/winter-weight-gain-2/>. Accessed 4 October 2019.

Source: <https://www.vox.com/the-goods/2018/11/9/18072318/does-stress-eating-work-psychology>. Accessed 4 October 2019.



STAY ACTIVE THIS WINTER .

As temperatures drop, our enthusiasm for physical activity often drops as well. After all, it's less fun to go out for a jog, a bike ride, or just a little fun in the backyard if the air is damp and the skies are gray. Even getting into the car to go to the gym has less appeal than hunkering down under a blanket and taking it easy.

But exercise is too important for your health to put it on hold until the spring sun comes back out, and you'll likely be frustrated with yourself in the spring if you've got to shed extra pounds or recover lost fitness. So, how do you keep moving when the weather tells you to stay put? Think of it as a two-part process: motivation and smart exercise.

Get Motivated: For many people, exercising isn't the problem; it's starting to exercise that's a big challenge. So, how do you get yourself moving in the first place?

Remember why. For starters, think about how you'll feel after your workout. Remember that you're happier when you're in better shape, and you get a lot of satisfaction out of a good workout.

Recruit a buddy. Having a workout partner makes you look forward to workouts, and it makes you less likely to skip an exercise session.

Get new gear. Working out is more fun if you treat yourself to new gear. You don't have to spend a lot; just get something that adds a little freshness to your routine.

Workout Smart: Now that you're motivated, get out there, and go...wisely.

Be bold, get cold. Don't avoid the cold air, embrace it. You'll actually burn more calories and strengthen internal operations... but take care. Know your limits, dress appropriately for cold air, and be especially cautious if you experience breathing difficulties.

Take up a winter sport. Ice skating, skiing, and even sledding can give you a great excuse for getting out and getting active. Added bonus: they can be wonderful family activities.

Seek out the sun. Darkness tends to dampen our enthusiasm for physical activity, and it also makes outdoor exercise more dangerous. Getting out in the sunshine, on the other hand, encourages exercise and reduces the chances that you'll slip and fall. So, workout when the sun's out. An added plus: the sunshine will give you a dose of vitamin D.

Workout at home. If you really hate the idea of going out, then make your home your workout facility. Get some basic exercise equipment, queue up some helpful videos, and build fitness into your daily routine.

Source: <https://aaptiv.com/magazine/workout-pros-share-stay-motivated-winter>. Accessed 4 October 2019.

Source: <https://info.totalwellnesshealth.com/blog/13-tips-to-stay-active-this-winter>. Accessed 4 October 2019.



Exercise is too important to put on hold until the spring sun comes back out.

EMPLOYEE LEAVE ALPHABET SOUP.

Let's say you're having major surgery. Or welcoming a baby into the home. Or experiencing any number of other health-related issues that might require you to miss a lot of work. How do you avoid losing pay, or even your job?

The federal government estimates that about a quarter of all 20-year-olds will suffer a disability during their working years, and people under the age of 45 are more likely to be disabled than to die. And if disability does strike – even for a limited amount of time – and you can't work, how will you survive?

Fortunately, you have options, but you do need to understand how these options work to take full advantage of them. To help, let's take a look at the common employee-leave mechanisms.

Basic sick leave. Most employers offer full-time employees some form of basic sick leave to cover times when you're not able to come to work for a few days. However, this depends on your employer's specific policies, which can range from no paid sick leave to unlimited paid sick leave.

Family Medical Leave Act (FMLA). The FMLA was passed by Congress in 1993 to ensure that an employee is protected from losing his or her job due to the often need to take time off for health reasons. It requires certain employers to provide up to 12 weeks of unpaid "family medical leave" every year. Among the conditions that qualify are serious illness, the birth of a child, and the need to care for a spouse. Be aware that firms with fewer than 50 employees are not required to adhere to FMLA guidelines, and employees must meet certain requirements in order to qualify for FMLA benefits.

Short-term Disability Insurance (STD). Unlike FMLA coverage, employers are not required by federal law to provide short-term disability insurance. Under STD coverage, employees receive a percentage of their pay in the event they cannot work for a specified period of time, with the percentage of salary and time period covered by an STD policy varying from provider to provider. The U.S. Bureau of Labor Statistics suggests that the median length of short-term disability coverage is 26 weeks, and policies typically provide 60 to 75 percent of an employee's base pay. STD coverage does not protect an employee's employment status; it only provides for a certain level of income protection in the event of a prolonged leave.

Long-term Disability Insurance (LTD). Like STD coverage, LTD policies provide you with a percentage of your salary for a set period of time. They often work in tandem with STD benefits, but LTD policies usually provide coverage for years, not weeks or months. According to the Society for Human Resource Management, most employers provide this coverage to their employees free of charge, although employees typically must be on the payroll for a certain amount of time before they are covered. Many benefit providers will allow you to elect LTD that covers longer periods of time if you desire.

Source: <https://www.hrdive.com/news/back-to-basics-a-rookies-guide-to-the-fmla/533426/>. Accessed 4 October 2019.

Source: <https://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/managing-disability-benefits.aspx>. Accessed 4 October 2019.

Source: <https://www.policygenius.com/disability-insurance/short-term-disability-vs-long-term-disability-insurance/>. Accessed 4 October 2019.

Source: <http://abovethecanopy.us/what-no-one-is-telling-you-about-long-term-disability/>. Accessed 4 October 2019.



American Diabetes Month

More than 30 million Americans have diabetes, and more than twice as many are at risk of developing it. American Diabetes Month is a great time to encourage friends and loved ones to focus on their health so they can avoid and minimize diabetes' deadly effects. Eating healthy, exercising, and losing weight can help to reduce diabetes risk and impact. Learn more at <https://healthfinder.gov/nho/novembertoolkit.aspx>.

Source: <https://healthfinder.gov/nho/novembertoolkit.aspx>. Accessed 4 October 2019.

HARVEST OF THE MONTH: PEARS

Apples get most of the attention as a fall fruit, but pears also reach their peak in late summer and early fall, and they deliver a lot of the same benefits as apples: a range of flavors, portability, versatility, nutritional punch, and more.

They also have a long history. References to pears around the world go back thousands of years; they're mentioned in ancient literature, and, of course, we can't miss hearing songs about partridges in their tree branches every Christmas. As for the U.S., pears arrived in the New World along with the earliest settlers. They then made their way out west with explorers and pioneers.

It was that westward push that allowed pears to find their real home in the U.S., as Washington and Oregon have become the nation's leading pear producers, with the vast majority of commercially sold pears growing in one of those two states.

Every pear grown in the U.S. is harvested by hand, and, while they mature on the branch, they ripen best off the tree.

Choosing the best pear

To select ready-to-eat pears, "check the neck" by gently pressing near the stem with your thumb. If it gives to gentle pressure, it's ready-to-eat. If it's still very firm, you'll want to wait. On the other hand, if you wait until it yields to gentle pressure around the middle, you'll have waited too long.



Storing pears

Pears ripen at room temperature. So, if you choose ripe pears, you'll want to store them in the refrigerator, where they will keep for three to five days. If you want them to ripen more quickly, put them in a brown paper bag. Unripe fruit can be kept for a week or more, but pears won't ripen inside the refrigerator.

Source: <https://thatsitfruit.com/blogpears-10-interesting-facts-about-the-fruit/>. Accessed 4 October 2019.

Source: <https://usaapears.org/>. Accessed 4 October 2019.



Recipe: Pear Ginger Crumble

Ingredients:

TOPPING

1/4 cup oat flour or whole wheat flour
2/3 cup old-fashioned oats
1/2 cup packed light brown sugar
1 teaspoon ground cinnamon
1/8 teaspoon salt
1/4 cup canola oil

FILLING

3 pounds firm but ripe pears, peeled, cored and cut into 1/4 - inch slices
1 tablespoon fresh lemon juice
1 tablespoon freshly grated ginger
2 tablespoons sugar
1 1/2 tablespoons all-purpose flour
(Optional) 1 1/2 cups reduced-fat vanilla ice cream or frozen vanilla yogurt

Directions:

1. Preheat oven to 375°. For the topping, combine ingredients in a medium bowl and work together with a fork or your fingertips until the ingredients are moistened.
2. For the filling, combine the pear slices, lemon juice, and ginger in a bowl; add the sugar and flour and toss to blend.
3. Spray an 8" x 8" baking dish with cooking spray. Transfer the pear mixture to the dish. Sprinkle the topping over the pears.
4. Bake crumble until the pears are tender and the topping is golden brown, about 40 minutes.
5. Let cool for 10 minutes before serving. Serve warm or at room temperature, with a scoop of ice cream if desired.

Nutrition Information:

CALORIES: 266; **SODIUM:** 38.5MG; **TOTAL FAT:** 8G; **SATURATED FAT:** 0.5G **CARBOHYDRATES:** 50G; **DIETARY FIBER:** 2G; **PROTEIN:** 2G

Source: <https://www.foodnetwork.com/recipes/ellie-krieger/pear-ginger-crumble-recipe-1947190#/> Accessed 6 October 2019.