



# BENEFITS INSIDER

A PUBLICATION OF THE OHIO CONFERENCE OF TEAMSTERS & INDUSTRY HEALTH AND WELFARE FUND

## 8 Practical Ways to Stop Resisting What's Good for You

By Melissa Rudy

There's a quote that says "Procrastination makes easy things hard, and hard things harder." This can be applied to anything you don't want to do, whether it's a growing pile of laundry, a time-consuming work report, the long overdue phone call to a chatty relative or a root canal you've been avoiding. In most cases, delaying these types of "necessary evils" only intensifies the evil.

Consider how much energy you spend resisting the tasks, activities, places and perhaps even the people you don't enjoy. Maybe you complain to co-workers about a meeting you don't want to attend. Or, if you can't stand cleaning bathrooms, you might spend more time dreading the task than actually doing it. Then there's the stack of unpaid bills you've been avoiding, the paperwork that needs filled out for your child's school...and on and on.

*Please see page 7 in this newsletter to continue reading!*



## What's Inside.

Women and Cardiovascular Disease

**PAGE 2**

Hypertension Management: What to know about this benefit

**PAGE 3**

Expired and Leftover Medication Disposal

**PAGE 4**

Your Assistance Program is here to help.

**PAGE 5**

What is Dry Eye Disease (DED)?

**PAGE 6**

8 Practical Ways to Stop Resisting What's Good for You

**PAGE 7**

Flossing 101

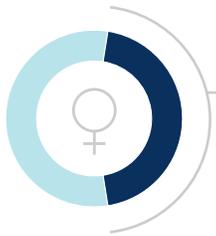
**PAGE 9**

Healthy Living Recipe

**PAGE 10**

# Women and Cardiovascular Disease

Heart disease, stroke, and other cardiovascular diseases (CVD) kill more women every year than any other cause of death – including all forms of cancer combined. Nearly 45 percent of women over age 20 are living with some form of CVD, yet many women don't recognize their risk.



**Nearly 45%**  
of women over age 20  
are living with some  
form of CVD

Add to that the fact that women experience CVD differently than men – they're more likely to have atypical or less noticeable symptoms – and the result, all too often, is missed or delayed diagnosis, treatment, and opportunity to mitigate risk factors and costs.

## The gender gap in cardiovascular care

While CVD is the leading cause of death among all adults, there's a significant gender gap in diagnosis. CVD often presents differently in women than in men. This may be due, in part, to differences in anatomy, blood count, and hormones. There is also a disconnect between what we think of as traditional signs of heart disease and heart attack and how these conditions present in female patients.

Women are less likely to experience chest pain or angina during a heart attack, for instance. They may be more likely to have lesser-known symptoms such as nausea, vomiting, fatigue, or discomfort in the neck or jaw. These are easily attributed to other causes, so it is not surprising that women often delay seeking care. Even care providers may overlook or dismiss heart attack symptoms in female patients. So, when women do seek care, they may wait longer in the hospital before being evaluated or getting treatment.



## CVD risk is different for women

Women need to be aware of many of the same risk factors for CVD as men. High blood pressure, high cholesterol, obesity, smoking, and other health conditions such as diabetes all significantly increase risk.

However, there are unique circumstances that may exacerbate some of these risk factors for women:

- Pregnancy complications such as gestational diabetes, pre-eclampsia, or high blood pressure can raise a woman's risk for CVD during pregnancy. The effects may increase risk for CVD later in life, too.
- While menopause doesn't cause CVD, changes that occur during menopause or after a hysterectomy can elevate a woman's risk.
- Diabetes increases the risk for heart disease more substantially in women than it does in men. Women with diabetes have a risk for heart disease that is four times greater than those without the condition. The risk is only two times greater in men.
- Smoking produces more deleterious effects in women. Women who smoke have a 25 percent higher risk of developing heart disease than men do.

These differences in risk may be even more profound among women of color, as Black communities carry a disproportionately higher burden of CVD. Black adults are 32% more likely to die from CVD.

# Hypertension Management: What to know about this benefit

## Did you know people with high blood pressure or hypertension pay almost double for outpatient medical expenses compared to people who do not have hypertension?

The Hypertension Management program that is part of our benefits can help you save this money because you do not have to pay for anything. You get support for your high blood pressure with smart devices, expert coaches and easy-to-follow, personalized plans.

## If high blood pressure or hypertension is not managed in the right way, it could lead to stroke, vision loss, heart failure, heart attack, kidney disease/failure or even sexual dysfunction.

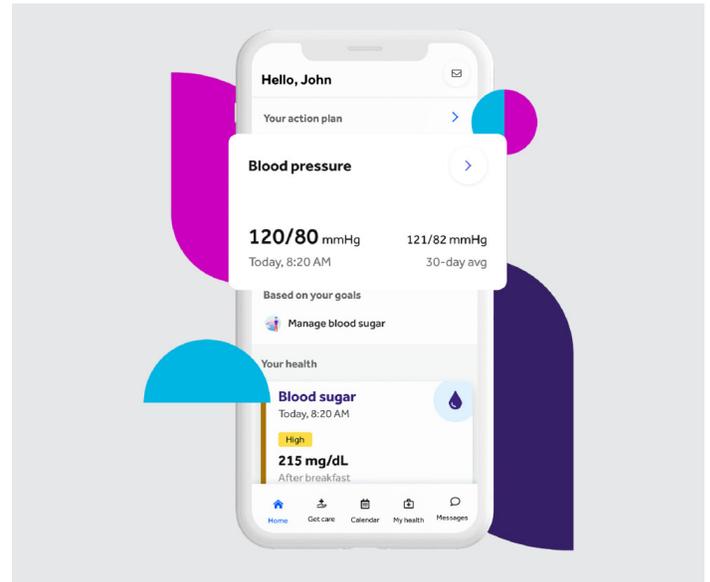
The Hypertension Management program is available at no cost to you. Through daily tracking and support, the program helps you discover lifestyle changes that can reduce your blood pressure.

## What is the program?

The Hypertension Management program helps make living with high blood pressure easier. Members of the program work with you to provide personalized plans so you can live your healthiest life possible.

## What resources do you receive?

The program provides you with a connected blood pressure monitor. This gives you access to personalized information to help you manage your condition better. You also have the option to work with a coach for more guidance. If you prefer to receive support in Spanish, this option is available to you.



## How can you get started?

To get started, you can either download the Livongo app, call 800-945-4355 or visit the website by scanning the QR code below. You will start the process by answering a few simple questions about your health to see if you qualify for the program. If you successfully enroll, you will be mailed a Welcome Kit with instructions on how to get started.



Call 800-945-4355

Visit:  
[Ready.Livongo.com/OHIOTEAMSTERS/Now](https://Ready.Livongo.com/OHIOTEAMSTERS/Now)

Download the app.



DATA PROVIDED BY  
**Livongo**<sup>®</sup>  
by Teladoc Health

# Expired and Leftover Medication Disposal

Storing old or expired medications is something many of us have become accustomed to—often because we are uncertain of proper disposal procedures, or we simply believe the medicine will still work beyond the expiration date.

Medication is not something that spoils like milk, so how can you tell when a drug has expired? Prescription and over-the-counter drugs are often given an expiration date to indicate when the drug's efficacy could start to decrease. While it does not mean the drug has necessarily spoiled, the expiration date indicates the date where the drug will no longer be guaranteed by the manufacturer to be as effective and safe as expected.

## Safety & Storage Tips:

For the prescription drugs you do have that have not yet expired, it is important to store them safely. An article from Medical Xpress stated, “Younger children getting into medicine in the home is a major source of unintentional poisonings. For older children, access to these medicines brings risk of experimentation, diversion to peers, or other intentional misuse”. To prevent children from getting medications, store in high, out of reach or locked places where they will be very difficult for children of all ages to get their hands on.

## Recycling/Disposal Tips:

For prescription drugs that have expired, there are several ways to safely dispose of them. One way to encourage people nationwide to get rid of their medications is National Prescription Drug Take Back Day. Run by the DEA, National Prescription Drug Take Back Day occurs twice a year and encourages people to “dump” their unwanted drugs at a local drop-off site.

Another approach to remove expired drugs from your home is to reach out to your pharmacist. Pharmacists will be able to guide you through disposal options. Some pharmacies even offer drop-off services where you can mail or drop off your drugs at a box inside the pharmacy.



If you are not able to do either of the above-mentioned options, you can also discard medications safely in your own home. However, you must be extra careful to consider small children or pets that could get into the garbage.

## Here's how to discard medications in your home:

1. Check to see that the prescription bottle does not contain any personal information. If it does, you can scratch this off or cover your information with a marker.
2. Check to see if the medication is on the FDA flush list. Some medications, such as those that can result in death from just one dose if taken inappropriately, are recommended to be flushed down the toilet. **Remember, don't flush your medicine unless it is on the flush list!**
3. If not on the flush list, put the unwanted medications in a Ziploc or sealable bag filled with either dirt, cat litter, or used coffee grounds—make sure the bag is then closed and secure.
4. Lastly, throw the container in the garbage and be sure neither children nor pets can get to the discarded bag.

It is always best to keep in mind that, just like the food in your pantry, your medication also has an expiration date. To ensure you are getting the effective treatment you need from your medication, it is important to adhere to a medication's expiration date. Make sure to go through the contents of your medicine cabinet and, using the tips provided in this article, dispose of your expired medications properly.

Life comes with challenges. Your Assistance Program is here to help.

Your Assistance Program can help you reduce stress, improve mental health, and make life easier by connecting you to the right information, resources, and referrals.

All eligible employees, spouse/partner, dependents, household members and parents/parents-in-law are eligible to use any of the IMPACT services. This includes access to short-term counseling and the wide range of services listed below:

### **3 Mental Health Sessions**

Manage stress, anxiety, and depression, resolve conflict, improve relationships, overcome substance abuse, and address any personal issues.

### **3 Life Coaching Sessions**

Reach personal and professional goals, manage life transitions, overcome obstacles, strengthen relationships, and build balance.

### **Financial Consultation**

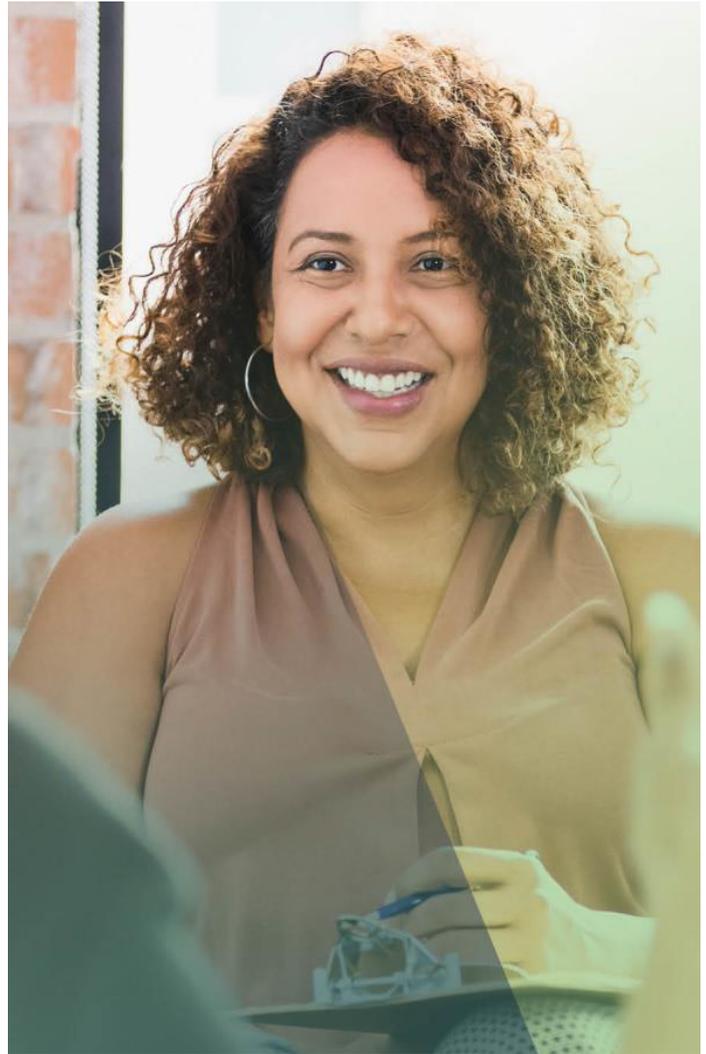
Build financial wellness related to budgeting, buying a home, paying off debt, managing taxes, preventing identity theft, and saving for retirement or tuition.

### **Legal Consultation**

Get help with personal legal matters including estate planning, wills, real estate, bankruptcy, divorce, custody, and more.

### **Work-Life Resources and Referrals**

Obtain information and referrals when seeking childcare, adoption, special needs support, eldercare, housing, transportation, education, and pet care.



### **Personal Assistant**

Save time with referrals for travel and entertainment, seeking professional services, cleaning services, home food delivery, and managing everyday tasks.

### **Medical Advocacy**

Get help navigating insurance, obtaining doctor referrals, securing medical equipment or transportation, and planning for transitional care and discharge.

### **Member Portal and App**

These digital tools enable you to access your benefits 24/7/365 with online requests and chat options. They also provide easy access to thousands of articles, webinars, podcasts, and tools covering total well-being.

**Contact IMPACT Solutions**

**Call:** 800-227-6007

**Visit:** [www.MyImpactSolution.com](http://www.MyImpactSolution.com)

**Code:** octeap

**IMPACT SOLUTIONS**  
An AllOne Health Company

# What is Dry Eye Disease (DED)?

Dry Eye Disease (DED), sometimes referred to as dysfunctional tear syndrome, occurs when tears cannot produce sufficient moisture to provide necessary lubrication when blinking. To produce tears, our eyes have a tear film that consists of three layers: an oily layer, a watery layer, and a mucus layer. When one of these layers is not producing the correct amount of oil, water, or mucus, there may be a lack in tear production, thus leading to the development of dry eye.

## What are the Symptoms of Dry Eye Disease (DED)?

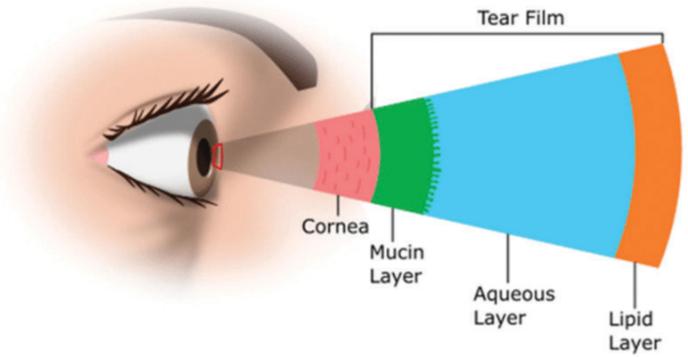
Here are some of the most common symptoms:

- Stinging or burning in eyes
- Blurred vision
- Irritated or red eyes
- Feeling as if something is in your eye
- Difficulty driving at night
- Pain while wearing contacts
- Strings of mucus in your eye
- Overproduction of tears

## Who is at Risk of Getting Dry Eye?

Dry Eye Disease, also known as keratoconjunctivitis sicca, is a very common condition experienced by more than 16 million Americans with an additional 6 million estimated undiagnosed cases. Individuals who may be predisposed to the condition include people over age 50, recipients of LASIK eye surgery, people who have worn contact lenses for a long time, those exposed to smoke or very dry and windy climate conditions, and those who work on computers for prolonged periods of time.

In addition, people who suffer from specific diseases are more susceptible to developing the condition, including those who have rheumatoid arthritis, Sjogren's syndrome, sarcoidosis, thyroid disease, and lupus.



Even certain medications can cause dry eye: such as diuretics, beta-blockers, allergy and cold medicines, birth control pills, sleeping pills, antidepressants, and heartburn medications.

## How to Diagnose Dry Eye?

To diagnose Dry Eye Disease, you can get an eye examination from an optometrist or ophthalmologist. During the test, the optometrist or ophthalmologist looks at how you blink, they check your eyelids and the outside of your eyes. The doctor may also perform more in-depth tests such as tear film breakup time (how quickly the tears you have break up or evaporate), tear composition, and the volume of your tears. Blood tests may also be done to rule out any other underlying issues that may be causing dry eye.

## How to Treat Dry Eye?

Tears are essential to the way the eye functions, and, without adequate tear production, you are at risk for several complications such as “eye infection, corneal ulcers, and vision loss”. Doctors will suggest different treatment options depending on the severity of your dry eye. Some patients may only need hot compresses and artificial tear drops to treat their dry eyes, while others with more persistent symptoms may need prescription eye drops or scleral lenses (a special lens that traps moisture onto the eye's surface).

Ultimately, Dry Eye Disease is a common yet complex condition that can be caused by many different factors. Thankfully, there are treatments to combat your symptoms to help make living with Dry Eye Disease more manageable.



DATA PROVIDED BY

# 8 Practical Ways to Stop Resisting What's Good for You

**(CONTINUED FROM COVER)**

Active resistance extends to your health and fitness, too. You may find yourself making excuses for skipping the walk you were supposed to take, or for choosing French fries over veggies. You may even resist the current version of yourself, refusing to accept your body as it is, always longing for that skinnier, healthier version. Whatever form it takes, resistance can be a big road bump along the path toward your goals.

But this is all human nature, right? After all, everyone has aversions to certain things. As long as you get them done eventually, there's no harm in resisting them—or is there?

According to therapist Lisa Bahar, resistance might not be as harmless as you think. “When we resist, we increase suffering and emotional distress,” she says. “On the other hand, acceptance decreases suffering to endurable pain, and eventually creates peace. On some level, there is a misperception that if we resist long enough, things will change—but the reality is that nothing will change until you stop resisting.”

## **Strategies for Turning Resistance into Acceptance**

You're not powerless against resistance. With a few practical strategies, you can eliminate the impulse to groan and moan—starting today.

### **1. Be aware of what you're resisting—and make a commitment to stop.**

Start keeping a “resistance log.” Whenever you catch yourself procrastinating, complaining or rationalizing about something you don't want to do—whether it's going to the gym or throwing away your candy stash—write it down.



“There is always meaning behind the poor habits we form,” says Kendra Davies with Stellar Life Coaching. “The areas that we resist the most are the triggers for the work we must do in order to get the things we want.”

Each time you write down a resistance, make a commitment to yourself to stop. “Once you've observed the resistance, be willing to turn your mind toward acceptance instead of rejection,” says Bahar.

### **2. Change your self-talk.**

You may not even realize it, but each time you resist something, you're talking to yourself. Learn to recognize those messages, and then replace them with positive affirmations.

“It's critical that we examine the self-talk we use to support our resistance, such as ‘I'll go to the gym tomorrow, it's too hot outside to run’ or ‘I'll cut back my carbs on Monday,’” says psychologist Lisa Saponaro, Ph.D. “We can give ourselves counter messages that emphasize the importance of our long-term goals and help us make the right short-term decisions.”

### **3. Be flexible.**

If you find yourself actively resisting taking a run day after day, it could be that you just really hate running or that it's too hard on your body. Be open to trying different activities, from kickboxing and rollerblading to water aerobics, Pilates, CrossFit or online fitness videos. It doesn't matter what you're doing, as long as you're moving your body in a way that is comfortable.

**CONTINUED ON PAGE 8.**

#### **4. Get out of autopilot.**

Davies once had a client who went to Starbucks every day to get coffee and a pastry—for seven years. It wasn't just what she purchased that she had to overcome, but the habit of driving to Starbucks. As she told Davies, it was as if her car was driving there on its own.

“When you have created habits that run so deep, you simply do them without any awareness,” Davies says. To break the cycle, she recommends finding small ways to change up your day. This might be something as simple as driving a different route to work or parking in a different spot—anything to break the monotony and make a rigid mindset more flexible. “This will help you get into a state of mind that allows you to see the bigger picture and identify options that you would have otherwise missed,” she says.

#### **5. Respect rituals.**

On the flip side, sticking to a schedule can help keep you accountable and consistent. Certified coach Dina Filice preps her meals for the week on Sundays, always meets a friend at the gym on Mondays and Fridays, and meditates every night before bed.

“Creating rituals makes me feel good, and the consistent, healthy patterns build my internal value,” Filice says. “When my value grows, I have less tolerance for things that make me feel bad, such as cheeseburgers, crappy relationships or skipping out on my own commitments.

#### **6. Practice mindfulness.**

Dr. Saponaro recommends using mindful-based activities as a powerful weapon against resistance. While resistance pushes your goals farther into the future, mindfulness helps you to focus on the present moment.

“By utilizing mindful strategies to anchor us in the here and now, we are better equipped to tackle the obstacles on the pathway to our goals,” says Dr. Saponaro. “Mindfulness keeps us focused on the choices we're making in each moment and then determine if they promote our goals.”

Like the idea, but not sure how to start? Some examples of practices that promote mindfulness include meditation, breathing exercises, yoga poses or just taking a relaxing bubble bath.

#### **7. Focus on goals, not appearance.**

Much of resistance comes from comparing ourselves to others and finding shortcomings. Maybe that takes the form of “I'm too big to go to spinning class,” or “If I run outside in shorts, everyone will laugh at me.” Davies says the key is to make your goals about feeling healthy, rather than winning or looking a certain way. “Maybe your goal is to be able to go up a flight of stairs without losing your breath, or swimming 100 meters without a break,” she says. “The sizes and inches will happen, once your head is in the right game.”

#### **8. Be patient and persistent.**

While identifying your areas of resistance and learning to accept them will likely improve your results, it doesn't mean the journey will always be easy. “It's important to realize that these kinds of changes don't happen instantly,” says Terese Weinstein Katz, Ph.D with Eat Sanely. “Give yourself credit for even thinking about doing something differently, then for taking a first small step, then another. Once you're engaging in the new behavior, your comfort level will increase. The more you do it, the more it becomes forged as your ‘new normal.’”

“Everyone wants instant gratification and immediate pleasure—but when we put the time into things that help us grow as a person, the long-term effects are much more satisfying than the quick fixes,” says Filice.

Next time you find yourself resisting something that would propel you toward your goals, remember you're stronger than that resistance. As you practice these strategies, the strength of any poor habits will fade over time, and acceptance should start coming more naturally.

# Flossing 101

We all know that brushing your teeth twice a day is a good way to keep your mouth and teeth healthy. Yet, while a toothbrush is effective in cleaning the exposed surfaces of a tooth, the bristles often can't get those "hard-to-reach" areas between the teeth. That's why flossing needs to be part of your daily oral health routine, too. By skipping the floss, you may be missing up to 40 percent of the surface area of your teeth! Dental floss can work hand-in-hand with your toothbrush to remove more plaque effectively.

Available in a variety of forms—floss can be found unwaxed or waxed, flavored or unflavored, and in regular or wide. For the most part, the type you choose is completely up to you. You might find waxed floss easier to use between tight teeth or restorations while unwaxed floss will spread out its fibers during use for greater tooth contact. You can also find prethreaded floss—floss attached to a toothpick or a handle—which some people find easier to use.

Don't forget...kids also need to floss! As soon as your child has two teeth that touch, flossing should start. The sooner you add flossing into the brushing routine, the easier it will be for kids to continue this healthy oral hygiene habit as they get older.

## Did you know?

Failure to remove plaque from all tooth surfaces is the main cause of tooth decay, gum disease and bad breath.

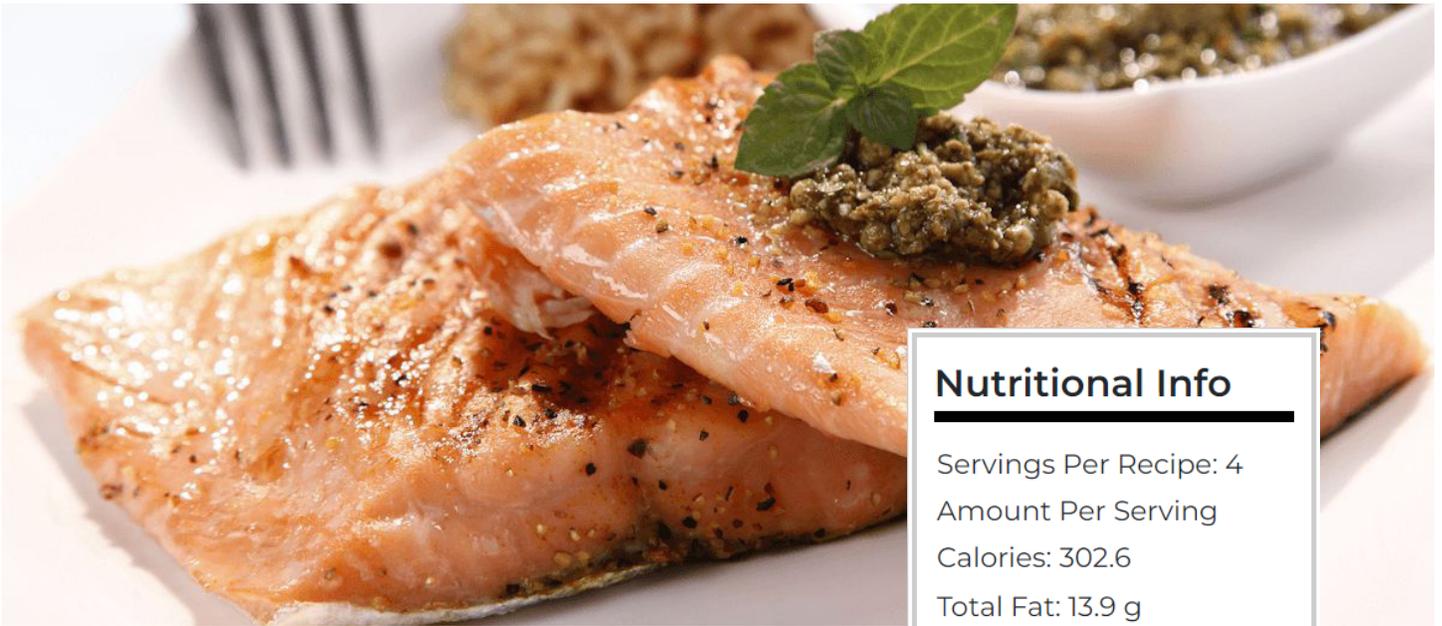


## Quick bites

Flossing facts to keep your teeth healthy:

- Dental floss should be used at least once a day for two to three minutes.
- Pick a time of day to floss and stick to it.
- When flossing, be consistent and start in the same place in the mouth and work your way around so you don't miss any spots.
- You'll need about 18 inches of floss to make sure you have enough for your entire mouth.
- If you notice soreness or a bit of blood, don't give up! This will go away with continued flossing, which will be a sign that your gums are getting healthier.
- If you continue to find flossing difficult, ask your dentist about helpful tips or other options.

DATA PROVIDED BY



### Nutritional Info

|                        |
|------------------------|
| Servings Per Recipe: 4 |
| Amount Per Serving     |
| Calories: 302.6        |
| Total Fat: 13.9 g      |
| Cholesterol: 83.0 mg   |
| Sodium: 72.5 mg        |
| Total Carbs: 14.3 g    |
| Dietary Fiber: 3.8 g   |
| Protein: 31.0 g        |

## HEALTHY LIVING RECIPE: Roasted Salmon with Apple-Almond Pesto

### INTRODUCTION

This is a recipe that sounds (and tastes) fancy but is actually quite easy to make--and ready in just 15 minutes.

### INGREDIENTS

- 16 ounces salmon fillets
- 1 teaspoon unsalted butter
- 2 Granny Smith Apples, diced
- 1/4 cup slivered almonds, toasted
- 1/2 bunch flat-leaf parsley, leaves only
- Pinch black pepper
- 1/2 lemon, juiced

### DIRECTIONS

Preheat the oven to 400 degrees. Place the parsley leaves in a blender; puree, adding lemon juice and warm water until the mixture forms a paste. Season with black pepper. Heat a small sauce pan over medium heat and add the butter.

Once the butter has melted and is foaming, add apples and cook for 3 minutes. Remove the apples from the heat and add the almonds and parsley; toss to combine. Place the salmon, skin side down in a baking dish. Layer the pesto over the fish; roast for 12-15 minutes or until the meat is firm and just starting to flake.

Makes 4 three ounce servings with 1/4 cup of apples and pesto per serving.

**Minutes to Prepare: 15**  
**Minutes to Cook: 15**  
**Number of Servings: 4**