

Employee Newsletter



Special points of interest:

- Annual Flu Shot Clinic—
Wednesday, October 14
- Current Quarterly,
Online Class/Webinar:
"Budgeting Basics—The
Key to Becoming Finan-
cially Healthy"
- Fitness Center access
code changed on 7/15

September, 2020

Volume 7, Issue 9

Share Flu Shot Facts, not the Flu - *Seraine Page*

It's time to get your flu shot facts straight.

With flu season coming up shortly, you may be looking for solid data and stats to share with your staff. For those who have had the flu, there's a common understanding of how miserable it can be. Chances are good that some employees have no problem getting their annual flu shot while others may hesitate.

There's a lot of misinformation out there about flu shots, including the "flu shot gives you the flu" and now the "flu shot will make you test positive for coronavirus." The excuses for not getting flu shots may seem endless, too.

Ready to cut through the noise and get just the flu shot facts? The following has you covered.

Fact #1: The Flu Vaccine Doesn't Give You The Flu

This may be the number one objection for those who avoid getting the flu shot every year. The truth is, the flu vaccine doesn't have a live virus that could get you sick. The vaccine is made with inactivated viruses that aren't infectious. Or, it's created from a single gene of a flu virus that will produce an immune response without causing you to get sick.

(Continued on page #2...)



10 Flu Shot Facts

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September



Flu Shot Facts— cont. from page #1

Fact #2: The Flu Shot Won't Make You Test COVID-19 Positive

Perhaps one of the newest rumors to hit the flu shot “facts” published on the internet is this one: The flu vaccine makes you test positive for COVID-19. According to the National Academy Of Sciences, that is flat-out wrong. The fact is that seasonal influenza and coronavirus are two different viruses. Flu shots create antibodies to protect you from coming down with the flu. These are quite different from the ones your body would make to fight off coronavirus. An antibody test is a way to tell for sure if you have had COVID-19. It doesn't detect flu antibodies.

Fact #3: The Chronically Ill Can Get the Flu Shot

If you suffer from a chronic condition like diabetes or another serious health issue, it's important to at least consider your yearly flu vaccine. Some studies have found those with heart disease who receive a flu shot have lower rates of certain cardiac issues. It can also lessen the severity of the flu or hospitalization rates for those with chronic lung disease as well.

Fact #4: Flu Shots Protect Pregnant Women

The flu vaccine is one of those health precautions recommended for pregnant women. According to the CDC, pregnant women who get vaccinated cut their risk of flu-associated acute respiratory infections by about one half. Additionally, other studies have found that while it protects a woman and her baby during pregnancy, it also protects the baby from flu postpartum, too. Early treatment for flu symptoms during pregnancy is important, too — preferably within 48 hours of symptoms starting.

Fact #5: Flu Vaccines Reduce the Severity of the Flu

Studies show that flu vaccinations are known to reduce how serious flu symptoms get. A 2018 study of hospitalized flu patients showed that vaccinated patients were 59% less likely to be taken into the ICU than those who were not vaccinated. That means less time in bed and less time is taken off work, too.

Fact #6: As Long As a Flu Circulates, A Shot Helps

If it's late fall and you still haven't received the flu shot, it's actually not too late! Just remember that it usually takes between two to four weeks for maximum protection to kick in, which is why experts recommend getting it as early in the season as possible. The flu season usually starts in October and ends in April. Most of the time it peaks between December and February.

Fact #7: The Flu is a Serious Condition

Those with chronic health conditions and older adults should take extra precautions during flu season. Since a case of the flu can cause complications and even death, a vaccine is the best way to reduce the risk of serious illness or flu-related complications. On average, vaccinated older adults reduced their risk of flu-associated hospital visits by 40 percent.

Fact #8: Serious Reactions Rarely Occur

The most common complaint of those who do receive a flu vaccine is usually a sore arm or redness at the injection site. Very rarely do serious complications occur due to flu vaccination.

Fact #9: You Only Need it Once a Year

Each season, the flu vaccine is formulated to best match the most likely strain of viruses going around. Studies have proven that there's no need to get more than one vaccine during flu season. That goes for those with weakened immune systems, too. The only case where extra doses are needed is for some high-risk children.

Fact #10: The Flu Vaccine is Recommended Each Year

Every year, the flu strain that circulates changes. Because of this, a yearly flu vaccine is recommended for those who are six months and older. Even if you got your flu shot last year, the immune protection wanes over time. That's why an annual vaccine offers the best protection against the flu. —end

ONLINE LEGAL RESOURCES

Continuum EAP's online resources includes a library of 100+ free fillable legal forms, including:

- Wills/Living Trusts
- Bill of Sale
- Rental Agreements
- Promissory Note

To get started, visit 4continuum.com and click “MEMBER LOGIN” at the top of the page. Use Saline County username and password. Contact HR for login information or give Continuum a call if experiencing difficulty.

*Next Wellness Committee Meeting:

The next Wellness Committee meeting is yet TBD.

*Next Safety Committee Meeting: Wednesday, November 11, 2020 in the Courthouse Conference or Assembly Room, 8:30 a.m.

BUILDING RESILIENCE

As we weather challenges at work and home, it is resilience that can carry us through. Continuum EAP can help you and your family members boost your resilience to better withstand the challenges you face.



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Taking Charge of Change—Continuum EAP

Studies Everyone knows dramatic changes have occurred in the way we live as a result of COVID-19. No one knows for certain when normalcy will return, but one thing can be counted on: Coping with change requires actionable steps that work. Those steps can help you adapt to whatever happens next.

Accept that change creates stress. Design a personal stress management program that offers resilience and helps you cope with uncertainty, changes in the way you work, changes in the way you think (e.g., fear, worry, catastrophizing, etc.), and how these things affect your mood and your relationships. Reach out to sources of inspiration or Continuum EAP to help accomplish this.

Don't go with the flow. Be proactive, and make choices to help you cope and respond at home and at work to maintain personal and job productivity. The analogy is preparing for a hurricane. Either you can

wait by the radio and be told what to do, or you can take action steps to feel empowered and be in control of outcomes while listening to the weather radio at the same time. One approach will empower you, improve resilience, and give you a sense of control and direction in the ultimate outcome.

Avoid being a victim of change: As you experience stressors associated with change, make decisions about how you will cope and succeed in spite of them — stay on the “nonvictim side of the balance sheet.”

Talk with others. Discuss and process these steps for remaining proactive with family, friends and loved ones. Better ideas and solutions, a feeling of security, and staying positive generally result from these interactions.

Think positive. Expect and anticipate your positive future despite what is happening. Don't allow the inability to predict the future lead you into catastrophic thinking and undermine your life plans.

For additional support or help creating an action plan to address change and uncertainty at work or home, contact Continuum EAP to schedule a time to speak with an EAP professional. —end



July-September, 2020 Continuum EAP Online Webinar Class

The upcoming quarter offers the following Continuum EAP Webinar. Successful completion provides 75 Wellness points. Offering of points is limited to:

"Budgeting Basics—The Key to Becoming Financially Healthy"

(Return Certificate by 10/9)

September, 2020 Question of the Month

Drinking about how many cups of water can spike your metabolic rate by 30% in an hour?

- A. One
- B. Two
- C. Three
- D. Four
- E. Five

Email your chosen answer to:

salinewellness@gmail.com

*25 Wellness Points for a correct answer received prior to the subsequent month's newsletter distribution.

Wellness Committee

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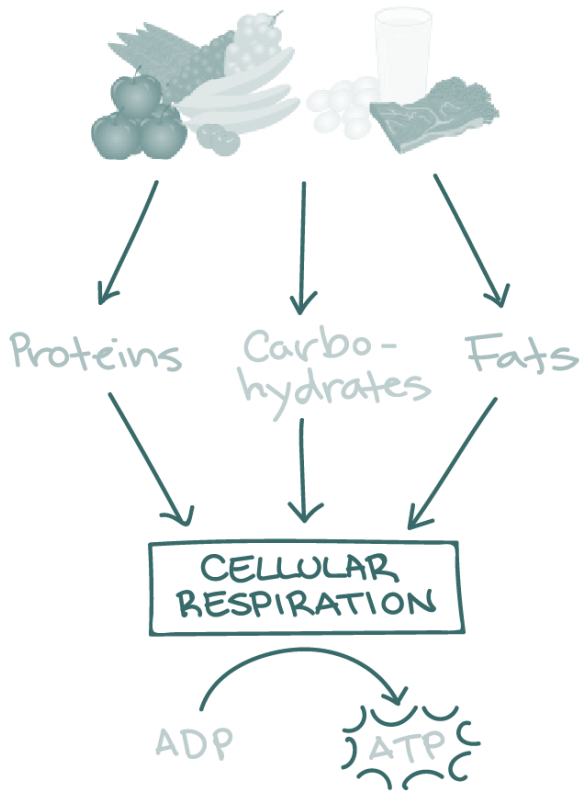
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Bad Habits that Kill Your Metabolism—*Kevin Gray*



You may already suspect your metabolism slows as you age. According to research in the *Public Health Nutrition* journal, you're right. In a review of data on energy expenditure, researchers found getting older is associated with progressive declines in basal metabolic rate. On top of that, many daily habits can drain your metabolism even further.

But you don't have to go down without a fight. Cut out the below habits and watch your metabolism and energy levels improve.

Bad Habit #1, Skipping Breakfast: Eating a nutritious breakfast is a great way to start your day. Because your metabolism slows during sleep, eating can fire it up and help you burn more calories throughout the day. According to Rush University Medical Center, "When you eat breakfast, you're telling your body that there are plenty of calories to be had for the day. When you skip breakfast, the message your body gets is that it needs to conserve rather than burn any incoming calories."

Bad Habit #2, Eating the Wrong Breakfast: OK, so it's about more than just eating something in the morning. If you grab a sugary donut or eat a muffin in the car, you're setting yourself up to crash later. Instead, choose something with filling protein and fiber like eggs, Greek yogurt and berries or whole-wheat toast topped with peanut butter.

Bad Habit #3, Sitting Too Much: Going from your office chair to your car to your couch can lead to a very sedentary routine. And sitting for extended periods puts your body into energy-conservation mode, which means your metabolism can

suffer. According to the UK's National Health Service, "Sitting for long periods is thought to slow metabolism, which affects the body's ability to regulate blood sugar, blood pressure and break down body fat."

Bad Habit #4, Neglecting Strength Training: Cardio is great, and it can quickly burn calories, but once you're done running or cycling, your calorie burn quickly returns to normal. When you do HIIT and resistance-based workouts, however, your calorie burn stays elevated for longer as your muscles repair themselves. Per the American Council on Exercise (ACE): "Strength training is a key component of metabolism because it is directly linked to muscle mass. The more active muscle tissue you have, the higher your metabolic rate." And, according to ACE, a pound of muscle burns an additional 4–6 calories daily compared to a pound of fat.

Bad Habit #5, Not Getting Enough Protein: Protein feeds your muscles, promotes satiety, and is an important component to sustain a healthy weight. Eat too little, and you may have trouble building or maintaining muscle mass — and per the above, we know muscle's importance to metabolism. Also, protein requires more energy to break down than carbs or fat, so you'll burn more calories during digestion.

Bad Habit #6, Not Drinking Enough Water: In a study published in *The Journal of Clinical Endocrinology & Metabolism*, researchers found drinking 500 milliliters of water increases metabolic rate by 30%, and that spike lasts for more than an hour. So, drink water throughout the day to stay hydrated, and you'll get the added benefit of a boosted metabolism.

Bad habit #7, Stressing Out: When stress levels increase, your body produces a hormone called cortisol. Cortisol leads to increased appetite, cravings for comfort foods, decreased desire to exercise and reduced sleep quality — all things that negatively impact metabolism. So, while you can't always control your stress levels, managing stress can go a long way toward protecting your body's internal fire.

Bad Habit #8, Chowing Down on Refined Carbs: If you eat sources of refined carbs like white bread or pastries regularly, it could be slowing down your metabolism. Research shows those who consumed the most refined carbs burned fewer calories and had higher rates of the appetite-stimulating hormone ghrelin than those who adopted lower-carb diets that focused on complex carb sources.

"Refined carbohydrates from the diet turn into blood sugar very quickly; blood sugar is used for energy by the body [but] if it's not used for energy, it can quickly turn into fat stores," explains Lee Murphy, RD, senior lecturer of nutrition at the University of Tennessee.

Carbohydrates are important for energy, but skip refined carbs in favor of fiber-rich, unprocessed carbohydrates such as sweet potatoes and other starchy vegetables and whole-grain bread or pasta.

(continued on page #6...)



Saline County 2020 Flu Shot Clinic

It is fast approaching the time of year in which the Wellness Committee will again be hosting a “Flu Shot Clinic” for employees and family members wishing to participate. 2020 will be a bit different as Madonna Fit-for-Work will be delivering the vaccine. Given our single location & the pandemic, extra precautions will be taken.

Date: Wednesday, October 14, 2020

Location: Saline County Courthouse—Assembly Room

Time: 10:00 a.m. to 1:00 p.m. and 2:00 p.m. to 4:00 p.m.

2020 will be a bit different as Madonna Fit-for-Work will be delivering the vaccine. Please READ CAREFULLY the attached documents. Depending on involvement in the County Group Health Plan, your attention to most or all of documents is important. The following should be observed per document:

#1: All participants must complete their line of information on Form #1 as indicated. In addition, please sign up for an available time slot at <https://doodle.com/poll/94fd5c2nph82ewer>.

#2: Form #2 is for participants NOT associated with the County Group Plan. This is needed to insure that your vaccine can be covered by your insurance carrier. Otherwise, there is a cost of \$30.00.

#3: Form #3 is for ALL participants authorizing Madonna to file insurance paperwork on your behalf.

#4: Form #4 is for ALL participants and is a typical Patient Consent Form.

NOTE: Medicare Participants—\$30.00

Remember to reserve your time-slot at:

<https://doodle.com/poll/94fd5c2nph82ewer>

QUESTIONS: Call Tim at 402.821.3900 or tim.mcdermott@salinecountyne.us



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Wellness Committee**

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“Providing opportunities for employees to develop healthier lifestyles and supporting an adoption of habits and attitudes contributing to their positive well-being.” - Saline County Wellness Committee

**NOTE: Articles found in this newsletter are for informational purposes only and are not intended as medical advice. For further information, please consult a medical or legal professional.*

Plan Now for Your Flu Shot!



The scheduled date of the 2020 Flu Shot Clinic for County employees will be **Wednesday, October 14th** at the **Courthouse Assembly Room** from 10:00 a.m. to 1:00 p.m. **and** 2:00 p.m. to 4:00 p.m.

Madonna ‘Fit-for-Work’ is the conduit in which to provide this service. While things may also change over the next couple of months regarding the ongoing social distancing guidelines, and/or other such Directive Health Measure, it appears logical that a generalized appointment schedule is

to be used. Participants are asked to use <https://doodle.com/poll/94fd5c2nph82ewer> to reserve a time-slot.

It is also the position of Madonna, under recommendation of the CDC, that due to the heavier weight of importance placed on getting the vaccine itself, rather than whether/if the higher potency of a high-dose vaccine is preferred, *(in addition to the high-dose, pre-filled syringes having not been readily available)* Madonna will only provide the single-dose inoculation. Those opting for the high-dose version should contact their own physician to schedule an appointment. ****See page #5 for further details on this year’s flu shot clinic.****—end

Metabolism Killers—cont. from page #4

Bad habit #9, Swearing Off Dairy: According to research published in the journal *Nutrients*, people with the highest intake of milk, cheese, yogurt and other dairy products had the lowest rates of obesity. This is part of a growing body of research linking dietary calcium to improved regulation of energy metabolism.

“Dairy products are sometimes known as metabolism boosters, in part, because they contain protein and calcium — both possibly helping maintain muscle mass while potentially promoting weight loss,” says Murphy. Before you start eating dairy at every meal, Murphy cautions your calorie counts and fat intake should remain within recommended guidelines.

Bad Habit #10, Sleeping in a Warm Room: A small study found sleeping in a cool room — either leaving the air conditioning running in the summer or turning down the heat before bed in the winter — could increase levels of so-called brown fat, which burns calories to generate heat. The ideal overnight temperature, according to the research: a cool 66°F (19°C).

Bad Habit #11, Not Getting Enough Sleep: One bad night’s sleep is enough to leave you feeling sluggish, impair your cognitive processing, and make you more likely to overeat. String together several nights in a row — or a lifetime of inadequate sleep — and science shows decreased metabolism and hormonal imbalances may follow.

Bad Habit #12, Regularly Consuming Fast-Food: You already know ordering a burger and fries at the drive-thru adds a lot of extra calories, “but it could also cause your metabolism to slow to a crawl,” says Whitney Linsenmeyer, PhD, RD, assistant professor of nutrition at Saint Louis University and spokesperson for the Academy of Nutrition and Dietetics. While you might be more likely to reach for a higher-fat meal in times of stress, “the high-fat content takes more time to digest,” she explains.

This can slow down metabolism, while stress compounds the problem. In one study, women who experienced at least one stressor over the past 24 hours burned 104 fewer calories after eating a meal containing 930 calories and 60 grams of fat than those who were not stressed. The difference could add up to an 11-pound weight gain in one year. —end

“By all these lovely tokens, September days are here.

With summer’s best of weather and autumn’s best of cheer.” – Helen Hunt Jackson