

HIGHWAY TO WELLNESS & SAFETY

Volume 6/Issue 1

Sponsored by: Employee Relations

3 IMPORTANT TESTS

We're great at scheduling the next appointment for our nails, hair, dental, physical, etc. But, let's be proactive in other areas and schedule these three:

1. Mammogram – In a survey of women over 40, 23% said they had never had a mammo and 59% said they do not get an annual one. Let's change that.
2. Hearing – One in seven middle aged people are hard of hearing. Only 16% of people between the ages of 20 and 69 who need hearing aids use them.
3. Colonoscopy – An alarming number of young people are diagnosed with colon cancer. Genetics only account for 5-10% of colon cancer cases.

No more excuses and be on top of your health.

THE GREAT IMITATOR

Lupus is an autoimmune disease that attacks healthy body tissues. One of it's nickname is "the disease of 1,000 faces" because it's complex and includes a wide range of symptoms.

There are approximately 1.5 million Americans that have lupus. It is an autoimmune disease that causes inflammation throughout the body and can eventually damage lungs, heart kidneys and other organs. One detail that everyone should remember is that anyone can develop the disease. Nine out of ten will be women and people of color will be disproportionately affected. It's also known that in some cases medications for infections or high blood pressure can cause a temporary case of lupus.

The diagnosing of lupus can be very tricky because many of the symptoms can be present in other diseases. One symptom will go away and another starts up and then it goes away. This makes it hard to pin down what the issue may be and there may be times where up to four health care providers may need to get involved under a correct diagnosis can be made.

Some common signs and symptoms of lupus:

- Muscle and joint pain/swelling
- Extreme fatigue, headaches and hair loss
- Swelling in the hands, feet or around eyes
- Mouth sores and dryness and low fevers
- Anemia, chest pain and sensitive to sunlight or fluorescent light
- Chest pain and/or fingers and toes turning white or blue

Does it mean that you have lupus if you have these symptoms? No. Remember, lupus imitates and shares symptoms with other diseases like arthritis and diabetes. Make sure you keep a good eye on yourself and always talk to your doctor regarding any concerns you may have.

References: [LUPUS Prevention Magazine. January Issue 224. Pages 62-65.](#)

"We spent January 1st walking through our lives, room by room, drawing up a list of work to be done, cracks to be patched. Maybe this year...we ought to walk through the rooms of our lives...not looking for flaws, but for potential." –Ellen Goodman

PERUVIAN-STYLE CHICKEN W/ GREEN SAUCE



Chicken Ingredients:

- 3 cloves garlic, grate or finely chopped
- 2 tbsp. extra-virgin olive oil
- 1 tbsp. distilled white vinegar
- 2 tsp. smoked paprika
- 1 tsp. aji Amarillo paste (optional)
- 1 tsp. ground cumin
- 1 tsp. kosher salt
- 1/2 tsp. freshly ground black pepper
- 2 1/2 lb. bone-in, skin-on chicken thighs

Instructions:

1. In a large bowl, whisk garlic, oil, vinegar, paprika, aji Amarillo, cumin, salt, and pepper. Add chicken and turn to coat, making sure to rub marinade under the skin. Cover and refrigerate at least 30 minutes at room temperature, or refrigerate up to 2 hours.
2. Preheat oven to 450°. Arrange chicken skin side up on a baking sheet.
3. Roast chicken until skin is deep golden brown and an instant-read thermometer inserted into thickest part registers 165°, 25-35 minutes.

Jalapeno-Cilantro Sauce Ingredients:

- 2 jalapenos, seeded, finely chopped
- 1 clove garlic, peeled
- 1 cup fresh cilantro w/ stems
- Zest and juice of 2 limes, plus lime wedges
- 1 tsp. aji Amarillo paste (optional)
- 1 tsp. honey
- 1/2 tsp. kosher salt
- 1/4 tsp. freshly ground black pepper
- 1/4 cup extra-virgin olive oil

Instructions:

1. In a blender, blend jalapenos, garlic, cilantro, lime zest, lime juice, aji Amarillo, honey, salt, and pepper until smooth. With the motor running, slowly drizzle in oil. Taste and add more lime juice, salt and pepper if needed.
2. Arrange chicken on a platter. Spoon sauce over. Serve with remaining sauce and lime wedges alongside.

Peruvian-Style Chicken with Green Sauce

HEALTHY CHOICES TO MAKE IN 2024

Small changes can make a big impact. Here are a few ways to help our overall health.

1. **Eat a healthy diet.** Make informed choices and find out what food is locally available.
2. **Be active.** You'd be surprised what a walk after a meal, sweeping floors or taking the stairs can help.
3. **Don't use tobacco or vape.** Benefits of quitting start as soon as 20 minutes after your last cigarette.
4. **Connect in person to support your mental health.** Social isolation and loneliness are a huge health risk.
5. **Take antimicrobials the right way.** Bacteria, viruses, fungi, etc. are no longer responding to medicines.
6. **Wash your hands.** Clean hands help stop the spread of infections.
7. **Get regular check-ups.** Knowing where your body is can help monitor non-communicable diseases.

Let's do better for ourselves in 2024.

[10 Healthy Choices to Make in 2024](#)

MYTHS ABOUT BULLYING

Bullying is not just name-calling on the playground, it's a form of verbal, physical and emotional abuse that lead to development of mental health disorders like depression and anxiety. And, it's not just something that happens to children, but adults and elderly. Cyberbullying has skyrocketed thanks to social media and it's affecting people of all ages, but, there are still many misconceptions when it comes to bullying. Here are a few debunked myths.

1. **All bullies are loners and have no friends.** FACT: Many bullies are trying to climb the social ladder to gain popularity. They tend to have low self-esteem or may have been bullied themselves. This is their way of gaining control and being liked.
2. **Individuals who are bullied are bullied because they have a victim mentality.** FACT: Individuals with all personalities are bullied. Not all individuals who are bullied are shy and withdrawn. Many have outgoing personalities and high levels of confidence. The bully chose them and bullying is the bully's fault and not the target.
3. **Bullying is easy to spot.** FACT: Most forms of bullying occur behind closed doors, on social media behind fake accounts, or when a supervisor is not present. Bullies do not want to get caught and will therefore try to damage when no one is watching.
4. **Bullying only takes place among kids.** FACT: Adults can be the biggest bullies. Adults can exclude other adults at social gatherings, start rumors, slander on social media and replicate the same hierarchies they so quickly condemn on the playground.
5. **There are no laws against bullying.** FACT: There are certain acts of bullying that can be criminalized by law by the Equalities Act of 2010. Other types of bullying may be covered by Harassment Act of 1998. Messages sent online or via post may be covered by the Malicious Communications Act 1998 or Communications Act of 2003.

[Article on Bullying](#)

2024 WELLNESS REIMBURSEMENT

Dane County Employees have three excellent wellness reimbursement options through our Wellness Program. Here's a brief overview.

Gym Membership Reimbursement – If you join a gym, fitness center, online fitness program or attend a fitness class, you can get reimbursed up to a max total of \$120 per year (can submit monthly or all at once if you pay for the year in advance).

Health & Wellness Reimbursement – If you purchase a Community Supported Agriculture (CSA), Wellness App, Seed/Seedling, fresh fruit/veggies, fitness event, weight loss program, fitness tracker, athletic shoes, hunting/fishing license or trail/state park pass. You will be reimbursed up to 50% of your paid amount with a max total of \$75.

Fitness Equipment Reimbursement – If you rent or purchase equipment like: kayak, bike, weights, home gym items, sports equipment, fishing poles, golf clubs, skis, etc., then you're able to be reimbursed up to 50% of your paid amount with a max total of \$50.

If interested, please review Wellness Committee Member's Katelyn Thurs' December 28th email breaking down into detail how the reimbursements should be submitted, what forms to use and if you have any questions, please email: employee-relations@countyofdane.com.

Also, don't forget your \$150 reimbursement that you can get done through our health insurance with Dean.

INFLAMMATION: WHAT CAN CAUSE IT AND WHAT CAN YOU DO TO HELP

Our bodies have an amazing ability to heal itself, however, there are times it can stop working. Here's some symptoms to know:

- Fatigue, chest pain, achy muscles and joints, skin rash, GI issues, headaches and weight gain

What are a few things that can cause inflammation?

- Alcohol, loneliness, fried food, smoking and possibly coffee

What are a few ways to lower inflammation?

1. **Play close attention to what you're eating.** There are certain foods that make inflammation worse.
2. **Practice stress relief.** Stress can induce and/or worsen depression, neurodegenerative diseases and cancer.
3. **Get moving.** Exercise can help decrease muscle damage from chronic inflammation. Aim for 150 minutes/week.
4. **Spice it up.** Turmeric has anti-inflammatory properties. You can add to smoothies, curries or eggs.
5. Talk to your doctor about meds.

Eat to beat inflammation by focusing on fiber, leaning into omega-3's, loading up on antioxidants and packing on the protein.

Reference: Prevention Magazine. January 2024 Issue. Pages 18-33

BRAIN STRAIN

To enter the Brain Strain puzzle GA, you must complete the puzzle and pick a prize of your choice. You can email your response to employee-relations@countyofdane.com. In the subject area, please put Brain Strain and in the body of the email, put your puzzle response, preferred prize, name and job location. Please note, that prizes are limited and picking more than one can be helpful. Your entry must be received by January 26th.

- | | | |
|-----------------------|-------------------------------|-------------------------------|
| • Water Bottle 32 oz. | • 9 Herb Window Garden Kit | • Cast Iron Cookbook |
| • Bike Lock 4 ft. | • 1000pc Bloom Flowers Puzzle | • Homemade Salad Recipes |
| • Bike Light Set | • Exercise Ball Kit | • Jumbo 400 Puzzles Book |
| • Skipping Rope | • Meal Prep on a Budget | • Muscle Roller Stick |
| • Exercise Dice | • TaiChi for Beginners DVD | • Foot roller |
| • Stretch Slant Board | • Ship Wooden Art Puzzle | • Titleist Golf Sleeve + Tees |
| • Walk 6 Mile Mix DVD | | • Resistance Band Set |
| • Non-skid ab roller | | • Biodegradable Sponges |

Puzzle #1:

The size of which organ fluctuates significantly throughout the day? _____

Puzzle #2:

Within how many minutes can alcohol affect your brain? _____

Puzzle #3:

Which country has no mosquitoes? _____