**Depression in the Workplace**  
Centers for Disease Control (CDC)

The mental health of workers is an area of increasing concern to organizations. Depression is a major cause of disability, absenteeism, presenteeism, and productivity loss among working-age adults. The ability to identify major depression in the workplace is complicated by a number of issues such as employees’ concerns about confidentiality or the impact it may have on their job that cause some people to avoid screening. Look at the statistics:

- In a given year, 18.8 million American adults (9.5% of the adult population) will suffer from depression
- It is estimated that 20% of people aged 55 years or older experience some type of mental health issue. Depression is the most prevalent
- Approximately 80% of persons with depression reported some level of functional impairment because of their depression, and 27% reported serious difficulties in work and home life
- Only 29% of all persons with depression reported contacting a mental health professional in the past year, and among the subset with severe depression
- In a 3-month period, patients with depression miss an average of 4.8 workdays and suffer 11.5 days of reduced productivity
- Depression is estimated to cause 200 million lost workdays each year at a cost to employers of $17 to $44 billion

Evidence linking work with depression and other mental health problems, and with increased productivity losses, is beginning to accumulate. A number of studies of a diverse group of occupations have identified several job stressors (high job demands, low job control, lack of social support in the workplace) that may be associated with depression. However, there are a number of strategies employers can pursue to support employees’ mental health such as holding depression recognition screenings; placing confidential self-rating sheets in cafeterias, break rooms, or bulletin boards; promoting greater awareness through employee assistance programs (EAP); training supervisors in depression recognition; and ensuring workers’ access to needed psychiatric services through health insurance benefits and benefit structures.

In addition to its direct medical and workplace costs, depression also increases health care costs and lost productivity indirectly by contributing to the severity of other costly conditions such as heart disease, diabetes, and stroke. However, routine, systematic clinical screening can successfully identify patients who are depressed, allowing them to access care earlier in the course of their illnesses. Research suggests that 80% of patients with depression will improve with treatment.

As you can see, depression and mental health issues impact the workplace in a big and very real way. Simple cost-free steps can help lift the stigma of mental illness making the workplace one of support and acceptance.

If you would like more information on how you can help your workplace mentally healthy, go to:  
http://www.cdc.gov/workplacehealthpromotion/implementation/topics/depression.html

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**March is National Nutrition Month**

National Nutrition Month® is a nutrition education and information campaign created annually in March by the Academy of Nutrition and Dietetics. The campaign focuses attention on the importance of making informed food choices and developing sound eating and physical activity habits.

The theme for 2016 is “Savor the Flavor of Eating Right,” which encourages everyone to take time to enjoy food traditions and appreciate the pleasures, great flavors and social experiences food can add to our lives. How, when, why and where we eat are just as important as what we eat. Develop a mindful eating pattern that includes nutritious and flavorful foods — that's the best way to savor the flavor of eating right!

For more information, go to:  
http://www.eatright.org/resource/food/resources/national-nutrition-month/national-nutrition-month
Motion Medicine

CDC.gov. Motion Sickness

Motion sickness, sometimes referred to as sea sickness or car sickness, is a very common disturbance of the inner ear that is caused by repeated motion. Motion sickness most commonly affects children from 2 to 12 years old, pregnant women, and people who are prone to migraines. Here are some tips to help plan for your next trip:

1. Watch your consumption of foods, drinks, and alcohol before and during travel. Heavy, spicy, or fat-rich foods may worsen motion sickness.
2. Try to choose a seat where you will experience the least motion. The middle of an airplane over the wing is the calmest area of an airplane. On a ship, those in lower level cabins near the center of a ship generally experience less motion.
3. Do not sit facing backwards from your direction of travel.
4. Sit in the front seat of a car.
5. Do not read while traveling if you are prone to motion sickness.
6. When traveling by car or boat, it can sometimes help to keep your gaze fixed on the horizon or on a fixed point.
7. Open a vent or source of fresh air if possible.
8. Isolate yourself from others who may be suffering from motion sickness. Hearing others talk about motion sickness or seeing others becoming ill can sometimes make you feel ill yourself.
9. The over-the-counter medication meclizine (Bonine, Antivert, Dramamine) can be a very effective preventive measure for short trips or for mild cases of motion sickness. Always talk to your doctor before taking any over the counter medication.

Don’t forget, our four-legged friends can also suffer from motion sickness and many of the above recommendations may help them as well.

As we begin making vacation plans, whether by auto, plane, train or boat, planning ahead for motion sickness can help everyone enjoy their adventures to the fullest.

Food For Thought

By The Cleveland Clinic

What are probiotics? Probiotics are live bacteria and yeasts that are called "the good" microorganisms because they benefit the body, specifically the digestive system. Probiotics, available in some foods and dietary supplements, are similar to probiotics that exist naturally in your gut. Probiotics may help keep you healthy by:

- Decreasing the number of "bad" bacteria in your gut that can cause infections or inflammation.
- Replacing the body's "good" bacteria - bacteria that have been lost when taking antibiotics, for example.
- Restoring the body's "good" versus "bad" bacterial balance, which then helps to keep your body functioning properly.

What are some examples of probiotics?

- Probiotics that are naturally found in your intestines include: Saccharomyces Boulardii and bacteria in the Lactobacillus and Bifidobacterium families of microorganisms.
- Foods that contain probiotics include: some juices and soy drinks, fermented and unfermented milk, buttermilk, some soft cheeses, miso, tempeh, kefir, kim chi, sauerkraut, many pickles, yogurt and Kombucha.

What medical conditions are probiotics used for?

- Digestive tract conditions, inflammatory bowel diseases (such as ulcerative colitis and Crohn's disease), chronic stomach inflammation, ulcers, constipation, irritable bowel syndrome, acid reflux, spastic colon, leaky gut syndrome.

How safe and effective are probiotics?

Probiotics may trigger allergic reactions. They may also cause mild stomach upset, diarrhea, or flatulence (passing gas) and bloating for the first few days after starting to take them. However, since probiotics already exist naturally in the body, probiotic foods and supplements are generally considered to be safe. Always check with your doctor before adding any new substance to your routine.

Wallet Wellness: Bulk-Buying Tips

Here are some of the top items to buy in bulk due to their cost savings, shelf life and convenience to store:

- **Toothpaste** stores easily. Since tubes have a reasonable upper limit on size, you're not going to use extra just because you have a giant tube.
- **Trash bags** are efficiently packaged, meaning a bulk buy often doesn’t take up much more space than a normal package.
- **Dry rice** is easy to prepare for countless meals and lasts nearly forever.
- **Dry beans** are like dry rice -- they have countless uses and are easy to prepare.
- **Dry pasta** can be stored for years and works with countless dishes and variants.
- **Oatmeal** has a long shelf life and makes for a healthy breakfast.
- **Laundry detergent** makes for a great bulk buy if you carefully measure the amount you use in every load.
- **Toilet paper**, when bought in bulk, just means having a bunch of rolls at once, and you won't risk overusing them.
- **Soap** never gets old, so it's OK to pick up lot of it if you can buy it for a cheap price in bulk.
- **Shampoo** follows the same logic as liquid soap. It can be a great bargain, but you should refill small bottles and keep the big one in the cupboard to avoid overuse.
**Emotional Wellness: Dealing with Difficult People**
By Nicole Witt, Mediator, Conflict Resolution Coach

Have you ever left a meeting or conversation with a difficult person only to feel it’s all your fault? Join the club. We have all experienced the wrath of difficult people and here are a few tips to keep your sanity and your self-esteem:

**Know Your Triggers:** Self-knowledge is powerful. We all have subjects and idiosyncrasies that push our buttons. It’s almost a guarantee that the difficult person in your life knows what those are, but do you? Once you have your list of those triggers, you are ready to arm yourself.

**The STOP Phrases:** If you are having a conversation with a difficult person and you just want it to end, these phrases seem to do the trick; “Sorry you feel that way,” “Oh,” “Perhaps you’re right.” If you just repeat these phrases over and over during the conversation, eventually the other person will give up trying to get you to join the argument.

**Resist the Temptation to get Sucked In:** Difficult people want to engage you: don’t fall for that trap. Listen to what you’re saying: are you trying to justify, argue, defend, or explain your position? If you are, stop. You will never change the mind of a difficult person, otherwise you probably wouldn’t be seeing them as “difficult.”

While the 3 secrets above can help you to avoid or get out of an uncomfortable conversation with a difficult person, there is one secret that can truly change your relationship with that person in your life. That secret is… they are human, and are dealing with their own issues they are bringing to the table. Exercise empathy and demonstrate compassion. That may be the best tip of all of all.

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**In The Know: Understanding Your Medical Bill** [www.Mint.com](http://www.Mint.com)

When you look at a medical bill, it's very tempting to skip straight to the bold number that tells you what you owe. It's been estimated that 80% of medical bills have errors, and knowing the basics can help you spot them. Here's what you need to know:

**Date of Service:** This is the date your medical appointment took place. Check to make sure the correct date is actually listed.

**CPT Codes:** (CPT) codes are five-digit numbers that correspond to every medical procedure a physician might provide during your visit. They are used by insurers to determine the rate of reimbursement for your care.

**Charge:** Consider it the sticker price for the service you received. Various discounts and adjustments are applied to the charge in order to arrive at the amount that you owe.

**Adjustment (or Contractual Adjustment):** This is the discounted price that your insurance plan and your provider have agreed upon. Any amount of the deductible or coinsurance that you’ve already paid is also factored in.

**Balance (or Patient Responsibility):** This is the final amount that you owe.

Finally, don’t mix bills up with Explanation of Benefits (EoBs). These statements look similar, but don’t require payment (which is why they are usually labeled NOT A BILL). They serve as a heads-up from your insurance company to inform you that a claim has been filed and how much you can expect them to pay.

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The steak of veggie burgers. Serve on a bun with lettuce, tomato, and aioli sauce. Oh yeah!

**Ingredients:**
- 4 Portobello mushroom caps
- 1/4 cup balsamic vinegar
- 2 tablespoons olive oil
- 1 teaspoon dried basil
- 1 teaspoon dried oregano
- 1 tablespoon minced garlic
- Salt and pepper to taste
- 4 (1 ounce) slices provolone cheese

**Preparation**
1. Place the mushroom caps, smooth side up, in a shallow dish. In a small bowl, whisk together vinegar, oil, basil, oregano, garlic, salt, and pepper. Pour over the mushrooms. Let stand at room temperature for 15 minutes or so, turning twice.
2. Preheat grill for medium-high heat.
3. Brush grate with oil. Place mushrooms on the grill, reserving marinade for basting. Grill for 5 to 8 minutes on each side, or until tender. Brush with marinade frequently. Top with cheese during the last 2 minutes of grilling.