

OCTOBER 2019 FRESH NEW FALL

NEW SHOES, NEW YOU

Are you wearing the right shoes? Improper footwear can cause issues such as Achilles tendonitis, plantar fasciitis and more. But it can also affect other parts of your body. Shoes without proper support can misalign your body. For example, when the foot is in the wrong position, too much force can be exerted on the knee joints when standing, walking or running.

High heels can especially disrupt the body's natural position — and not just for women. Many men's dress shoes have a half-inch to three-quarter-inch sole. Try to limit your wearing of high heels, or bring a comfortable backup pair of shoes for walking to and from the office.

Too high or too low an arch can also cause issues. For example, a recent study has shown that walking or running in "minimal" shoes (shoes that mimic the shape of your bare foot by removing arch support and tightness around the toes, while having a thin flexible sole) can create stronger, stiffer feet.

If you have a high arch, look for shoes with extra padding.

For a low arch, look for stiffer shoes that limit movement to prevent your foot from rolling inward.



OTC PAINKILLERS 101

When you need pain relief, you probably reach for an over-the-counter pill without thinking twice. But do you know the differences between the types?

Acetaminophen: The most popular brand name is Tylenol. Acetaminophen works on the parts of the brain that receives pain messages and control body temperature. It's typically used to relieve headaches and common aches and pains and treat arthritis and other chronic conditions. Taking too much or taking it with alcohol can lead to liver or kidney damage.



NSAIDs: Nonsteroidal anti-inflammatory drugs (NSAIDs) include aspirin, ibuprofen and naproxen. They reduce the level of prostaglandins, or hormone-like substances, in your body that irritate your nerve endings and cause pain. NSAIDs help reduce fever, relieve pain caused by cramps, headaches and muscle aches, and reduce inflammation and the pain it causes. Some common brand-name NSAIDs are Bayer (aspirin), Advil (ibuprofen) and Aleve (naproxen). NSAIDs may cause stomach pain and may cause kidney damage if taken for too long.

As with any medication, you should be safe and follow instructions when taking OTC pain relievers.

BENEFIT SPOTLIGHT



SUPPORT THROUGH SHORT TERM DISABILITY

If you get hurt or sick and need to miss work, what are your options? Short Term Disability (STD) benefits provide financial support to replace lost income if you're recovering from an injury and unable to work. Typically, STD insurance pays a percentage of your income for a duration of time until Long Term Disability insurance kicks in. For employer-paid insurance, the typical percent is around 40% to 60% of the employee's weekly gross income, but this can vary. STD insurance purchased by an employee is similar, but the amount depends on the policy level.

Coverage for STD benefits can start anywhere from one to 14 days after the injury occurs and can remain active for nine to 52 weeks. Sometimes, employers place restrictions on STD insurance. For example, some workplaces may require sick days to be used before STD kicks in. Proof of the injury or illness provided by a doctor may be required.



BONUS ARTICLE OF THE MONTH: A DASH OF BENEFITS
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