

JDI PROSPECTIVE

Jordan Dynamics,
Inc

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FEDERAL FAMILY & MEDICAL LEAVE ACT OF 1993 IS MODIFIED FOR SERVICEMEMBERS

On Jan 28, 2008, President Bush signed into law the 2008 National Defense Authorization Act, which among other things provides for up to six months of leave for family members caring for military veterans injured while on active duty in the US Armed Forces and 12 weeks of FMLA leave to family members (spouses, children, parents, or next of kin) of servicemembers called up to active duty, under certain circumstances.

The National Defense Authorization Act amends the Family and Medical Leave Act of 1993, which currently allows for up to 12 weeks of unpaid leave per year to care for their own or a family member's serious medical condition to qualifying employees. The new provision more than doubles the available time off work to care for injured servicemembers, from 12 to 26 weeks per year, and allows a new category of employees eligible for leave who have immediate family mem-

bers called to active duty. Members of the armed forces include the National Guard or Reserves, who have suffered serious injury or illness in the line of duty while on active duty, that may render the members medically unfit to perform the duties of their office, grade, rank, or rating. There is a broader application for servicemembers undergoing medical treatment, recuperation or therapy, are in outpatient status or otherwise on temporarily disability retired list, for a serious injury or illness. For this type of leave, the definition of covered employee is expanding to include next of kin, or nearest blood relative, of a covered servicemember.

Employers may require that a request for such leave be supported by certified documentation. They should also amend their FMLA policies to provide employees with notice of these new modifications. Since the new law is a modification of



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the FMLA 1993 statute, other FMLA requirements such as returning employees be restored to the same position as when their leave commenced, and the requirement to continue group health plan coverage during the leave, will apply to the new allowed types of leaves.

The Dept of Labor is working quickly to prepare more guidelines. (2007 Jackson Lewis LLP, and US Dept of Labor)

Inside this issue:

<i>How to ease symptoms of fibromyalgia...</i>	2
<i>Swimming Pool exercise may help fibromyalgia</i>	2
<i>Stress may trigger a stroke...</i>	3
<i>Did you know?....</i>	3
<i>Contact Info for JDI</i>	4

"All limits exist only in the mind, and it is only in the mind that they can be overcome."

Alan Cohen, M.A.

Jordan Dynamics, Inc.



Preparing you for the road ahead.

EIGHT AREAS TO FOCUS ON IN AN HR AUDIT

1. Roles, head count, and HR Information Systems
2. Recruitment
3. Documentation (electronic and paper)
4. Training, development, and career management.
5. Compensation and Benefits
6. Performance measurement and evaluation.
7. Termination, transition, and security
8. Legal issues and personnel policies.

Keep in mind that a properly conducted audit promotes a sense of confidence in

management, HR, and the entire organization, that it is well managed, prepared to meet challenges, and strives to provide its employees with a safe and professional work environment. (Jeff Weintraub, employment attorney)

How To Ease Symptoms of Fibromyalgia



Home treatment is an important part of controlling symptoms of fibromyalgia.

Fibromyalgia is a common condition that includes symptoms of chronic and severe pain and tenderness in muscles, ligaments and tendons, neck and shoulder pain, sleep problems, anxiety and depression.

More than 90% of those with fibromyalgia are women, and while there is no known cause or cure, home treatment is the most important part of treating fibromyalgia.

1. Regular exercise, especially aerobic exercise, may have the most benefit in reducing pain and other symptoms and improving overall condition. A physical therapist or other fibromyalgia professional can help someone suffering from fibromyalgia develop an exercise program they can stick with.
2. Improve sleep by learning good sleep habits and getting enough sleep each night.
3. Heat therapy, massage, gentle exercise, and short-term use of nonprescription pain relievers may be helpful.
4. Reduce stress.
5. The more one can learn about fibromyalgia, the more control they will have over the symptoms. People who feel more in control tend to be more active and report less pain and other symptoms.
6. Writing notes or finding other ways to manage 'fibro fog' or memory problems can be helpful.
7. Maintain a positive attitude may be hard, but it helps sufferers focus less on their challenges and feel healthier.

When those who suffer from fibromyalgia take an active, committed role in their treatment, they will experience the best results. Adjustments in lifestyle to accommodate home treatment, especially regular exercise, into their daily routine is helpful. It may take time to find what works best, but patience and remaining consistent with home treatment usually can help relieve or control fibromyalgia symptoms. (Healthwise)

“The addition of Aquatic exercise to the usual care for fibromyalgia in women is cost-effective in both terms of health care costs and societal costs”



Heated swimming pools can help those suffering with fibromyalgia.

Fibromyalgia: Swimming Pool Exercises May Help

A new study suggests that regular exercise in a heated swimming pool can benefit those suffering with fibromyalgia.

Painkillers, exercise, relaxation therapy and low dose antidepressants are all used to treat fibromyalgia, according to a journal published in *Arthritis Research and Therapy* on Feb 21.

Hydrotherapy can reduce pain during exercise and help improve endurance and conditioning, according to www.healthywomen.org. Furthermore, a study on 33 women with fibromyalgia in which 17 did supervised

one-hour exercise sessions in a heated pool 3 times a week and 16 did no water training, suggested that regular exercise in a heated swimming pool can benefit people with this condition.

Researchers from the University of Extremadura in Spain and University of Evora in Portugal found that the long-term aquatic exercise helped reduce fibromyalgia symptoms and improved the women's health-related quality of life. Previous studies that showed short-term exercise helped ease symptoms but that they returned once patients stopped the

exercise regimen.

The researchers concluded that “the addition of an aquatic exercise program to the usual care for fibromyalgia in women is cost-effective in both terms of both health care costs and societal costs,” and “appropriate aquatic exercise is a good health investment.”

Further research should include comparing water training with other forms of gentle exercise such as walking, tai-chi, and low-impact aerobics.

(Healthday)

Stress May Trigger Strokes

The idea that stress may help bring on a stroke may have validity, according to British researchers.

"If you divide the population into five different groups according to how severe their stress is, someone in the highest stress group, reporting the greatest stress, has a 40 percent increased risk of stroke than someone in the lowest group," said Paul G. Surtees, a psychologist at the University of Cambridge. "That is quite a difference."

The March 4 issue of *Neurology* discusses Surtees' group at the University of Cambridge, which followed more than 20,000 British men and women, aged 41 to 80, for an average of 8.5 years. Those who participated in the study answered questions about their levels of stress and depression, using standard measures of mental health. A total of 595 participants experienced a stroke during the study period, 167 of them fatal. The risk of stroke rose steadily with the amount of stress reported, the researchers said, and the relationship was not

changed when other stroke risk factors -- such as smoking, blood pressure, obesity, diabetes and family history -- were factored in. According to Surtees, the study was not designed to determine how stress might increase stroke risk. "We have thought about this, and we have concluded that the mechanism is linked to the ability to adapt to psychological stress," he said. "People differ considerably in the way they deal with stressful circumstances. The increase is probably due to that, but we need to follow it up."

Dr Mark Goldberg, professor of neurology at Washington University in St. Louis, feels that the relationship between stress and stroke might have a simple explanation. "People who are under a great deal of stress may not take medications that are prescribed for them," he speculated. Those medications would be aimed at conditions known to increase the risk of stroke -- high blood pressure, high blood cholesterol, diabetes and the like." But the newly reported study does not mean that stress should be ranked among those

leading risk factors, he said. The increased risk of stroke due to stress "is nothing compared to the relative risk of high blood pressure or smoking or all the other known risk factors," Goldberg said. I don't think this should change our understanding of how we should deal with the risk of stroke," Goldberg also explained that stress is associated with a variety of conditions, such as the increased risk of infection, cancer and mental health problems.

As the study was not meant to be a treatment study, it would not be prudent to comment on how the risk of stroke might be reduced, according to Surtees. He feels that if people learn to deal more effectively with stresses in their lives, that might help in lowering their risk. (Ed Edelson, Healthday)



Finding ways to deal with stress may lower your risk of stroke

"The risk of stroke rose steadily with the amount of stress reported, and the relationship was not changed when other stroke risk factors (smoking, blood pressure, obesity, etc) were factored in."

Did You Know?

Women who drink tea at least 3 times a day...

were less likely to have plaque in the carotid arteries in their necks than those drinking less tea? (Arteriosclerosis, Thrombosis, and Vascular Biology, Feb 2008)

Listening to music for a few hours a day can

boost... the recovery of stroke patients, according to a Finnish study of 54 patients, which showed more improvement in verbal memory and focused attention, and a more positive mood than if they had listened to audio books or nothing at all. (Healthday News)

Eyes are not just the window to the soul...

a new study at U of Oregon shows they may be able to provide clues to how well a person can hear. This info now may someday be used to detect hearing loss. (Healthday News)



Our eyes give clues as to how well we can hear!



Jordan Dynamics, Inc

Golden Bear Plaza
11770 US Highway One
Suite E-308
North Palm Beach, FL 33408

Phone: 561-694-2505
Fax: 561-694-2138
E-mail: www.jordandynamics.com

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CONTACT US:

NORTH PALM BEACH:

Golden Bear Plaza
11770 US Hwy 1
Suite E-308
North Palm Beach, FL 33408
Phone: 561-694-2505
Fax: 561-694-2138



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LOCAL JDI NUMBERS:

Toll Free: 800-832-1018
Miami: 305-917-1195
Ft Lauderdale: 954-524-4896
Palm Beach: 561-694-2505
Treasure Coast: 772-323-2310

Visit our website at:
WWW.JORDANDYNAMICS.COM