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The EIT Plans Work for YOU!

For more than 80 years, the EIT Plans have grown into premier Health & Welfare and Pension Plans. They provide a full range of health and welfare, pension, disability and unemployment benefits to 12,000 participants and their families.

That's a lot of responsibility, and we pride ourselves on our commitment to serving the electrical industry. Interested in learning more? Getting to know EIT includes two important functions: the Board of Trustees and the Fund Office.

The Board of Trustees

The EIT Board of Trustees is made up of five union Trustees and five employer Trustees. The Business Manager of Local 134 appoints the union Trustees, and the Electrical Contractors' Association (ECA) appoints the employer Trustees.

This group, led by Chairman William T. Divane Jr. and Vice Chairman Terry Allen, acts as fiduciaries of the EIT Plans. That means it is their responsibility to keep the Plans financially stable for this generation and future generations of Local 134 participants and to administer the Plans in the sole interest of participants and their beneficiaries.

The Fund Office

The Fund Office includes more than 20 staff members and is led by Sean P. Madix, the Fund Administrator. Together, they are responsible for important day-to-day functions, including:

- Assisting participants and beneficiaries with their pension and healthcare needs;
- Receiving employer contributions and distributing them according to collective bargaining agreements between Local 134 and employers;

- Calculating participant hours for insurance eligibility and retirement benefits;
- Providing disability and unemployment benefits to participants; and
- Issuing monthly pension benefits to retirees.

They also make sure the EIT Plans comply with the long list of federal regulations that govern employee benefit plans, such as ERISA, PPA, COBRA, HIPAA, MIPPA, FMLA, USERRA and many more.

It's a Collective Effort

While the Board works to ensure the Plans are financially viable, it also sets the rules for how the Plans are administered. The Fund Office administers the Plans according to those rules, which means the Fund Office must follow the Plans' rules, as established by the Board.

Your Health Is Important to the Trustees

Just as it's important to keep the Plans financially fit, your health and well-being also are important to the Trustees. When you're feeling your best, you're performing your best on the job and keeping yourself safe at the same time. This is why the Trustees support the wellness program, *Take Charge: It's Your Health*, which provides you with tools and resources necessary to help you improve your health. Don't forget, the program is available to all active covered participants and their spouses at no additional cost. The program is administered by StayWell Health Management, a third party wellness program administrator, so none of your personal health data is reported to EIT on an individual basis — the program is completely confidential.

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Weight Management Success

The screenshot shows the 'EIT Wellness Resource' website. At the top, it says 'WELCOME TO YOUR ... EIT WELLNESS RESOURCE'. Below that are navigation tabs: 'Get Healthy', 'Quit Tobacco', 'Fund Office', and 'TAKE CHARGE'. The main content area is divided into several sections:

- Get Ready to ...**: A section with a large 'TAKE CHARGE' graphic and a person holding a scale.
- TAKE THE HEALTH ASSESSMENT**: A section with a 'Get Started' button and a 'Get Ready to ...' sub-section.
- COMPLETE A NEXTSTEPS PROGRAM**: A section with a list of goals: 'Quit tobacco', 'Eat a healthier diet', 'Manage stress', 'Reduce your cholesterol', 'Strengthen your back and prevent back pain', 'Lower your blood pressure', 'Find time to exercise', and 'And more!'. Below the list is a small illustration of a man and a woman.
- TAKE CHARGE IS CONFIDENTIAL**: A section with a 'Get Started' button.
- OUR WELLNESS PARTNERS**: A section with a 'Get Started' button.
- TAKE CHARGE WITH TAKE CHARGE**: A section with a 'Get Started' button.

Reaching a healthy weight is more than just losing pounds or trying a popular diet. When you commit to improving or maintaining a healthy weight, it's a long-term effort. Here are a few tips that can help you manage your weight and be successful in the long run:

Set Goals

Goals — both short- and long-term — can help keep you engaged in your eating habits and activities. Keep in mind that setting small goals can be a great tool when you lack the motivation to keep going. Each small step you accomplish will help you achieve your overall weight target. Think of making your goals:

- **Specific:** Set a specific activity to complete or amount of calories you will eat per day. General goals like “I’ll work out more” or “I’ll eat fewer cookies” are great in theory, but are not specific enough for you to track progress and see improvements.
- **Attainable:** Are you just starting to exercise? Start out slowly until you feel comfortable trying more rigorous activities. That way, you can build up your endurance and confidence without injuring your body or self-esteem.
- **Realistic:** Think about your existing responsibilities and modify your goals to match your lifestyle. Is it realistic that you will run five miles seven days a week? Probably not, so aim for a specific activity or meal plan for 3-5 days per week.

Keep a Record

Monitoring your food and exercise can help you stay on track. Whether you keep a paper record or use an online tool, you can see your daily progress and make adjustments when needed.

This method can also help you track when you accomplish your goals. A reward for meeting those smaller goals can help you keep motivated to meet your long-term weight goals, too. Just remember to reward yourself with non-food related treats, like a movie night.

Source: http://www.nhlbi.nih.gov/health/public/heart/obesity/lose_wt/behavior.htm

Online Resources

Do you need assistance with weight management, healthy eating or coping with stress? Log on to www.fundoffice.org/takecharge, and get started today by taking the Health Assessment to learn about your specific health and well-being.

You also can access a host of helpful articles about specific health conditions, nutrition and how to handle health emergencies, just to name a few.

Throughout the next several issues of the *Conduit*, we will cover EIT participants’ top health concerns: weight management, healthy eating and stress. In this issue, we’ll focus on weight management.

RESOURCES FOR RETIRED PARTICIPANTS

As a retiree, you can find wellness tips, articles and more when you access AARP’s website at

<http://www.aarp.org/health/healthy-living>.



RESOURCE SPOTLIGHT: 24/7 NURSELINE

As part of your Health & Welfare Plan benefits, EIT offers a 24 hour, 7 days a week Nurseline via Blue Cross and Blue Shield of Illinois. The 24/7 Nurseline is staffed by registered nurses who are available to answer questions about health issues, such as asthma, back pain, chronic conditions, dizziness, high fever, cuts or burns.

In a matter of minutes, a nurse can answer questions, help identify options and assist you with choosing the appropriate level of care. Plus, you can learn about 1,000+ health topics via an audio library system. **Call the 24/7 Nurseline at (800) 299-0274.**

NOTE: For medical emergencies, call 911 or seek medical services immediately.

Source: Blue Cross and Blue Shield of Illinois

KICK THE HABIT WHILE MAINTAINING YOUR WEIGHT

Quitting smoking has been associated with an increase in weight gain. The fact is, dependence on nicotine is often replaced by an increase in food intake. If you want to quit using tobacco while keeping your eating habits and weight in check, call the Quit For Life® Program at **(866) QUIT-4-LIFE**. The program is available to all active covered participants and their spouses at no additional cost.

Source: American Cancer Society® and Alere Wellbeing



Eating Healthy

To view this and other healthy recipes log on to www.fundoffice.org/takecharge.

Summer is right around the corner, and that can mean fatty foods at your local block parties and backyard cookouts. Try this quick and healthy recipe to offset your indulgences.

Ingredients (Serves 6)

Chicken:

- 6 boneless, skinless chicken breast halves (about 4 ounces each)
- 6 lemon slices, cut in half (optional)
- Fresh sage leaves (optional)

Marinade:

- 1 teaspoon olive oil
- 1 teaspoon fresh lemon juice
- 1/4 cup chopped fresh sage leaves
- 1 tablespoon chopped fresh rosemary, or 1 teaspoon dried, crushed
- 2 or 3 medium garlic cloves, minced
- 1/2 teaspoon salt

GRILLED LEMON-SAGE CHICKEN

Directions

1. In a large resealable plastic bag, combine the marinade ingredients.
2. Discard all visible fat from the chicken. Put the chicken between two sheets of plastic wrap, smooth side up. Using a tortilla press, meat mallet or rolling pin, flatten the chicken to 1/4 inch thickness, being careful not to tear the meat. Add the chicken to the marinade. Seal the bag and turn to coat. Refrigerate for 30 minutes to eight hours, turning occasionally. Discard the marinade.
3. Preheat the grill to medium-high.
4. Grill the chicken for 6-7 minutes on each side, until no longer pink in the center.
5. To serve, garnish with lemon slices and sage leaves.

Each serving provides: 125 calories, 1.5g fat, 66mg cholesterol, 268mg sodium, 0g carbohydrates, 0g fiber, 0g sugar and 26g protein.

Source: 2012 StayWell Health Management, LLC.

Mary's Story: How I Got Inspired

Starting with this issue of the *Conduit*, we'll share stories from EIT's own participants who are making healthy lifestyle changes and seeing results from their efforts.

Mary Vazquez has worked for seven years as an Executive Administrative Assistant at EIT, and recently completed graduate school. Her busy schedule led to unwanted weight gain, so Mary started looking for inspiration to get healthier. She credits the movie "Forks Over Knives" for helping her change her eating habits.

Mary also found a wealth of health information on the *Take Charge* website. "It houses hundreds of health-related articles...everything from weight loss to creative recipes to helpful hints on exercising — it continues to help me today."

Now, you can find Mary exercising at the gym and practicing Qigong, a combination of meditation and exercise, to gain flexibility. By committing to changing her day-to-day habits, Mary has an increased energy level, sleeps better and has lost weight. "Focusing on making these changes part of my everyday routine — like brushing my teeth twice a day... has made it easy to do and stick to."

If you would like to share your story, please email:

From:	EIT Participant
To:	askeit@fundoffice.org
Cc:	
Subject:	My Story

Your name and information will remain anonymous, if you prefer.



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