

Executive Director's Report

Walter Allen, Jr.



On track, on time, and on budget is the best way to describe the situation at Local 30 as of the writing of this column. Those terms aptly apply to our Kaiser National Bargaining, our organizing and negotiations in Arizona, and our new roof in San Diego, among other things.

With our new three year National Agreement headed for ratification in mid-June everyone will be able to get back to the important work of Partnership again. For the past five months the meetings and travel have divided our focus, now we can return to

the important work of developing our high performing Unit Based Terms, and the progress on our PSP goals.

In Arizona we continue bargaining first contracts at new units at First Transit, Inc. and Zenith American Solutions. We have recently reached agreements at UFCW, Local 99 and IBEW, Local 266 for three year contracts that include wage increases and some benefit improvements.

We have a new roof on our building on Mission Gorge Road. Since the purchase of the property we had planned the construction and set aside a budget. The new roof is a white, reflective, composite material

continued on Page 5

President's Report

Marianne Giordano



There is always a lot going on at our Union and I am always proud when Local 30 leads the way. Most recently as a result of our Labor Management Partnership with Kaiser Permanente where many of our members work, we jointly agreed to take on something that has simply never been done on this scale before. We agreed to get healthy. That's right, 160,000 or so people who work at KP will work together to improve our overall health.

It is a well-known fact that health care in
continued on Page 7

Tentative Agreement Reached in Kaiser National Bargaining

The Coalition of Kaiser Permanente Unions (CKPU) and the National management team have reached a tentative agreement for a new national contract. Local 30's representatives in the negotiations strongly support the package and urge its ratification. Walter Allen, Executive Director of Local 30, Marianne Giordano, President, and Annette Baxter, Director of Member Services all served on the Common Issues Committee (CIC), the central bargaining team. Local 30 Vice President Cathy Young and Business Agent Lolita Babaran served as alternates in the process.

The bargaining which was done over the past four months ended with a final agreement in the early morning hours of Friday, May 11th. The more than 400 participants enthusiastically endorsed the pact and recommended it to the Delegate Conference held on May 19th.

"From the beginning we told our members that we planned to get in and get out," reported Walter Allen. "We told them that



we had only three issues of importance; save the benefits as they are without changes, get pay raises, and take care of some small language changes and funding issues in the National Agreement. I am happy to report that this agreement does exactly those things."

"This was by far the best possible outcome for all of our members," said Marianne Giordano. "This contract protects our benefits into the future and gets pay increases at the same time. I cannot imagine a better outcome."

In addition to Local 30's representatives on the CIC, the delegates from Local 30 who participated in the Delegates Conference

throughout this process were:

From Kaiser Permanente, San Diego:
Mike Ramey, Donald Murphey, Monika Phillips, Ken Lukaszewski, Robert Sparrow, Jon Larson, Raleigh Ruff

From California Service Center:
Roger Lester, Mark Englehart, Robert Tol

"Everyone was SO happy and excited about the new agreement. It was a time to celebrate! I am so thankful to Local 30's Leadership Team, Walter Allen, Executive Director, Marianne Giordano, President, Cathy Young, Vice President, Annette Baxter, Director of Member Services and Lolita Babaran, Local 30 Business Agent, for the WONDERFUL job they did representing the best interests of all our Local 30 members during National Bargaining!" said Raleigh Ruff Contract Specialist Local 30.

Local 30 thanks all of our leaders for their commitment to this process and for all their hard work which resulted in this great agreement. ■

Cathy Young Retires After 39 Years

For nearly the past four decades Cathy Young has reported to work as a nurse at Kaiser Permanente. Her dedication to the patients and to her profession willed her longevity. Cathy retired on March 15, 2012.

Cathy began her career at Kaiser on February 5, 1973 at the Sunset facility in Los Angeles as a Licensed Vocational Nurse (LVN) and then in June 1981 transferred to Kaiser Permanente Zion and then transferred to Kaiser Permanente La Mesa until March 15, 2012.

Cathy became a Local 30 Union Steward in 1991, and was elected to the Local 30 Executive Board in 1993. She became Vice President of the Union in 1999, a position she still holds today. Cathy has served as a member of the Local 30 bargaining teams for both local, and since 2000, National bargaining. Her work directing Local 30's Scholarship and Charity Funds over the years has provided Local 30 members and

their families with many memorable events.

Her dedication to her work and to her Union did not stop there however. Cathy has been an outspoken activist on behalf of minorities and people of color through her work with various diversity groups associated with Kaiser and the Labor Movement. She is a member of the Kaiser Permanente African American Association, the A. Phillip Randolph Institute, Pride At Work, the Coalition of Labor Union Women, National Diversity Pan Asian, Dress Code Committee, UBT La Mesa and Safety Committee La Mesa.

"I have been very fortunate to have come to know and work with so many brilliant and dedicated people over my career," stated Cathy. "I always wanted to be able to help people and to do my part to make things better. Life is not meant to be spent just thinking about yourself. We owe it to one another to help each other, to ease someone's pain, to lend a helping hand where you can.

Life was meant to be shared, to help others, and to one day be remembered for the good you did, I am happy with the choices I made. I wouldn't change a thing."

Cathy Young has committed her life to her family and to her work serving the needs of others in many capacities. She has given unselfishly of herself and her time and always with the best interests of other as her focus. Kaiser has been fortunate to have had the dedication of such an employee, Local 30 is lucky to have her as an officer and leader, and the various organizations she has been a part of and certainly better off for having had Cathy's participation throughout the years.

Cathy continues to serve as Local 30's Vice President and will likely be even more involved in her Union in her retirement. The Members, Officers, and staff of Local 30 wish Cathy a long and healthy retirement. ■





Dear Cathy,

On behalf of the Coalition of Kaiser Permanente Unions, I would like to thank you for serving as a member of the Kaiser Permanente National Diversity Council. You accepted this responsibility willingly and have done an outstanding job representing the interests of frontline workers.

Thank you again, Cathy. Your dedication as a leader in the Coalition and to frontline employees is an inspiration to all of us. We wish you all the best as your new journey begins.

In Solidarity,
John August
Executive Director

Employee Wellness Takes Center Stage

The Local 30 Leadership Training Seminar held at the Hilton Mission Bay on March 21st was definitely something different. Stewards, Senior Stewards, Officers, and UBT co-leads from Kaiser/San Diego and the California Service Center, came together to discuss Healthy Workforce and how we get there together.

“Nearly every goal we have in Partnership is somehow connected to employee wellness,” stated Local 30 Executive Director Walter Allen, “Whether we’re talking about attendance or workplace safety or work-life balance or clinical goals or quality goals they all come back to the health of our workforce.”

“Kaiser’s model of care, the very thing that makes us unique in healthcare is built around keeping Kaiser member’s healthy and thereby avoiding serious and costly illnesses,” reported Local 30 President Marianne Giordano. “Kaiser employees deserve to have the very same treatment and to have the focus of their care be the same as that which we provide.”

Local 30 leaders were determined to start the conversation in a meaningful way with their members by bringing as much information to them about the various subjects related



to employee wellness. The seminar featured Dr. Ben Chu, President of KP Southern California who discussed wellness from both the physician and chief executive points of view. He noted that employees deserve to be well enough to accomplish all they choose in their lives both in and out of the work environment.

Marianne Giordano and Jim Malone, Medical Group Administrator discussed the Performance Sharing Plan (PSP) and reviewed last year’s performance as well as providing a preview of the 2012 goals. Stewards Jon Larson and Catherine Engler spoke about the 2012 Flu Shot initiative and there was a discussion about the Total Health

Assessment (THA) for better understanding.

Chef Mark Atkins, nutritionist Courtney Winston, Assistant Director, Nutrition, and Suzanne Reitz, Senior Logistics Clerk provided guidance on proper eating habits and how to prepare simple, healthy meals. Dr. Rae Boganey led the group in a discussion about simple ways to get the daily exercise needed to keep us healthy and then led the group on an after lunch walk along the bay. And Dr. Mario Mancini led a discussion on alternative treatments for dealing with stress and pain.

“I thought the program was just perfect,” said long time Steward Regina Jackson. “It is really great to have our Union care about its members at home in their real lives as well as at work.”

Senior Steward Walter Carranza added “We provide care to Kaiser members that is aimed at keeping them well and improving their quality of life. Our own employees who are Kaiser members too are entitled to the very same kind of care. This was a great event.”

“A day well spent,” was how Local 30 Vice President Cathy Young summed it up. “Enough said.” ■

Pain and Stress Reduction

By Mario A. Mancini
Doctor of Oriental Medicine, Licensed Acupuncturist
Board Certified Nutrition Specialist, Qualified
Medical Evaluator

According to the World Health Organization, the U.S. has the most expensive healthcare system in the world. And yet, as a country, we rank 37th in performance, 24th in life expectancy and 14th in preventable deaths. How can this be the case? One would assume that having the most money would rank us among the top in matters of health. It all comes down to our standard of health. Our healthcare system was developed around the belief that health is simply the absence of symptoms/disease. Unfortunately, this is not always true. In fact, thousands of years before symptom-focused health became the norm, the Chinese developed a healthcare system based on function.

If functional healthcare has such a prominent history, then why don’t we see it built into our modern medicine? There are many factors in our society that dictate our beliefs

and our actions when it comes to health. The toughest opponent – Mental Emotional (ME) Stress. A study was done by The Department of Health, Education and Welfare of the state of Massachusetts to determine the number one risk factor for someone to die of a heart attack before the age of 50. The result was Job Dissatisfaction. This result has nothing to do with the jobs but it showed that people who experience heightened levels of anxiety are four to five times more likely to have a fatal heart attack or stroke. Our world is moving faster than ever and our bodies are inundated with information at an intensity that our nervous systems were not meant to handle. It can lead to an overload in the functional systems of the body – unless we focus on function first by making stress-reduction a priority.

The first step in this process is awareness. We must learn to recognize the signs of stress accumulating in the body. You start to see these signs when the level of stress exceeds your body’s capacity to recover. Have you

ever noticed that things you used to be able to handle suddenly feel overloading? You feel more physically and mentally fatigued doing the same tasks you have always done? Your tolerance for pain is reduced and you are more emotionally sensitive? This is a natural response in the body when function is beginning to decline. When stress exceeds recovery, your body develops sensitized areas called trigger points. These areas become overprotective and hypersensitive to the environment. This state leads to muscle contraction, inflammation, spasms and PAIN. The most common symptoms or stress alarms are headaches, fatigue, insomnia, allergies, emotional ups/downs, gastrointestinal issues and, of course, pain.

The Chinese discovered points on the body that have direct relieving and restorative effects. These junctures of nerves and blood vessels are called acupuncture points. By applying pressure to or needling these points, you can send a reverse signal through the nervous system that will trigger a reduction

continued on Page 8

Thanks For All the Help

Last fall a local charity I work with was preparing their annual back-to-school fundraiser by collecting food and clothing for children in the community. A local retailer generously donated 300 pairs of socks for the kids.

Unfortunately, someone broke into the storage locker and made off with all the socks. When I mentioned this story at our Union meeting people began to ask if they could donate socks to help make up for the loss. Before long I had collected nearly as many socks as had been stolen, all from Local 30 members who just wanted to help out.

I was overwhelmed by the generosity of my sisters and brothers and how they just acted without a formal endorsement or flyer or anything else. I have always known our Local to be very generous but this was even a surprise to me.

I want to thank all those who helped overcome this major setback and donated socks to these deserving kids as they started back to school. I am a very proud Local 30 member, and lately more than ever.

Gratefully,
Larry Peatre

Executive Director's Report continued from Page 1

that is well insulated and is expected to not only provide maintenance free years to come but dramatically lower utility costs going forward and allow us to be more efficient and environmentally sound as well.

Our finances are sound, our investments are beginning to return slightly higher yields, but our expenses are running higher than usual this quarter due largely to the National Bargaining. Three Delegate's Conferences, three months of bargaining sessions in Northern and Southern California, and other related trips and expenses have increased our expenses temporarily. Things should return to normal now that the bargaining is complete.

With summer approaching and the work of some of these major projects completed things should slow down a bit and allow us all to catch our collective breath. We should enjoy that respite because we all know there will be more to do just around the corner. ■

Local 30 Winners at 'Day At The Races'

It was a bright, beautiful Southern California Day and Santa Anita Race Track was the place to be for Local 30 members. Once again this annual event was a great success. Good food, fun raffles, lots of excitement, and time spent with friends and family was the proper mix for those in attendance.

"We had a great time as usual", declared Local 30 Executive Board Member Annie Watson who sponsors the event each year. "Everyone who comes out with us loves this event. We have many members who come each year and we have grown each year with new members as well. It is always a lot of fun and sometimes we even have some big winners too."

Annie has sponsored the Los Angeles area event for the past 9 years. Each year the event grows in popularity and more and more Local 30 members and their families attend. The day includes admission and valet parking as well as a full buffet, raffle prizes, and plenty of opportunities to hit the big one too.

"I drive up from San Diego every year for this", stated Local 30 Executive Board Member Carmen Corral. "I wouldn't miss it!"

Just take a look at the pictures and see for yourself what a great day they all had. Don't miss next year's event, details coming soon.



Union Members Taking On Total Health

Why The Coalition of Kaiser Permanente Unions Wants You To Get Healthy

By Andrea Buffa

It was not your typical union shop steward meeting.

Just before it got started, when participants might normally be swapping gossip over coffee and a pastry, two stewards were sitting on the floor having their flexibility level tested. Several others were waiting to have their blood pressure checked. Others were going from table to table to learn about the total health assessment, body mass index, the flu shot and colorectal screening.

“This is a trial balloon of sorts,” Walter Allen, OPEIU Local 30 Executive Director and Chief Financial Officer, told the approximately 100 shop stewards attending the daylong health fair and “total health” leadership training seminar. The seminar was one of several recent events kicking off a new total health campaign by the Coalition of Kaiser Permanente Unions to get union members involved in health issues within the workplace, in their homes and out in the community.

“We want to make sure we are not less healthy than the people we are treating,” Allen said. “Are you willing to participate in this experiment?”

Many said they were. They tasted the quinoa salad that Chef Mark Atkins, Assistant Director of public food services at San Diego Medical Center, offered at the end of his presentation on healthy eating. They pressed their thumbs into their temples during the presentation on using acupressure for pain and stress reduction. They even did a little aerobic exercise along with Rae Boganey, MD, of the Clairemont Mesa Medical Offices, during her high-energy session about establishing good fitness habits.

‘Practice what we preach’

“As employees, we need to practice what we preach,” says Cathy Young, Local 30’s vice president and an LVN at La Mesa Medical Offices, who conducted the fair’s blood pressure checks. “In the United States, we live unhealthy lives. It seems like half of us are obese. I don’t know if it’s because we work a job or two and when we get home we’re too tired to cook or exercise. As far as



the workplace, there’s not enough nutritional food around us, so we drink sodas, we eat fast food.”

As the campaign takes hold, coalition union members are joining efforts to improve access to fresh fruit and vegetables in poor communities and provide education about exercise and healthy eating in schools. They also are learning about how they and their families can become healthier.

“It makes complete sense that health care workers would take the issue of health care out of hospitals and medical centers and into communities,” says John August, Executive Director of the Coalition. “We know better than anyone else that a wave of preventable chronic diseases is threatening to overwhelm the nation’s health care system.”

Center stage at the Union Delegates Conference

The campaign was an integral part of this year’s Union Delegates Conference: At 10:30 a.m. on Friday, March 23, hundreds of coalition union members took over the entryway in front of Grauman’s Chinese Theatre in Hollywood wearing green “You Gotta Move” conference T-shirts. Sweat dripped from their foreheads, but they smiled broadly as they jumped, jogged and danced to Beyonce’s song “Move Your Body,” which she rewrote to support First Lady Michelle Obama’s campaign to eliminate childhood obesity. Their flash mob and its total health message made it into the LA Daily News the next day.

“It was exciting—as we were chanting and dancing, people were jumping in and

joining,” says Veronica Hernandez, an appointment clerk at Woodland Hills and member of SEIU UHW. Hernandez is enthusiastic about her union’s participation in the total health campaign: “It (chronic disease) affects my immediate family, so I’m more aware of the problem.”

Down the street at the corner of Hollywood Boulevard and Highland Avenue, other coalition union members distributed fliers to tourists and educated them about the need to do 30 minutes a day of physical activity, five days a week, and to understand the importance of their Body Mass Index (BMI). A

few blocks away, nurses from UNAC/UHCP performed BMI, stress and blood pressure screenings at a Hollywood senior center.

“The fun part is to meet the community and talk to the seniors and the elderly and help them in any which way we can—just giving back,” says Cindy Klein, a UNAC/UHCP member and nurse at Riverside Medical Center.

Promoting health is a union issue

Meantime, Dave Regan, the president of SEIU UHW, is on a mission to convert any coalition union members still unconvinced that promoting health is a union issue to the total health cause. He says union members can play a big role in addressing one of the root causes of the health care affordability crisis—obesity and chronic disease. According to a landmark study by the Emory University School of Public Health, 43 percent of Americans will be considered obese by 2018 and obesity will account for more than 21 percent of health care spending. That is because obesity increases the risk of a number of preventable and very costly-to-treat chronic diseases, including diabetes, heart disease and high blood pressure.

John August agrees.

“Unchecked, health risks and chronic disease will, in the near future, derail any hope of economic improvement for the majority of our people,” August says.

No wonder the unions that were innovative enough to create Kaiser Permanente’s Labor Management Partnership are thinking outside

continued on Page 7

Is This The Time To Stop Renting And Buy?

FACTS:

1. Rents are increasing due to increased demand from foreclosed homeowners.
2. Builders in San Diego battle regulation and shortage of land. Limited Supply.
3. Result: Rapidly rising rents. Rents rose by 4-8% last year and are expected to do the same this year.
4. Interest rates are at a 40 year low. If you can lock in these rates now your mortgage payment will never increase.
5. Essentially the outflow of cash for housing (rent or mortgage) will remain fixed with a mortgage and will increase if you rent.
6. The Mortgage Interest Deduction (MID) makes housing even cheaper. If you buy right, your cost of living in a home can be LESS than renting.
7. Lack of a Down Payment or Poor Credit is no longer an excuse. It is Possible to

buy homes with 3% down and credit is not important in most cases. You do need a job though, and readers of this article have one of those.

NOW is the time for renters to examine the option of buying.

We have negotiated a No Cost, No Obligation session for Union Members. Frank Atrash Realty will look at your situation and do a side-by-side comparison for you. Then YOU decide.

PLEASE do not let this opportunity pass you by without at least examining the possibility. ■

Frank Atrash is and Owner/Broker at Frank Atrash Realty and was instrumental in OPEIU obtaining their "home" on Mission Gorge Road, He can be reached at FrankAtrashRealty@gmail.com or at 619-739-0008. His blog can be found at www.FrankAtrashRealty.com.

President's Report

continued from Page 1

America is far too expensive which has made it difficult for people to afford and for employers to provide. Many working Americans today go without health insurance because their employers no longer provide it due to the overwhelming cost to their companies. The crime in this is that the risk that always exists with health care is passed along to the individual because anything that happens becomes the burden of that person and is not shared by a large group of insured people. The cost must come down in order to solve the problem.

There is only one way to effectively reduce the overall cost of health care and that is to use less of it. For example, it is far less expensive for a health plan like Kaiser to pay for the cost of a colonoscopy than to treat a patient for colon cancer. Regular mammography screening is much less costly than treatment for breast cancer, and on, and on. The mission of health care providers like Kaiser has always been to minimize disease and thereby suffering, but the cost side of the equation is not often considered. With the health care crisis in America today, the cost side is of greater importance than ever before.

Our plans which are still developing as we speak are intended to get everyone that works at Kaiser to focus more attention on their own personal health. We will educate about cholesterol, BMI, blood pressure and the like. We will work together to make sure that we get all of our regular screenings that prevent horrible diseases. We will sponsor events that promote exercise and healthy eating habits. And we will succeed in improving our overall health and lowering our overall costs for care.

The idea that we as a group of people could improve the health of that group and lower our costs at the same time is one that we at Local 30 would like to share with our entire membership. What is good for some of our members can be great for all of our members. And what is great for our members can also be wonderful for our families as well. Living into old age is a goal we all share watching our children and grandchildren grow into the people we hoped they would be. Living that dream is made far better with good health. The efforts we make today will make our tomorrows much brighter. Watch for much more news and information about these efforts in the very near future. And be well. ■



CONGRATULATIONS

Karen Hill, Local 30 member, who works in Environmental Services received an outstanding service award for her work in the Rancho San Diego facility. ■

Union members taking on total health

continued from Page 6

of the box once again on the issue of health.

Weight of the Nation documentary screenings

The next actions planned for the coalition's total health campaign are in-facility screenings of the upcoming HBO series *Weight of the Nation*. The series, which is being supported by Kaiser Permanente, the National Institutes of Health, the Institute of Medicine, the Michael and Susan Dell Foundation, and the Centers for Disease Control and Prevention, airs on cable television on May 14 and 15, but coalition members and others within KP have been given access to a 10-minute highlight reel. Coalition union members, in collaboration with managers at their facilities, will show

the highlight reel at short teach-ins, where attendees also will be given ideas about what they can do to promote health and prevent obesity.

"It is our obligation to promote and protect the health of our communities, and health extends far beyond the walls of our hospitals and clinics," Regan says. "And a big part of this campaign is improving our own health."

The *Weight of the Nation* documentary series will be available to all cable television subscribers, not just HBO subscribers. HBO will offer an open signal on May 14 and 15 to encourage viewing of the series. After May 15, *Weight of the Nation* will be available on the HBO website. ■

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Thank you for supporting your union.

Pain & Stress Reduction

continued from Page 4

in pain and discomfort by increasing blood flow to the area. I teach a class once a month in my wellness center about some of the points you can identify and use pressure on at home – or better yet, have someone else apply the pressure.

If you have not yet learned these specific points, you can still use the pressure or trigger point technique. Simply apply pressure to any area of discomfort at 60 percent of what you can handle (that is a 6 out of 10, on your own pain scale). You can press a point or you can grab or tap an area. Hold or continue that level of pressure and wait. The pain should start reducing. It can take a few seconds up to a minute or more. Once the pain level seems to hold steady at a lower level, remove the pressure.

So, what is the difference between trigger point therapy and needling therapy (or acupuncture)? Trigger points can be used as a management tool and acupuncture can help address and correct the underlying cause of those symptoms. Hair-thin, sterile needles applied gently to acupuncture points have

a dramatic effect on the nervous system. It alerts the brain to the problem area. The brain, in response, sends a high amount of blood flow through that area AND restores the nerves and muscles to regular function. Acupuncture has a local effect and a systemic effect. It triggers tissue repair, a reduction in inflammation and the circulation of vital substances in the blood at the local site of the needle. But it also turns off pain signals and resets the nervous system to interrupt chronic pain cycles.

Although acupuncture is the most powerful way to break this pain and stress cycle, there are other things you can do right now to help. Your brain stem produces a natural substance called serotonin. Serotonin improves mood and reduces pain. There are several ways you can trigger production of serotonin at home. First, get the lights off at night and get early morning bright light (sunlight) into your eyes. This will restore the circadian rhythm so that serotonin converts to melatonin while you sleep and then you build up stores of serotonin. Another way to build up your serotonin stores is to eat more

dark leafy green vegetables. They contain more tryptophan per weight than any other food. Tryptophan is an amino acid that converts into serotonin. Finally, make sure you are stabilizing your blood sugar and optimizing your digestion. This is important because serotonin is produced in the brain but also 98%-99% of serotonin is produced in the gastro-intestinal tract.

All these tools, techniques and information mean nothing unless you implement them as part of a functional health plan. As you re-assess your standards or health, keep in mind that YOU are the center of integrating the best of all medicines. You must think integrative and focus on thriving (not just surviving). Most importantly, don't wait. Be proactive (not reactive) in your healthcare. Stop living in fear. ■

For more information or to contact Dr. Mancini, please call Center for Integrative Care at 619-287-4005 or e-mail drmancini@manciniacupuncture.com. CFIC is located in Mission Valley and can be found on Facebook and at www.centerforintegrativecare.com.