

Fetus to Fifth Grade

*The Most Recent Scientific
Research on Pregnancy
and Parenting*

by

David V. Schapira, MBChB, FRCPC



Eloquent Books

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To: Nemid, Mark, Suzanne and Lynsey who inspired me and to all the mothers who carry and raise little miracles. Here is a guide that will hopefully make the journey a little easier.

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1

The Changing Landscape and Improved Opportunities for Women

Being a mother is the most rewarding and fulfilling experience there is. This statement is easy to justify. Motherhood involves satisfaction, fulfillment, joy, happiness and contentment. It also is a challenge that involves sacrificing, sharing, nurturing, responsibility, commitment, giving love and ownership.

One very important aspect of the experience, an aspect that humans seek or crave, is novelty. Novelty and unpredictability stimulate the brain, the striatum, to produce dopamine- the neurotransmitter associated with reward and pleasure. There are going to be so many thoughts, so much anticipation and so many experiences that it would be beyond the budget of most multimillionaires if they wanted to get that degree of mood elevation on an almost continuous basis using recreational drugs. You are certainly going to experience plenty of novelty with a baby, infant and then toddler over the next few years.

The past twenty years have seen improvements for women in the workplace that require decisions regarding career, home life and financial security.

- In 2005, 51% of American women lived at home without a spouse. This is the highest rate in history.
- Births to unmarried mothers reached a high point of 33.4% of all births this past decade.
- Children living with biological parents dropped from 83.4% in 1970 to 60.4% in 2000.

- More mothers are in the workplace than ever before in history (62%) and now women make up half the American workforce.
- The percentage of women who earn more than their partner and the percentage of women as the sole breadwinner are at a high point.
- Unmarried couples raising children has increased eight-fold in the past twenty years. In 1977 204,000 unmarried couples lived together and raised children, by 2000 this number had raised to 1,7000,000.
- Career opportunities and financial status has changed for women over the past few decades. The proportion of degrees awarded to women has dramatically increased. Almost 60% of University degrees are earned by women in the United States and 80% of these degreed women are in the labor force.

	1960	2000
	(%)	(%)
PhD	10.5	48.9
Medicine	5.5	42.7
Law	2.5	45.9
MBA	3.6	39.8
Dentists	0.8	40.1
Pharmacy	12.4	65.7

Whatever your circumstances are there is one statistic that stands out- having children is the major factor in becoming bankrupt. Unmarried mothers with children are three times more likely and couples with children two times more likely to file bankruptcy than men, women or couples with no children.

This information does not mean that you should not raise a child by yourself or get married and live with someone you don't care for or put your career on hold for a period of time. It does mean that you can make informed decisions,

and most importantly plan ahead, and whatever your decision or situation you are not alone.

Pregnancy and child care is an entirely new experience even compared to ten years ago and varies with age, career and financial status. Pregnant women and mothers often say “No one or nothing prepared me for this.” Well now you will be prepared for, and be able to plan for, the most important aspects of pregnancy and childcare.

You may find it helpful to read the part of the book that deals with after your baby is born while you are still pregnant because it is extremely unlikely that you will have time to take a shower never mind pick up a book after your baby is born.

There are six important areas that we will look at and you will be able to evaluate the latest research and scientific evidence so you can maximize your decision making and planning.

1. Planning for future employment, ensuring financial stability and carefully budgeting for before and after your baby’s arrival.
2. Taking control of your weight gain, sleep and the psychological effects of pregnancy.
3. Maximizing your baby’s brain development through your actions while pregnant and after baby is born.
4. Managing a new born baby and negotiating the difficult first three months.
5. Interacting with your infant so you can make sure your baby has a happy, secure and fulfilling first three years.
6. Using structure, rules, boundaries and delayed gratification to set your child on the right path for being an adult.

2

Career, Employment Choices and Financial Planning for the Future- Balancing Home vs. Work

The number of mothers working has risen from close to 0% in 1950 to 55% in 2005 and is now 62% in 2010. There has been a drop in working married women with college degrees and children under 1 year old from 70.6% in 1997 to 62.9% in 2005.

These have been significant changes in the last three to four decades for mothers and work. Not only are many more mothers working but they are returning to work sooner. In 1965 only 21% of mothers of their first child returned to work in six months but in 2002 over 70% of women returned to work in six months. Part of the incentive to return to work is that women are being paid more equitably. The Bureau of Labor Statistics show that women's earning had risen to 81% of men's in 2005 and now one third of women out earn their partner.

What happens to your salary if you stay home for a year or even three years? According to a study by the Center for Work Life Policy in 2004, if you were away from work for up to 1 year women experienced a 11% reduction in salary and away from work 3 years resulted in a 37% reduction in salary. Importantly, bear in mind, these figures do not include loss in retirement funding.

Being married or cohabiting enhances a woman's income. A study by Audrey Light from Ohio State University in 2004 showed that women's adjusted income increases by 50% if she is married or cohabiting. The household income has risen 60% for married men, married women and unmarried women between 1970 and 2007, but only rose 16% for unmarried men.

In 1970 only 19% of wives were more educated than their husbands but in 2007 the figure rose to 28%. This shift has helped greatly in the financial crisis period of 2007 to 2009 with the accompanying loss of well paid manufacturing jobs for men. The result is that the number of women who are sole breadwinners reached an all time high in 2009. The number of stay-at-home dads also increased. About 963,000 mothers or 4% were the only parent in the work force, the father as the only worker fell to 28.2%, the lowest number since 2001. The effect of this reversal is viewed as stressful. Top Sante magazine surveyed 5,000 women in London and 88% felt more stressed, 76% said they were working so hard that it was damaging their health and 74% said the lifestyle of the 21st century will shorten their lives.

What are your options

There are now several options to mothers. You can return to work full time, return to work part time, return to work with flexible time where you work part of the time at home, stay home full time and even start your own business or consult from home.

Let us look firstly at what most women are doing according to a huge analysis from the United States Census. This data involved 10,311,000 women who were married, their husband had a full time job and they had at least one child under the age of six.

	Work Activity of Mothers		
	(Total of 10,311,000 Mothers)		
	Full Time	Part Time	Not Work
	34.8%	33.0%	32.2%
Family Income			
Over \$50,000	75.7%	63.6%	49.2%
Under \$50,000	24.3%	36.4%	50.8%
Median Income	\$ 68,900	\$ 60,460	\$ 48,800

It is interesting to notice that this enormous sample of women is divided almost exactly into three equal groups. Two other points are worth making. Firstly, in the group where the husband made less than \$50,000, almost 50% of wives elected to stay home. This strategy can make economic sense depending on the earning power of the wife. As we will see the cost of child care, additional travel and expenses can nullify the second income. Secondly, the difference in median income is somewhat modest between the part time working groups and the full time working group.

Economics of the Family

While thinking about going back to work it is essential to look at the whole picture of the economy of the family. Let us look at an average family, their income, taxes and expenses. You will note some important factors that need to be taken into account.

1. A women's earning is not taxed as an individual but together with her husband's. For instance a woman earning \$30,000 a year married to a man making \$60,000 a year is taxed together at a rate of 48%. Social security tax (8%) and local and state taxes (8-10%) will also have to be taken out.
2. Child care expenses are not deductible as a business expense and can cost \$5,000-\$10,000 per year.
3. Work related expenses such as clothing, meals and travel can add another \$3-\$4,000 to the budget per year.

Let us take the median income of the 10,310,000 working mothers from the census and calculate what the discretionary income is for each group. Let us assume that day care expenses for a year are \$5,000. This is a very conservative amount. Data from the National Association of Childcare Resource and Referral agency which is a network of more than 805 child care resource and referral centers estimates

the cost of childcare for an infant to be \$3,800-\$13,500 per year.

Nannies charge \$400-\$700 per week and often \$50 additional for each child. At an average of \$520 per week the nanny's annual salary would be \$26,000 for 50 weeks and an additional \$6,000 in taxes, benefits and insurance. So you can see that the \$5,000 child care expense is quite conservative. The work expense estimate was also kept reasonably conservative at \$3,500 per year full time or \$1,500 part time. The figures below are approximate and could vary somewhat from family to family, but I think the overall picture is quite telling.

	Work Status of Mother		
	Full Time	Part Time	Not Working
Family Income	\$ 68,900	\$ 60,460	\$ 48,800
Tax	\$ 22,700	\$ 18,700	\$ 12,200
Day Care	\$ 5,000	\$ 2,500	—
Work Expenses	\$ 3,500	\$ 1,500	—
Health Insurance	\$ 1,600	\$ 1,300	\$ 1,000
Family Income	\$ 36,100	\$ 36,460	\$ 35,600

Married working mothers pay the highest taxes on their income. Tax expert Edward Mc Caffery has commented that mothers may not lose money by working but with a \$30,000 annual income can expect to end up with \$1,000 to \$2,000. This statement is borne out by the example of the three families and the mothers work activity. Michael Boskin, chairman of the council of Economic Advisors under President George H. Bush wrote that the net effect of the tax system was to drive female labor out of the market and into the home. A great deal of credit goes to Elizabeth Warren, Professor of Law at Harvard Law School for highlighting the fallacy of a two income family's perceived greater financial comfort and drawing attention to the high rate of bankruptcies in families with

children due to the increasing expense of housing and cost of good schools. This scenario is detailed in the book “The Two-Income Trap” written with her daughter Amelia Warren Tyagi, co-founder of the Health benefits for Health Allies.

Let us now look at what mothers would prefer to do. Studies by the Pew Research Center showed that in 1997, 32% of mothers wanted to work full time, 48% part time and 20% not working. In ten years a change had occurred so in 2007 only 21% wanted full time work, 60% part time and 19% not working.

Home vs. Work vs. Career

Before thinking or planning whether to work or not and what work scenarios appeal to you it is important to bear in mind certain factors:

1. You may change your decision after you have given birth. Holding your baby and nurturing the baby may completely change your desire to go back to work.
2. After a torrid first three months at home with your baby, feeding schedule and diaper changing you may beg your employer or boss to take you back and you’ll work for free just to get out of the house. In other words full time mothering isn’t for you.

The desire to interact with babies and children is a fundamental question to evaluate. The answer is not obvious. In a large survey lead by Nobel Prize winning psychologist David Kahneman of 909 employed women the researchers found that the women rated interaction with (in decreasing order), friends, relatives, and spouse more enjoyable than interacting with their children. They also rated intimate relations, socializing, relaxing, praying, eating, exercising, watching TV, shopping, preparing food, on the phone and napping ahead of “taking care of my children”. Again this list is in decreasing order of enjoyment-with children 12TH on the list.

What may work for you is a balance of part time work and the rest of the time at home.

You can discuss plans and options with your spouse, partner, friends, colleagues and other mothers but of course the decision needs to be the right one for you. There are certain problems with coming to a decision because you are dealing with the unknown regarding the relationship with your baby such as:

1. Will you find missing milestones like crawling, walking, or talking and hearing about them secondhand too difficult.
2. Will you be jealous of the bond between your nanny/caregiver and your baby.
3. Will you be able to learn how to be in sync with your baby's needs, feelings and preferences when you are just spending evenings and weekends with the baby. Most working mothers are able to develop a strong bond with their babies with this limited interaction.
4. Will you become isolated and depressed at home alone with the baby. Does staying at home all day drive you crazy.
5. If you go to work will you miss your baby all the time and actually not be productive or efficient at work.
6. Will you feel jealous and compromised talking to friends who are continuing with their careers.
7. Can you strike a compromise and return to full time work at 3 months, six months or a year and in the meantime work part time or flex time or even continue these two options instead of going full time.

It will be helpful to list your priorities in order. They could be your baby, spouse or partner, family, career, financial security, luxuries, travel or continued study or education. Remember the priorities and strength of preferences may change when baby is born.

Some aspects of your current job or the type of work you do are also worth factoring in:

1. How flexible is your job and boss. Could you take time off if your baby or baby sitter is sick.

2. Can you come in late or leave early if there is an emergency.
3. Do you normally work long hours, or work weekends or travel.
4. Is your job stressful or high pressure. Can you cope with that stress during the day and cope with the taking care of your baby even if your baby is easy to handle, never mind a fussy or colicky baby.
5. If you work, will your partner or spouse help out with baby care, shopping, cleaning, cooking and laundry. I will discuss this in more detail later but men contribute 30% to these tasks, which actually is an improvement compared to forty years ago when they contributed 12%.
6. Will you have the energy to work, take care of your baby and take care of your relationship with your husband/partner. Often what suffers in a two income family is the relationship with the spouse. The first year after a child is born is the toughest for couples. More divorces occur at this time than any other time with the exception of the first year of marriage. The divorce rate has doubled from 1965 (258 divorces/100,000 marriages) to 2000 (515 divorces/100,000).

It is interesting that studies have shown that almost two thirds (64.9%) of divorces are initiated by women- in fact both spouses agree that the wife initiated the divorce. The reasons are not because of adultery, wife beating or other grave offenses but because the woman complained of “losing a sense of closeness” or “not feeling loved or appreciated”.

Recommendations

1. Carefully lay the ground work with your boss and company so your employment, while pregnant, is as fulfilling as possible.
2. Be very open minded about your plans after your baby is born. If you are honest with yourself you will

- discover the home to work scenario that is most satisfying to you and your family.
3. Family and friends advice is helpful but you can see that one third of women stay at home, one third work part time and one third work full time. There is no right or majority scenario.
 4. Carefully research child care early on in the pregnancy while you have time to do it.
 5. Go over your family budget with your partner/spouse and even an accountant to get realistic estimates for your specific family budget.
 6. If you decide not to go back to work, make absolutely sure you leave your job with an excellent intact relationship with your boss and company. You may want to go back to work there again and even if you try to obtain a job elsewhere you will need a reference from them. If you don't cite them as reference, a red flag will go up and most likely someone will call your previous employer for an "unofficial evaluation".

Cohabiting Mothers

Couples that cohabit have increased from 2.9 million in 1990 to 3.8 million in 2000 according to the census. Almost 40% of children born outside marriage, about half a million babies, are born to cohabiting couples. As slightly more than 4 million babies are born annually in the United States, this means that 12% of babies are in a cohabiting household.

A 2000 study by Bumpass and Hen Lu at the University of Wisconsin found that half of cohabiting relationships lasted a year and 16% made it to three years and 10% lasted 5 years or longer. A survey by the Department of Health and Human Services of cohabiting women aged 30-34 revealed that 5.6% of the relationships were intact, 33.6% had broken up and 60.8% had progressed to marriage. Unfortunately 60% of those marriages ended in separation or divorce.

Money and a meeting of the Mind\$

It is very likely that you and your partner will have different attitudes to spending and saving money and different track records. If you do not have an open communication about money and the future you may be in for some unpleasant surprises. The points outlined below refer to married mothers as well as cohabiting mothers.

A child is an enormous expense and how the expense is managed needs to be discussed openly. Below are some points and suggestions that you should discuss with your partner.

1. Each of you should get a credit report and share it with your partner. The report will outline each person's financial level of responsibility and each person's degree of liability.
2. Fully disclose your debts- credit card debt, car or student loans for example.
3. How much of your own money can you spend independently-\$250 or \$1,000?
4. Who pays for eating out or holidays.
5. What kind of home are you aiming for- \$100,000 or \$500,000.
6. Are you going to have individual accounts or a combined account.
7. Each person should be responsible for their management of money. If one person mismanages their money, they are responsible for correcting the mistake. Lack of accountability, along with entitlement, are important causes of financial mismanagement.

Recommendations

1. The more precarious or potentially unstable a relationship may be the more a mother has to plan for as much financial security for herself and her child. In a survey of 12 million mothers regarding receiving

child support: None awarded 41.5%, awarded but not received 14.8%, partly received 16.8% and fully received 26.9%. In other words more than half the mothers received no child support. According to a 2002 census survey, the average amount received annually was \$3,844 to all single mothers, divorced mothers received annually \$4,611 and never married mothers received \$2,676.

2. Going back to work full time or continuing a career is a sensible plan in view of potential instability and spousal support payments.

Single Mothers and Teenage Mothers— Economics and Family Support

In 2001, one third of American infants (33.4%) were born to girls and women who were not married. This rate has increased from 18.4% in 1980 and 5.3% in 1960. There is a perception that an unmarried mother with a child has a stigma attached that could hamper her finding a husband later. Actually, fortunately this perception is incorrect. This important factor was evaluated in a study by Russell Sage Foundation. They wanted to determine if unwed mothers reduced their chances of marriage later. Among women who avoided premarital motherhood, 88.3% found a husband by the time they reached 40. Encouragingly, among unmarried mothers 71.7% found a husband by the time they reached 40. They generally married someone who was not the baby's father.

The number of women living without a partner has increased and in 2005, 51% lived without a partner. Very careful financial planning with hopefully some support from family members is really essential. The bankruptcy rate for unmarried women with children in 2001 was 21.3/1000 women. In 1981 69,000 women filed for bankruptcy, in 2000, 500,000 filed and it is estimated that one in six or three million women are projected to file for bankruptcy in 2010. Three quarters of American children raised in a one parent

household will experience poverty before the child turns 11 years old compared to only 20% of children raised in a two parent household.

Teenage Pregnancies

The United States leads the developed world in teenage pregnancy by a very wide margin. The rate in the U.S. has more than halved in the last fifty years. In the 1950's there were 93.3 births per 1,000 girls aged 15-19 years, the current rate is 42.5 births per 1,000 girls. This rate is still higher than the United Kingdom (26.7 births) Canada (13.3 births) France (7.8 births) Japan (5.1 births) and the Netherlands (3.8 births) per 1,000 girls aged 15- 19 years.

It is important to address a common misconception that teenage mothers are bad or irresponsible mothers. Research shows that when teenage mothers were compared to other mothers with a similar socioeconomic status there is little difference in the outcome of their children with regard to criminality, substance abuse or dropping out of school. The age at which a woman gives birth is far less consequential for how her child develops than more important factors such as education, level of income and whether she suffered physical or emotional abuse.

Studies that compare single parent households and two parent households with similar levels of income, education and emotional harmony fail to show any difference in the future development of the child. A study looked at 23,000 adult men raised by single mothers. These men had income and education levels that were roughly equal to those raised by two parents. In fact research shows that children from single mothers tend to fare better emotionally than children from high conflict marriages or homes where the father is emotionally absent or physically abusive. Also teenage mothers start to mature rapidly and behave responsibly once they have an offspring to take care of. Teenage mothers are more motivated to finish school and find a job compared to

their female peers. Teenage mothers are also less likely to engage in self-destructive behavior such as suicide, drug abuse or participation in gangs. Joan Moore, sociologist at the University of Wisconsin and an expert in this field calls this behavioral change in young women who give birth “a conversion to conventionality”.

The Presence of Social Support

The presence of social support and involvement in the infant’s care of family members, particularly the grandmother, results in a much more positive outcome. Stephanie Coontz and other anthropologists have shown infants born into poverty, at low birth weight or premature, or to a teenage or unmarried mother tend to do better cognitively, emotionally and physically if they grow up in an extended family. A vast literature demonstrates that mothers with social support are more responsive to their infants’ needs. The involvement of a grandmother also affected the mother’s decision to keep rather than abandon the baby, even more than the mother’s actual income.

The presence of a grandmother in the same household with a teenage mother increases the chance that infants will forge more secure attachments to their young, inexperienced mothers. These infants also test better on cognitive development, possibly because of greater interaction. A benefit was also seen when low birth weight infants are born to teenage mothers, their health and cognitive outcome was improved.

Time and again the mother’s perception of social support and the infant’s sense of security matter more than material resources. In a study by David Olds and colleagues at the Prevention Research Center for Family and Child Health at the University of Colorado in Denver, trained nurses were sent to the houses of first-time expectant mothers. They made six or seven visits during pregnancy followed by 21 visits between birth and the child’s second birthday. When evaluated fifteen years later and compared to children of mothers’

who were not visited, the children of visited mothers were more emotionally responsive, less likely to exhibit emotional vulnerability when exposed to fearful stimuli, they learned language sooner and had higher scores on the Mental Developmental Index. They were also significantly less likely to be abused by their mothers.

Recommendations

1. You are in a very financially vulnerable position. You will need help with your baby and some financial support from your family.
2. If you are separated or divorced you are entitled to financial support from the father. You may consider getting an attorney to assist you getting child support.
3. The money you receive must be paid to you. Under no circumstances should expenses such as mortgage be paid for by your ex- partner or ex- spouse. You will one day get a letter of foreclosure from the bank because the last three payments have not been made by your ex- partner and the bank will foreclose on your home. You weren't even aware that the payments were not being made until it was too late. A judge is powerless to help you.
4. You should not have joint checking accounts or consider buying a home or car with your boyfriend.
5. If someone is paying your bills there will be strings attached.
6. Only use one credit card and cancel the others. It gets rid of the temptation and increases the possibility for credit for a home loan.
7. Pay your bills on time. Late payments will adversely affect you credit score which will increase the amount on your automobile insurance and increase the rate on any other money you borrow.
8. You must set up a detailed budget for income and expenses, and keep to it. One way that helps you stay

within the budget is to take out the weekly amount in cash and when the cash is gone you don't allow yourself to spend more.

9. You must get yourself out of debt. If you take your credit card interest rate which may be 20-22% divide that number into 72, that is how long it will take for your debt to double in size i.e. at 22% interest rate your debt would double in 3 years and 3 months.
10. Use coupons for food and beverages but only for items that you buy normally.
11. For further money saving tips go to www.thefrugallife.com or www.savvydiscounts.com

Positioning and Job Planning for the Future Telling your boss and company that you are pregnant

Firstly it is helpful to find out if your company is family friendly. Working mothers magazine has compiled a list of 100 best companies and 81 of these offered a "phase back" plan for new mothers. This plan lets mothers phase back into work at their own pace after maternity leave. The personal pursuits program at Deloitte and Touche lets former employees stay connected through freelance assignments and career coaching. The Full Circle program at Price Waterhouse Coopers lets women take up to five years unpaid leave while staying connected to the firm through mentoring classes, free training classes and networking events. At IBM women work with managers to map out a personalized strategy for returning to work. Best Buy allows some of its corporate employees to set their own hours and work entirely from home. The Families and Work Institute reports that 31% of organizations allow employees to work from home or off-site on a regular basis and 73% allow extended career breaks. Many agencies within the federal government encourage employees to work at home and have flexible hours. These arrangements increase loyalty and motivation among the staff. In 2005 140,000 federal employees or 19% of the work force

worked by telecommunication, almost double the number of employees involved in 2001. One option is to get some guidance how to achieve your parental leave by resourcing www.workoptions.com founded by Pat Katepoo.

Timing

Make absolutely certain that your boss is the very first person at work that knows that you are pregnant. You must maintain the trust and loyalty if you are both going to collaborate on your maternity leave project. Do not tell best friends at work or colleagues you are pregnant before you tell your boss. In my experience the vast majority of people are incontinent with information and the more spicy the information the greater the urge to pass it on. Do not forget that a coworker may well want to pass the news on to sabotage your relationship with your boss with an eye to taking your job. In bad economies such as this one, office sabotage is rife.

You may be experiencing nausea and vomiting during the first trimester and may be going to the toilet frequently to vomit, or if you are experiencing fatigue during the first trimester co workers may guess what is going on and so your secret will be out. This situation is another reason to tell your boss sooner rather than later.

Your Rights

The Pregnancy Discrimination Act of 1978 does not allow discrimination based on pregnancy or child birth. Employers must treat you the same as they would treat any employee with a medical disability. However if the pregnancy affects your production, or you come in late frequently, your employer may be able to terminate you or place you on unpaid leave. You cannot be passed over for promotion or fired solely on the basis of being pregnant. Complaints can be lodged with, or information retrieved from The Equal Employment Opportunities Commission at www.eeoc.gov.

The Family Medical Leave Act of 1993 requires that all public agencies and private sector companies that employ at least 50 workers within a 75 mile radius are subject to regulation under this act. If you have worked for such a company for at least a year (or 1,250 hours during the year) you are entitled to take 12 weeks of unpaid leave during your pregnancy. During your leave you must continue to collect all benefits (including health insurance) allowed to employees on disability leave and when you return to work you should be restored to an equivalent position with equal pay and benefits. The Wage and Hour Division of the U.S. Government, Department of Labor in your community can give more information on the Family Medical Leave Act.

What To Ask For

Firstly you should be aware that California and New Jersey offer government paid maternity leave and there are movements in other states to introduce paid maternity leave so be sure to find out the situation in your own state.

Before you ask for anything from your boss relate to him a positive, appreciative preamble such as “Mr. /Ms. Smith, firstly I wanted to let you know how much I enjoy my position and working for you. I appreciate your mentoring and how you have let me grow in the job. I wanted you to be the first in the company to know that I’m pregnant. I’m obviously very excited about this but I am also excited to continue my career. As I mentioned I certainly value my relationship with you and the company and I wondered if I could discuss ways to maintain or continue this relationship”.

Let your boss know that you are confident that you can commit to and execute your plans. It helps if you have a long term relationship with your boss and even better if you are highly thought of. There is a chance that you could ask for and get full pay or percentage for a specified period to time or be eligible for disability pay while you are away. Some bosses may be uncomfortable with your flexible customized

plan to return to work so you could offer to try the arrangement for a trial period. Experience suggests that small differences such as taking one or two days off a month or leaving a little earlier at the end of the day can be agreed upon.

Flexible Alternatives

Nearly 26% of working mothers are working flexible schedules according to the Bureau of Labor Statistics. This figure has nearly doubled from 14% in 1991. According to a recent AFL-CIO survey 28% of working mothers worked non-traditional hours.

Flex Time

More companies allow mothers to decide their own time schedules. These schedules usually include a core working period of time—10am to 3pm. Employers are not concerned about the time worked as long as the work gets done, even at home if necessary.

Time/Income Reduction

It may be possible to arrange a reduction in working hours (1-2 hours/day) with a commensurate reduction in salary. As most workers are not working at full potential all day this can be attractive to employer and employees as long as the work gets done.

Part Time

This involves working part of the day or part of the week i.e. mornings only or afternoons only or three full days a week. Usually part time workers tend to be more productive than full time workers because they arrive at and leave work more refreshed.

Job Sharing

If you find another working mother who has similar qualifications, experience and dependability you can split the job time and the salary. One of you can work mornings, the other afternoons or you work on alternate days.

Home Based

There may be consulting or preparation of reports that can be done at home with less face-time at work or with your boss. You will need a computer, fax machine, copier and phones at home but that is really not an obstacle. Working at home requires discipline and organization. Cleaning the house, making beds, cooking and washing clothes become less of priority until work is done.

Paid Maternity Leave

You may be entitled to paid maternity leave depending which state you live in.

The United States is one of six countries that do not allow mothers to have paid maternity leave. The others are Australia, New Zealand, Lesotho, Swaziland and Papua New Guinea. The table below shows that the United States working population works longer hours per year than any other nation in the world. Allowing mothers time off to nurture their infants for the first few months and still get paid is a practice that over 90% of the countries in the world endorse and actively practice. This seems wise as these countries are investing in their future. Two states, California and New Jersey, now have paid maternity leave. Contact the organizations below that support paid maternity leave to see how you can lend your support.

Country	Average Hours Worked in Year 2000	Paid Parental Leave in Weeks
United States	1877	0
Japan	1840*	14 at 60%
Canada	1801	50 at 55%
United Kingdom	1708	52 at 100%
Italy	1634*	22 at 80%
Sweden	1624	68 at 80%
France	1562*	16 at 100%
Germany	1462	14 at 100%
Norway	1376	46 at 100%
Netherlands	1343*	16 at 100%

*1999 data

From the Organization for Economic Cooperation and Development.

The nine countries on this list that provide parental leave average out at 28 weeks of parental leave at 100% of salary.

There is currently a push to expand paid maternity leave in the United States. One organization supporting paid maternity leave in the United States is Moms Rising and the National Partnership for Women & Families is also an organization that strongly supports paid family & medical leave. www.nationalpartnership.org Additional information about family leave policies and movements within the United States is available at PaidFamilyLeave.org. It is doing so by appealing to each state legislature to obtain maternity leave in that state. The Center for Law and Social Policy is also a leader in the campaign for national paid leave policy and publishes often on the subject. www.clasp.org.

3

Weight Control—Eating for 1 and 1/2,500 People

Weight Gain During Pregnancy

For a large percentage of women the time when they gain the most weight is when they are pregnant. More than 25% of woman gain more than 40 pounds during pregnancy. As you will see 18-20 are due to the baby and pregnancy changes, so the rest of the weight gain 20+ pounds will stay on your body after child birth.

What about women who are already overweight when they become pregnant. Two thirds of the adult population in the United States is overweight or obese. The number of seriously overweight women of childbearing age is increasing. Excessive weight gain during pregnancy leads to increased likelihood of caesarian section and increases the risk of premature, underweight or overweight babies.

The recent recommendations are that these obese women who become pregnant should gain no more than 20 pounds. Previously there had been no guidelines for obese women because they were a small proportion of the population but in the last decade one third of child bearing women are overweight. The average weight gain for U.S. women during pregnancy is 30.5 pounds. The Institute of Medicine now recommends for:

Underweight Women	28-40 pounds
Normal Weight Women	25-35 pounds
Overweight Women	15-25 pounds
Obese Women	11-20 pounds

There is plenty of evidence that women who gain weight within these guidelines do well but women are urged to reduce weight if they want to get pregnant. In fact a recent study from Saint Louis School of Medicine in 2007 found that obese mothers who gained less than the recommended 15 pounds were less likely to develop high blood pressure or deliver by caesarian sections and have normal weight babies. The March of Dimes also echoed the risk that carrying so much weight while pregnant increases the risk of birth defects, labor and delivery problems, fetal deaths and delivery of large babies. Women who gain more than the recommended amount are three times more likely to have an overweight 3 year old toddler.

Luckily the guidelines for weight gain during pregnancy have been appropriately reduced and most women should not gain more than 25 pounds during pregnancy. This does not take into account the fact that at least 35% of women are overweight when they become pregnant. This means that overweight women may need to gain hardly any weight in the first three months of pregnancy. If too much is weight is gained they may well become diabetic during pregnancy with the accompanying harmful effects on the child. These are some lifestyle changes that occur that may help or hinder controlling weight gain during pregnancy. Stopping smoking leads to weight gain but abstaining from alcohol is helpful with weight loss. We should now look at what comprises the weight gain during pregnancy.

Weight Gain during Pregnancy (Pounds)

Baby	6½-8
Placenta	1½
Amniotic Fluid	2
Uterus Enlargement	1-2
Breast Enlargement	1-2
Fat Stores	4-6
Increased Blood Volume	3-4
	22-28½

Most of the weight gained during pregnancy is lost within days after birth leaving the increased fat stores, breast and uterine enlargement to subside later. This list of items includes 4-6 pounds weight gain in body fat. This means that the weight recommendations that allow for a 35 pound weight gain would increase body fat weight by 12½ pounds.

Weight gain in the first trimester should be very minimal—1 to 1½ pounds per month for a total of 3 to 4 pounds for the trimester. If you are overweight then the weight gain should be 1-2 pounds. During the second trimester weight gain should be about a pound a week for a total of 12-14 pounds. In the last trimester weight gain should be about 1 pound per week for the 7th and 8th month and in the ninth month 1-2 pounds. Putting this together the weight gain for the total pregnancy would be 23 to 28 pounds.

First Trimester 1 to 1½ pounds per month

Second Trimester 1 pound per week

Third Trimester ½ to ¾ pound per week overall on average

You will need an extra 70,000 calories during the entire pregnancy. In the first trimester you will need to eat or drink (milk) an extra 150-200 calories a day and in the second and third trimester 300-400 extra calories a day.

Remember the eating for two adage—well the other one you are eating for is the size of your thumb nail (½ inch) at six weeks and the size of your thumb (2inches) at 12 weeks.

Obstacles to healthy eating and weight control

Most people have got used to eating away from the home, either in a fast food restaurant or a sit down more formal restaurant. In 1955 only 25% of the family budget was spent on eating out.

In 2005 50% of the family budget was spent on eating out. The number of restaurants has increased from 1 restaurant

per 1029 people twenty years ago to 1 restaurant per 664 people now.

The financial cost and calorie intake is high when eating away from home. Let us see just how high the calorie count is when you eat away from home. Remember that the calorie requirement for a woman for a day is 1700 calories and eating the recommended 30% the grams of fat would be 55 grams of fat per day. These are not low numbers or diet numbers but normal eating numbers. Now let us take a look at the speed of food.

The Speed of Food

Fast Food

Everyone has heard of fast food. It is a convenience when you are busy and don't have the time to stop and make a meal or even take the time to sit down in a restaurant, be served and wait for the food to arrive.

Sudden Food

There are times when life gets very hectic and you don't even have time to sit down and eat three meals a day. In this case you need to eat something that is faster than fast food. You need "Sudden Food". Sudden food will give you the calories and fat required for a day suddenly in one sitting. You can get sudden food in almost every restaurant or fast food outlet. The following meals are examples of sudden food—after you have eaten these meals you don't need, and shouldn't, eat anything else all day. These meals all provide at entire days calorie requirement and almost 1½ - 2 days fat requirement. The true value of these meals is that they free up so much of your time not having to waste time eating anything else all day. This extra time can be productively used checking e-mail, returning calls and texting.

Sudden Food

	Calories	Grams Fat
McDonald's Deluxe Breakfast	1090	56
Shake 16 fl. Oz.	<u>560</u>	<u>14</u>
	1650	70
Bowl of Wonton Soup	695	24
P.F. Chang's VIP Duck	<u>1485</u>	<u>54</u>
	2180	78
International House of Pancakes		
Chicken Clubhouse Stacker with fries	1710	98

Supersonic Food

There are those times in life when you will be so busy trying to meet a deadline for a project that you can't even waste the time eating for a day, or two, or three. At these hectic times you need to be knowledgeable of, and seek out, supersonic food. Supersonic food will give you two or even three days calories and four or five days fat requirement. Never mind about value meals, these supersonic meals are absolutely invaluable. You are gaining an enormous amount of time not having to eat for almost half a week. Think of how much more productive you will be. I have to mention the last example where you will have to go to two locations, Quiznos and Baskin Robbins, but you can easily see that is worth the inconvenience- three days calories and five days fat.

Supersonic Food

	Calories	Grams Fat
Ruby Tuesday Colossal Burger	2014	141
Ruby Tuesday Chocolate Tall Cake	<u>1275</u>	<u>60</u>
	3289	201
Macaroni Grill Parmesan Crusted Sole	2190	141
Tiramisu	<u>1120</u>	<u>80</u>
	3310	221
Quiznos Large Tuna Melt	1760	133
Baskin Robbin's Large Chocolate Oreo	<u>2600</u>	<u>135</u>
Shake	4360	268

Eating Out In Restaurants

Eating out in restaurants can amount to a culinary ambush. From the examples below you can see that no matter what the type of food outlet or type of international cuisine the calories and grams of fat are very high. You need to be somewhat aware of these numbers so you can avoid certain of the extremely high calorie items. Contrast these numbers with Japanese food which is low in calories and fat.

McDonalds

Sausage with egg, large biscuit	570	37
Deluxe Breakfast, regular biscuit	1090	56
Double Cheeseburger, small fries and apple juice	770	34
Big Mac	540	29
Caesar Salad with grilled Chicken	220	6
Honey Mustard Wrap with grilled chicken	260	9

Burger King

Original Whopper	670	40
Steakhouse Burger	950	59
Bacon, Egg and Cheese Croissant Sandwich	350	19
French Fries Small	340	17
Large	580	28
Large Vanilla Shake 32 fl. Oz.	720	29

Cheesecake Factory

Lemon Herb Roasted Chicken	1790	108
Barbeque Ranch Chicken Salad	1415	113
Famous Factory Meatloaf	1955	96
Cajun Jambalaya Pasta	1960	43
Chocolate Chip Cookie Dough 10" slice	1910	72

IHOP

Chicken Clubhouse Stacked with Fries	1710	98
Harvest Grain N’Nut Combo	1035	65
Colorado Omelette with three buttermilk pancakes	1205	83
Top Sirloin Steak with topping & sides	1780	121

Outback Steakhouse

Baby Back Ribs with fries	2580	n/a
Aussie Cheese Fries—regular	2140	n/a
New Zealand Rack of Lamb	1820	n/a

P.F. Chang

VIP Duck	1485	54
Shrimp with candied walnuts	1235	78
Great Wall of chocolate cake	1440	61

Red Lobster

Crispy Calamari and vegetable starter	1520	98
Lobster, Artichoke & Seafood Dip	1200	74
Ultimate Fondue	1440	80

International Restaurant Food

	Calories	Gram Fat
Italian		
Spaghetti and Meatballs with meat sauce dinner	1700	103
Linguini and Seafood Dinner	1130	71
Veal Marsala	1320	66
Chicken Scallopine	1110	71
Tiramisu	40	29

Chinese

Sweet and Sour Fish	1160	58
Chicken/Shrimp Omelet	990	82
Stir Fried Lo Mein	705	42
Crispy Fried Chicken and Fried Rice	850	44

French

Coq au Vin	800	30
Duck ‘a l’orange	780	35
Veal Cordon Blue	650	25
Lamb Stew	800	30
Crème Brulee	460	40

Cuban

Chicken with Yellow Rice	925	49
Roast Pork Sandwich	640	30

Japanese

Sushi cut roll (California, Salmon, Shrimp) 6 pieces	370	5
Shrimp Tempura and vegetables	320	18
Chicken Teriyaki	260	9

Reading a Food Label

When I was conducting research on nutrition and cancer prevention and on the content of food labeling I found that most people have little idea how to read a food label and to make matters worse the labels are deceptive. We published our findings on the public’s knowledge of food labeling and I testified before the Food and Drug Administration (FDA) proposing recommendations that would make reading food labels easier and prevent deceptive claims.

When you look at a food label, look at the two important items: the calories per serving and grams of fat. A simple manipulation will translate those values into more useful information- what percentage of the product is fat. Learning this calculation will allow you to evaluate whether the food item identified as lower in fat is indeed lower in fat. When a product is identified as “90% fat-free, 10% fat,” the reference is to the percentage of fat by weight. The percentage of calories that comes from fat can be as high as 50 to 60%. If you don’t take the trouble to know how to calculate the percentage of calories from fat, you may be misled into thinking the product is low in fat.

Example A

Calories per serving	200
Grams of fat	5

To calculate the percentage of calories from fat in this food product you must:

Multiply the grams of fat by 9 (the number of calories in a gram of fat). This factor of 9 never changes.

$$5 \times 9 = 45$$

Divide the product in number 1 (45) by the calories per serving.

$$45 \div 200 = 0.22$$

Multiply the answer in number 2 (0.22) by 100 to convert to percent of calories from fat.

$$0.22 \times 100 = 22\%$$

This is the percent of calories in this food product that comes from fat.

Example B

Calories per serving = 50

Grams of fat = 4

Multiply grams of fat \times 9

$$4 \times 9 = 36$$

Divide product by calories per serving $36 \div 50 = 0.72$ Multiply by 100 to get calories from fat $0.72 \times 100 = 72\%$ **Serving Size**

The serving size of food has increased greatly in the past few decades. In an attempt to entice customers with “Value” meals restaurants and fast food outlets will supersize meals at little extra cost to themselves but a large increase in calories and fat. Restaurants can supersize with 73% more calories for a mere 17% in cost. Consider how much the serving size has changed from the 1950’s to 2004.

	1950’s	2004
Burger King Hamburger	2.8 oz 202 Calories	4.3 oz 310 Calories
Mc Donald French Fries	2.4 oz 210 Calories	7.0 oz 610 Calories
Coca Cola soft drink	6.5 fl. oz 79 Calories	16 fl. oz 194 Calories
Movie Popcorn	3 cups 174 Calories	21 cups (buttered) 1700 Calories
Bagel Diameter	3 inches	5 inches

Barbara Rolls at Penn State University has studied the effects of giving four different sized portions to participants on different days. The bigger the portion the more they ate- they consumed 30% more calories when offered the largest portion (1000gm.) compared to the smallest (500gm.). Interestingly the participants reported similar rates of hunger and

fullness despite differences in portion sizes. After the study, less than half (45%) of the participants noticed that there were size differences in the portions served.

Cheeseburger Index

I found that most people have difficulty quantifying number of calories or grams of fat so I invented a cheeseburger index. A cheeseburger is 320 calories on average (Burger King 340 calories, McDonalds 300 calories) and 14 grams of fat. So if we apply this index you will get an idea of the following compared to cheeseburgers.

2 Scoops of Blue Cheese, Ranch or French Dressing	=	2 Cheeseburgers and 6 teaspoons of sugar
3 Handfuls of peanuts (3½ oz.)	=	5 Cheeseburgers and 4 teaspoons of sugar
1 Triple Thick Shake (21 oz.)	=	2 Cheeseburgers and 7 teaspoons of sugar
1 Cinnamon Delight Bagel	=	2 Cheeseburgers
1 Atlanta Bread Company California Avocado Sandwich on Focaccia	=	3 Cheeseburgers
1 Baskin Robbins Fudge Brownie Sundae (16oz. cup)	=	4 Cheeseburgers and 7 teaspoons of sugar

Exercise- Walking The Meal Off

If you are out with co-workers, family or friends on Friday night and relaxing and waiting to eat you may be near a bowl of peanuts. You are probably a bit hungry and decide to grab a handful of peanuts to munch on while waiting to dine later. You are still waiting so you grab another handful and maybe another handful. Why not because nuts are healthy. The three

handfuls of nuts are 1800 calories (600 calories per 3½ oz. handful) and 50 grams of fat. That is your total daily calorie and fat allotment in three handfuls of peanuts. Although nuts are thought as healthy they are in fact extremely rich in calories and fat because they are almost completely composed of fat.

But no matter. You decide to walk off the nut calories over the weekend. Walking at normal speed you burn 3 calories per minute or 180 calories per hour. So to burn off the 1800 peanut calories you will have to walk for 10 hours. Set the alarm for 8:00am Saturday morning and keep walking until 1:00pm then set the alarm for 8:00am Sunday morning and walk until 1:00pm. That's ten hours of walking to walk off three hands full of peanuts. You can see that weight loss or weight control is much easier if you are careful what you eat. As a matter of interest, if you decided to eat the lightning fast combo of Quiznos tuna melt and the Baskin Robbins Shake (4,360 calories) you would have to set aside all of Saturday and Sundays daily and early evening activities because walking off 4,360 calories at 180 calories per hour of walking would take 24.2 hours. Start walking at 8:00am until 8:00pm Saturday night and the same for Sunday.

Simple Ways to Cut Calories and Fat

Salads and Soups

Buy low calorie and low-fat salad dressings. When you pour a ladle (2 ounces) of regular salad dressing on your salad, you are placing the equivalent of a cheeseburger and four teaspoons of sugar on your salad. Most people use 3 to 4 ounces of dressing—two cheeseburgers and eight teaspoons of sugar on their salad. Buy “lite” mayonnaise to put on a sandwich.

One study showed that the calorie content on the plate of the people who had a salad from a salad bar was 1,000. With salad dressing, bacon bits, ham and cheese the fat and calories

can add up. Don't build huge salad condominiums and cover them with rich high-calorie, high-fat salad dressing.

Soup can be filling, replace a meal, and be very low in fat. Lentil or bean, vegetable or chicken and rice soups are low in fat. If you're still hungry eat a salad with low-fat dressing. The whole meal will be very low in fat.

Dairy Products

Drink milk that is low in fat. The label can be misleading. The following list gives the fat content of milk products.

Dairy Product	Percent Calories from Fat
Half and Half	80
Whole Milk	48
2% Milk	37
1% Buttermilk	20
1% Milk	18
Skim Milk	5

If you currently drink whole milk, change gradually by switching to 2% and then 1%. Most people who switch to 1% or skim milk don't switch back to the creamy taste of whole milk.

Eat low-fat cheeses and low-fat yogurt. Most regular cheeses have 60 to 70% calories from fat. Low-fat cottage cheese and mozzarella cheeses are low in fat. Low-fat yogurts can also be used to make dips.

Eat deserts that are low in fat. Sorbet contains no fat and is 80 calories per serving. Low-fat ice milk, sherbet or frozen yogurt are low in fat and usually lower in calories. Two scoops of these products contain about 200 calories and 6 grams of fat. Two scoops of ice cream can contain as many as 600 calories and 35 grams of fat. The percentage of milk fat in ice cream varies greatly among brands.

Meat

If you eat red meat, reduce the frequency to 2 to 3 times per week. Buy lean cuts, and trim the visible fat off. Trimming off the visible fat reduces the fat and calorie content by half. Sausage and pork are very high in fat and calories. Luncheon meats that come from turkey are lower in fat.

Eat more poultry, it is lower in fat. When you buy poultry, take the skin off before you cook it. A chicken provides about 2,000 calories, If you take the skin off before cooking, you will reduce the calorie content to 600 calories. If you take the skin off after cooking the chicken the calorie content is 1300 calories. Deep-frying poultry greatly increases the fat and calorie content. A deep-fried chicken wing and thigh (with the skin on) contains 48 grams of fat (almost a day's fat for a woman) and 810 calories.

When meat is put on the barbeque, fat drips on to the coals and is burnt as pyrrolated hydrocarbons. These are deposited on the steak and are equivalent to the carcinogens in 600 cigarettes. To decrease this deposition, cook lower fat foods, put foil on the grill and avoid flames developing on the coals. The high intake of smoked and salted foods is why stomach cancer is much more common among Japanese.

Fish

Eat more fish as it is low in fat. The oils in fish are thought to be responsible for the low incidence of heart attacks among Eskimos. The oil thought to produce this effect is eicosapentaenoic acid or EPA

Weight Loss Programs

The success rate of all weight loss programs in this country is approximately 5% at one year. Clearly, what has been shown is that losing weight rapidly on a diet program not only does not work for very long, but even worse, it alters the composition of your body and your metabolism.

When you lose weight rapidly, you lose mainly water during the first ten days. You then break down muscle as a source of calories to compensate for your reduced calorie intake. Finally, after about two weeks, you break down fat and decrease the amount of fat on the body. When people lose weight rapidly, they decrease the amount of lean body mass. When they regain weight, they just gain fat which again decreases the percentage of lean body mass. This repeated rapid weight loss and the regaining of weight is what I call the “rhythm method of girth control”. The changing of body composition to increase the amount of muscle lowers metabolism. Each time a person loses and then gains weight, the next time they attempt to lose weight they have to eat fewer calories than during the previous attempt, and it takes longer to lose the same amount of weight.

To successfully lose weight and maintain the loss, you must make changes slowly so that your palate adjusts to the change, and you do not want to eat the high-fat foods you ate previously.

Recommendations

1. Cut down on eating out in restaurants and fast food restaurants. The expense is high as is the calorie, fat and salt content. The typical American household spends \$2,668 a year in eating out.
2. Make sandwich, soups and salads at home. Learn how to cook some simple dishes. Over the next five years you will save thousands of dollars and avoid a large amount of weight gain for you and your child.
3. Use low calorie salad dressings.
4. Avoid fried foods. The high amount of fat not only adds to weight gain but fat slows the emptying of the stomach and therefore worsen gastric reflux that causes heart burn.
5. Drink low fat milk 2% or preferably 1%. Actually 2% milk is 37% calories from fat and 1% is 18% calories

from fat. One of many examples of deceptive food labeling.

6. Avoid nuts, they are high in calories and fat. A handful of peanuts (3.5 ounces) contains over 600 calories and a day's fat requirement for a woman.
7. Get vitamins from food sources as well as a supplement.

Vitamin A (½ cup) 5,000 IU / day	Carrot	8,000
	Spinach	6,700
	Cantaloupe	2,500
	Tomato	2,000
Vitamin C	Citrus Fruit, Broccoli, Tomatoes, Melons	
Folic Acid	Dark leafy greens, Whole Grain Bread, Bananas,	Cantaloupe
Calcium	Milk, Cheese, Broccoli, Salmon	
Iron	Lean Red Meat, Spinach, Whole Grain Bread & Cereal	

8. If you are underweight a study suggests you might consider taking a vitamin supplement that contains 25 mgm of zinc which tended to increase the weight of babies.
9. Avoid fish that is high in mercury. The danger is that methyl mercury can affect the central nervous system in the fetus. Fishes that are high in mercury are swordfish, shark, king Mackerel and Tile Fish.
10. For constipation increase the fiber in your diet. Fiber One cereal has the highest fiber. Also drink plenty of water and exercise.
11. For nausea eat carbohydrate rich foods that are easy to digest such as crackers, cereal, pretzels or rice cakes. Fatty foods delay stomach emptying and will worsen

nausea and vomiting. Cold foods are also tolerated better than hot foods.

12. Remember iron pills can cause nausea and constipation.
13. Eat slowly so the hormones released from your intestine have time to signal your brain that you are getting full. Remember “Goblin your food is bad for your elf”.
14. Don’t make the mistake of classifying carrot cake as a vegetable.
15. When you go to the buffet don’t get a huge amount of food so you have to eat it with a knife and a forklift.