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In Memoriam



It is with a heavy heart that we share that our union brother Mike Carnahan passed away in November after a long battle with ALS. Mike served on our Board of Directors since 2011 and in recent years as our Board Treasurer. Mike was a very proud retired electrician from the Local 48 family. Mike was one of the first to go through the apprentice program and was a decorated veteran. Serving on the Board was an honor and a privilege that he took very seriously. He had a keen eye looking out for the credit union and our members and he will be missed. Mike is survived by his wife Cindy.

Holiday Gift Cards

Looking for the perfect gift card for someone special this season? With our new VISA Gift Cards – we can help you out! We have many festive designs to choose from for a low fee of \$2 per card. If you need to order a large quantity of gift cards, we can help you with that too. Next time you are in ask one of our member service reps about our new program.

Traveling

Traveling this holiday season? Don't forget to contact us so we can get a travel note on your account. Also, download our mobile app. You can set up card notification alerts based on certain dollar amounts. You can also turn your card on and off as you need to. With all of these features you can have a stress-free holiday season enjoying your friends and family.

Happy Holidays!

We value you as a member and being part of our credit union family. We are looking forward to serving you in 2020 and want you to know we are here to help you improve your financial life. All of us at IBEW & United Workers would like to extend warm holiday wishes to you and your family.

Holiday Closures

December 24	Christmas Eve
December 25	Christmas
January 1, 2020	New Year's Day

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IBEW And United Workers Federal Credit Union Newsletter

Easy Ways to Get Cash for Unneeded Possessions

Ways to earn money for extras

Sometimes there's not enough room in the budget for extras. Perhaps you have your eye on a new pair of shoes, are eager to upgrade your living room with a new couch or you have to be the first in your friend group to possess the latest gadget. If you need funds for a shopping spree or splurge, consider the following tips to earn extra money.

Get a side gig

A part-time job or side gig is one way to earn another paycheck to cover wanted expenses. If you love dogs, offer your services as a dog sitter or dog walker. NerdWallet recommends the Wag! app to help coordinate gigs. Of course, you can always start close to home with the canines in your neighborhood or with the furry members of your coworkers' families.



Remember those Friday and Saturday nights you spent as a teen babysitting? Even though you're no longer a teen, a babysitting gig will earn you extra money now. Set up a profile on Sittercity or Care.com to connect with families in need, suggests NerdWallet.

Use your day job to fuel your side gig interests. If you're a writer or editor (or dream of being a writer or editor) look for freelance writing and editing opportunities online. "Websites such as Upwork, Fiverr and Freelancer offer opportunities to do a variety of freelance jobs, such as writing, programming, design, marketing, data entry and being a virtual assistant," according to NerdWallet.



If you're a teacher, consider tutoring students outside school hours or online. Entrepreneur contributor R.L. Adams suggests checking out sites Skooli, Tutor.com and Tutor Me for teaching opportunities. "You could easily tutor a subject like math or science, while also teaching a language if you're bilingual. You could also tutor musical instruments like the guitar or piano, along with a slew of other subject matters," Adams writes.

If you love to drive, consider logging some hours as a driver for Uber or Lyft.

Declutter and sell

What you already own may be the key to the extra money you need. Look around your home and start sifting through your stuff. Are there items that you don't use or don't want? Perhaps your blender is just taking up space in your cabinet or you can't remember the last time you rode your bicycle or you're not in love with some pieces of your wardrobe. Instead of letting items you don't want cluttering your home, sell them. You can post them on sites like Craigslist, Freelance Marketplace, eBay or even Instagram. Poshmark is an option for your clothes and accessories as well as home goods.

You can also make selling your clothes fun with a party. "This will take a little planning, but you could host a 'raid my closet' party. Simply invite your friends, family or coworkers to your house and let them pick out the stuff they want to buy from you," advises Entrepreneur VIP contributor John Rampton.

For another option, consider crick and mortar stores like pawn or consignment shops to sell your merchandise. Additionally, you could be community-minded and host an old-school yard sale.

Consider one or all of these methods to generate extra income for the items you have on your wish list.

Is Short-Term Disability Insurance Worth It?

Understanding which options are right for you

When you sign up for employee benefits, it's easy to get confused by all of the options. Short-term disability insurance is a common type of coverage you'll have to consider. When deciding if short-term disability insurance is right for you, consider the five points below.

Understand what the policy covers

Short-term disability coverage replaces your income for three to six months if you become disabled and unable to work. In this context, the definition of "disability" is broader than you might think. It covers any medical condition that prevents you from working, including injuries that occurred outside of work. Furthermore, short-term disability insurance also accounts for chronic illnesses, such as cancer, bodily injuries, and heart disease. Some policies count pregnancy and childbirth as a disability period. Using these criteria, one in four employees will endure a disability period before reaching retirement, based on data compiled by the Council for Disability Awareness.



Consider the cost

When you opt for short-term disability insurance, who's paying the premium? If you get your insurance through your employer, you may receive a free or low-cost plan. Residents of Hawaii, California, Rhode Island, New Jersey and New York receive mandatory coverage, according to The Society for Human Resource Management. However, if you live in one of the other 45 states and don't receive short-term disability benefits from your workplace, you can purchase a plan from a private insurer — although you may pay as much as \$50-\$150 every month. If you're paying premiums like that, your short-term disability insurance may cost more than it's worth.

Employment matters

Depending on your type of employment, your coverage options can vary greatly. While some employers provide affordable or no-cost coverage, self-employed entrepreneurs and independent contractors can only choose private insurance. Furthermore, if you work a dangerous job, you'll likely pay much more for private insurance. According to Kevin Mercadante, a personal finance journalist and contributor to Money Under 30, you should budget about 1-3 percent of your yearly income to pay for private short-term disability premiums.

Know the differences

According to insurance expert Colin Lalley, short-term disability insurance replaces up to 80 percent of your gross income for three to six months, although in most cases, you'll be paid between 40-60 percent of your income. However, those payments may not cover the full duration of your disability period. That's why you should also consider long-term disability insurance, which doesn't kick in until three to six months have passed. As such, long-term coverage is meant to pick up after its short-term equivalent has expired. Therefore, if you can receive affordable coverage, consider getting both plans. This is especially important if you live with a chronic illness or if you work a dangerous job.

Consider alternatives

If short-term disability insurance will put a strain on your budget, consider setting up an emergency fund. Many financial plans recommend having an emergency fund worth about three to six months of your salary. If you choose to combine an affordable short-term disability plan with your emergency fund, you should have an even less stressful time managing your finances during a health crisis. While the federal government does not offer any form of short-term coverage, you can see if you qualify for Social Security Disability Insurance. However, very few people qualify for SSDI based on its stringent guidelines. Furthermore, it can take months to receive your benefits and its payout is low compared to other plans.

For the majority of people, short-term disability insurance is a helpful safety net when provided at an affordable cost. While private plans can be costly, they're the only form of protection that certain people can obtain. Speak with your employer's human resources department, your insurance provider or financial planner to help you make the right decision for your lifestyle and budget.

Tips for Getting Better Gas Mileage

Travel farther on a gallon by easily improving efficiency

It seems like only yesterday you filled your car's gas tank up, and already you're back at the pump filling it up again. Where did all that gasoline go? Your car is burning through gas much faster than it needs to be, and you probably don't realize it. To reduce your vehicle's fuel consumption and travel more on a single tank, follow some of these expert tips.

Coast more often

Constant acceleration and braking burn through gasoline quickly, so Kira Botkin of Money Crashers recommends coasting and gliding when possible. Instead of applying your brakes hard to slow momentum at an intersection, take your foot off the gas and let the car gradually slow to a crawl — and then apply the brakes. You can also let your car glide down hills, when exiting a highway and when you're nearing a right-hand turn. This lets the car utilize its natural momentum to propel it, rather than force the engine and brakes to work extra. Similarly, when you're on a long stretch of flat road — like a highway or the countryside — activate the cruise control. That way, you're not tempted to accelerate and decelerate more than necessary. Smooth accelerating and braking and a consistent speed can also put less wear on the tires, brakes and powertrain.



Manage the weight

If your car is carrying extra items that increase its total weight, the engine will need more power (and therefore more gas) to get the vehicle up to speed. Thus, Botkin advises reducing any unnecessary weight — especially if you pilot a front-wheel drive car and carry a lot of junk in the trunk. Carrying items on the car's roof isn't necessarily better for fuel economy, though. Consumer Reports found that carrying items like bicycles on the roof can reduce fuel economy by as much as one-third, due to extra weight and wind resistance. Remove any car racks or storage boxes when they're not being used.

Inflate the tires

It's true that under-inflated tires negatively impact your car's fuel efficiency. Dan Collins of Car Bibles explains that flat, flabby tires suffer from increased rolling resistance against the ground. To avoid this, make sure the tires are inflated to their recommended level by inspecting them frequently. A basic non-digital tire gauge only costs a couple bucks and is an effective way to evaluate tire inflation. Collins also recommends researching the types of tires and tread patterns to find the set that offer the best balance of function and efficiency. Different kinds (such as winter vs. all-season) and designs have different rolling resistances, so don't ride on tires that give more grip than necessary.

Refill with the right fuel at the right time

The gasoline you inject into your car's reservoir has as much influence on the mileage you get out of it as your driving habits and vehicle condition do. Collins warns to not stray from the octane rating prescribed by the manufacturer in the model's manual. Otherwise, you could be paying more money for a type of gasoline that's less effective. Collins also shares a secret for getting the most gas at the pump: Fill up in the morning, not in the evening. He explains that because the liquid is cooler from lower ground temperatures overnight, it's denser, so you'll get more gas pumping at the crack of dawn than you would filling when the molecules have warmed and expanded.

There are dozens of other factors that could negatively impact your car's fuel economy, so research the best driving practices and maintenance techniques to get the most out of every gallon.

Family-Friendly Winter Activity Ideas

Family fun all winter long

Less daylight, lower temps and freezing precipitation can force anyone into hibernation. Don't let winter and its unique challenges get you and your family down, though. Embrace the season and all its frigid glory with the following list of family-friendly activities.

Bundle up for outdoor fun

Yes, it is cold outside and everything may be covered in snow, but that's part of the fun when you gather your family to explore the great outdoors in winter. If snow has fallen, grab your sleds and conquer a snow-covered hill, build a snowman, make snow angels or have a snowball fight. Lace up your skates and spin around your community's ice rink or keep it simple with a walk around the neighborhood, especially fun when holiday lights and decorations are up. Check the schedule for area winter festivals or carve out some ice and try ice fishing. Toasted marshmallows are super sweet in winter and a gathering around your backyard fire pit will keep you and your family warm while you take in the beauty of a wintery night sky.

Head indoors for warmth

When the weather is frightful, enjoy some family togetherness with a movie night, complete with yummy treats like popcorn and hot cocoa. Make sure everyone changes into comfy pajamas before you hit play. Spend the afternoon or evening exercising your competitive spirits with your favorite board games or rounds of charades. Preheat the oven and bake your family's favorite treats. Whether cupcakes, cookies or cake, time spent in the kitchen will serve up delicious results. Make story time a winter priority by sharing your family's favorite books or spend some time strolling down memory lane. As a family, look through family photos and relive the fun times or share stories that your kids might not know. Stretch your creativity with a crafting session — bust out the crayons, markers and art supplies to create custom holiday cards, ornaments or pictures to commemorate your family day. Keep cabin fever at bay with an impromptu dance party. A pillow and blanket fort-build is a must during winter and now is the time for an epic LEGO® brick-build, too.



Indoor fun doesn't have to be limited to your address — take your family bowling, roller skating or indoor rock wall climbing. A trampoline-themed center will have you and your family jumping for joy while a visit to a children's museum will keep your minds engaged.

Spread joy to others

Celebrate the season of giving by finding ways to give to others. You and your family can organize a coat, toy or food drive to help those in need in your community. Scour the house for items like books, clothes and toys you can donate to local charities or offer your assistance with shoveling your neighbors' sidewalks. Volunteer together. Local food banks, animal shelters and other organizations will definitely appreciate your helping hands. You can even help nourish your feathered friends by making a peanut butter- and birdseed-covered bird feeder out of pine cones or cardboard rolls.

Whether you're outside celebrating the chill or inside hiding from it, these activities will keep you and your family having fun all winter long.

