



# PEER SUPPORT BASICS

Reaching out can make all the difference

## December Newsletter



Peer Support Program  
National Program that's Internationally Recognized and Affiliated

# Local 591 National Peer Support

Credit IAM EAP, LAP

## December 2024

### Navigating the Holiday Season

Holidays are joyful times of festive celebrations with family and friends. The holidays can also be a time filled with memories that may cause you to be sad, thinking about loved ones no longer in your life. If you feel the holidays bearing down on you, you need to plan. Here are ten steps to help during the holidays:

#### Ten Steps for Happy Holidays

1) Set Realistic Expectations. Most holiday depression is caused by unrealistic expectations. Will you be the receiver of holiday joy or the giver of joy? Plan how to achieve that goal and keep your expectations in mind, no matter what image is promoted by the media.



2) Set a Budget. Avoid going into debt that might make you feel guilty and depressed. Plan, shop sales, compromise and stick to your budget. How much money will you devote to this holiday?

3) Avoid Hectic Schedules. Get enough rest. Sit down with family and discuss your calendar. Eliminate activities that you don't enjoy. Buy treats within budget instead of always baking and making.

4) Regroup and revitalize. Set aside time for your favorite holiday story or movie. Create your own holiday environment, one with new traditions that will sustain, nurture, and calm you. Use lots of lights to balance the shorter days.

5) Make Plans. Get Structure! Participate in community holiday events, parades, socials, etc. Better yet, plan your own party. Include those who've lost spouses or whose families are far away. Plan a fun post-holiday activity to look forward to later.

6) Avoid Family Differences. Heal past hurts through forgiveness or "letting go." Share fun stories of family members now gone. Build an oral history to pass down with love and appreciation.

7) Help Those Less Fortunate. Visit a nursing home or help a less fortunate family. Volunteer at a shelter or soup kitchen. Make a list of blessings. Include challenges that may have built new strengths.



8) Cultivate Spirituality. Recognize and explore your spiritual beliefs during this season. Honor your customs and the beliefs behind them. Share and discuss them with family and friends.

9) Avoid Excesses. Don't eat or drink too much. Practice moderation with holiday favorites. Stick with a healthy, high protein diet. Keep your blood sugar stable to avoid mood swings.

10) What the EAP Can Do. If these tips don't help you feel better about the anticipated stress brought about by the holiday season, the EAP can help. The EAP will help you tackle the holiday blues and the empty feelings that you might be facing during this time of year. You don't have to suffer in silence or alone. Contact your EAP Representative listed on the next page for some free, confidential help through the holiday season.

## Anticipating Holiday Stress

The festive season is here! It is time to take the well-deserved break from a hectic routine, and what better way to ring in the New Year than spending time with your family and closest friends!

### Holiday Stress Can Be Anticipated

Take these easy pre-emptive measures to ensure that the time-off leaves you with wonderful memories and a positive frame of mind that extends well beyond the holiday season.

#### Have a 'To-Do' List

Have a 'to-do' list for fun, togetherness, and leisure: Trying to do too much is the number one cause of holiday stress. This season make a list of things you must do. Involve your family, including the children, in planning fun-activities that you all can enjoy together. Plan enough time for leisure, include a visit to the spa or relaxing with a good book at home.

#### Make Connections With "Important People"

Connect with 'important' people in your life: Positive, nurturing relationships are an essential. The holidays offer the perfect occasion to reconnect with old friends and extended family members.

#### Commit to Helping Someone

There is more happiness in giving than in receiving. Make a conscious effort to assist someone in need. Make it a family activity, with everyone contributing to the cause. A good deed will not only add to your "happiness quotient" it will also help you develop a greater sense of gratitude for all that you do have.

#### Maintain a 'Happiness' Journal

Start a journal or a blog for capturing the holiday magic, and the moments of joy in your everyday life. Journal about "what's going well". Documenting happy events helps you create more of them.

The exercise will help you focus on all that's good in your life and feel more up-beat in general.

Holidays are certainly about creating memories that last a lifetime. Feeling truly rejuvenated requires forward thinking and a positive approach for beating holiday stress.

2021

### Holiday Dates

#### Hanukkah

December 25-

January 2, 2025

#### Christmas

December 25

#### Kwanzaa

December 26-

January 1, 2025



# Benefits and you:

## Watch for your new Fidelity debit card.

If newly enrolled in a spending account, you will receive the Health and Benefits card in December. You can also expect to receive a card if you don't currently have one but have enrolled in the Plus medical option for 2025.

## Watch for ID cards in December 2024.

- This year, only team members new to an American medical option or who change their medical option for 2025 will receive a new medical ID card and a CVS Caremark card.
- If you enrolled in vision coverage for the first time, you'll receive an EyeMed ID card.

## Provide proof of good health, if needed.



Most of your coverage will go into effect as of Jan. 1, 2025; however, some benefits will only go into effect once MetLife approves your proof of good health. This applies to voluntary employee and spouse life insurance, optional short-term disability and voluntary long-term disability. If you didn't provide proof of good health during the enrollment process, you will receive a form in the mail. If you do not complete the proof of good health form, you will not be enrolled in coverage.

## Verify your dependents, if needed.



For any newly enrolled dependents — such as a spouse or domestic partner, any children under age 26 or another dependent — you'll need to provide documentation to verify their relation to you. Around mid-November, you'll receive a notification at your preferred email address with your individual due date to submit documentation, such as a birth or marriage certificate.

Please note: If you recently married your domestic partner and wish to now cover them as a spouse, you will need to provide documentation and go through the verification process once again, this time to verify them as a legal spouse.

## HCFSA

For 2024 into 2025, you may carry up to \$640 of your HCFSA funds remaining at the end of the year. After March 31, 2025, these carryover funds will be available for reimbursement claims towards eligible expenses incurred in 2025. Amounts greater than the allowable IRS carryover limit will be forfeited.

For 2025 into 2026, you may carry over up to the allowable IRS max and you'll have until March 31, 2026, to request reimbursement for expenses that you incurred in 2025.

After separation from American, you will only be able to receive reimbursement for claims incurred up to your last day of employment, unless you continue coverage under COBRA.

## Added Benefits

Enrollment in these benefits available **only** during Annual Enrollment

Critical illness insurance	+
Hospital indemnity plan	+
Legal plan	+

Enroll in these benefits **at any time**

Accident insurance	+
Auto and home insurance	+
Dental discount program	+
Identity theft protection	+
Pet insurance	+

### American Airlines Benefits Service Center

Enrollment support, benefits eligibility, dependent verification, health spending and savings accounts, direct billing and benefit deductions

 [888-860-6178](tel:888-860-6178)

Oct. 28 to Nov. 3: Monday through Friday, 7 a.m. to 7 p.m. CT  
Nov. 4 to 11: Monday through Friday, 7 a.m. to 8 p.m. CT


### MetLife

LTD only, life insurance

 [800-638-6420](tel:800-638-6420)

### Accolade

Medical support for team members enrolled in all options except DFW ConnectedCare

 [833-346-3929](tel:833-346-3929) (833-FIND-WAY)  
Monday through Friday, 7 a.m. to 10 p.m. CT

 [Member portal](#) (use your AA ID)

 [iOS](#) | [Android](#)

### CVS Caremark

Prescription drugs

 [844-758-0767](tel:844-758-0767)

 [caremark.com](http://caremark.com)

 [iOS](#) | [Android](#)

### MetLife

Dental

 [866-838-1072](tel:866-838-1072)

 [MetLife website](#)

### MetLife Legal Plans

Legal plan

 [855-550-0706](tel:855-550-0706)

 [AAaddedbenefits.com](http://AAaddedbenefits.com)

### EyeMed


Vision

 [844-714-5678](tel:844-714-5678)

 [EyeMed website](#)

### Fidelity Investments

Spending and commuter accounts, 401(k) and pension

 American Airlines 401(k) Service Center at Fidelity:  
[800-354-3412](tel:800-354-3412)

 [Fidelity NetBenefits\\*](#)

### New York Life Group Benefits Solutions

Accidental death and dismemberment coverage and voluntary personal accident insurance

 [800-238-2125](tel:800-238-2125)

### The Hartford

Critical illness, hospital indemnity and accident insurance

 [855-550-0706](tel:855-550-0706)

 [AAaddedbenefits.com](http://AAaddedbenefits.com)

### Careington

Dental discount program

 [855-550-0706](tel:855-550-0706)

 [AAaddedbenefits.com](http://AAaddedbenefits.com)

### Liberty Mutual, Farmers GroupSelect and Travelers

Auto and home insurance

 [855-550-0706](tel:855-550-0706)

 [AAaddedbenefits.com](http://AAaddedbenefits.com)

### Nationwide

Pet insurance

 [855-550-0706](tel:855-550-0706)

 [AAaddedbenefits.com](http://AAaddedbenefits.com)

### LifeLock

Identity theft protection

 [855-550-0706](tel:855-550-0706)

 [AAaddedbenefits.com](http://AAaddedbenefits.com)

# Get connected

## The Hartford


Critical illness, hospital indemnity and accident insurance

 [855-550-0706](tel:855-550-0706)

 [AAaddedbenefits.com](https://AAaddedbenefits.com)

## MetLife Legal Plans

Legal plan

 [855-550-0706](tel:855-550-0706)

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## UBP Benefits

Please remember to visit the [TWUAAUnionBenefits.com](https://TWUAAUnionBenefits.com) website to update your NEW 2025 annual salary. Updating your salary ensures your full disability benefit in the event of a claim.\*

You can update your salary here on the website, even after open enrollment. Please make sure all changes are in by January 3, in time for us to process your new direct deposit premium.

Thank you!



**More to come.**



## **591 CONTACT INFO:**

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