



PEER SUPPORT BASICS

Reaching out can make all the difference

March Newsletter



International Peer Support

Local 591 International Peer Support

Credit IAM EAP, LAP

March 2024

Positive Psychology

A branch of psychology supports the use of positive thinking to live a better more productive life

Using positive psychology involves incorporating its principles and practices into various aspects of your life to promote well-being and fulfillment. Here's how you can apply positive psychology:



1. **Gratitude Practice:** Start a daily gratitude journal where you write down things you're grateful for. This simple practice can help shift your focus towards the positive aspects of your life.
2. **Identify Strengths:** Take assessments like the *VIA Character Strengths Survey* to identify your unique strengths. Once identified, find ways to leverage these strengths in your daily life, whether at work, in relationships, or pursuing personal goals.
3. **Positive Relationships:** Cultivate meaningful connections with others. Practice active listening, empathy, and kindness in your interactions. Surround yourself with supportive and uplifting individuals who contribute positively to your life.
4. **Engagement and Flow:** Seek activities that provide a sense of flow - where you're fully immersed and energized by what you're doing. This could be a hobby, a creative pursuit, or work that aligns with your passions and interests.
5. **Mindfulness and Meditation:** Practice mindfulness to become more aware of the present moment and cultivate acceptance without judgment. Meditation and mindfulness exercises can help reduce stress, increase self-awareness, and enhance overall well-being.
6. **Setting Meaningful Goals:** Set goals that are aligned with your values and aspirations. Break them down into manageable steps and celebrate your progress along the way. Pursuing meaningful goals can give your life a sense of purpose and direction.
7. **Savoring Positive Experiences:** Take time to savor and appreciate the positive moments in your life, no matter how small. Mindfully enjoy experiences, whether it's a delicious meal, a beautiful sunset, or a moment of connection with a loved one.
8. **Acts of Kindness:** Practice acts of kindness towards others without expecting anything in return. Small gestures of kindness can not only brighten someone else's day but also increase your own feelings of happiness and fulfillment.
9. **Optimism and Resilience:** Cultivate a positive outlook on life by reframing negative situations in a more optimistic light. Build resilience by learning from setbacks and challenges and maintaining hope and perseverance in the face of adversity.



10. **Seek Professional Support:** If you're struggling with mental health issues, seek support from a therapist or counselor trained in positive psychology or cognitive-behavioral therapy. They can provide guidance and techniques tailored to your individual needs.

Positive Psychology Resources

1. Books:

- "Authentic Happiness" by Martin Seligman
- "The How of Happiness" by Sonja Lyubomirsky
- "Positive Psychology: The Science of Happiness and Flourishing" by William C. Compton and Edward Hoffman
- "Flow: The Psychology of Optimal Experience" by Mihaly Csikszentmihalyi

2. Online Courses:

- Coursera offers several courses on positive psychology taught by leading researchers and practitioners.
- The University of Pennsylvania offers the "Foundations of Positive Psychology" course through Coursera, which provides an overview of key concepts and practical applications.
- PositivePsychology.com offers various online courses, workshops, and resources on topics related to positive psychology.

3. Podcasts:

- "The Science of Happiness" podcast by the Greater Good Science Center explores the science behind happiness and offers practical tips for leading a more fulfilling life.
- "Happier with Gretchen Rubin" is a podcast hosted by Gretchen Rubin, where she discusses happiness, habits, and human nature, drawing insights from positive psychology and personal experiences.

These resources can provide valuable insights, tools, and practices for incorporating positive psychology into your life and promoting greater well-being and happiness.



Positive Psychology Apps:

Happify is an app that offers science-based activities and games designed to improve emotional well-being and resilience.

Headspace and Calm are popular meditation and mindfulness apps that can help cultivate mindfulness, reduce stress, and promote

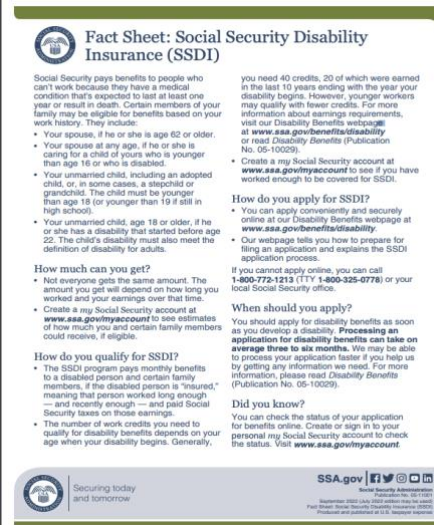
Benefits and You.

Long Term Disability and Social Security Disability

Claiming Other Income Benefits. An Insured Employee who may be entitled to some Other Income Benefit is required to actively pursue it. For example, if benefits may be payable under the federal Social Security Act, the Insured Employee:

1. must apply for such benefits on a timely basis;
2. must file a request for reconsideration, if benefits are denied; and

3. must request a hearing before an Administrative Law Judge, if denied again (unless the Company waives this in writing).



Medicare coverage

We'll automatically enroll you in Medicare 2 years after the date you became entitled to Disability. You'll get a welcome package in the mail 3 months before your coverage starts. You can opt out of Part B (medical insurance) if you don't want it.

[Learn more about getting started on Medicare.gov](#)

Special rules if you have ESRD or ALS

If you have end-stage renal disease (ESRD), you can get Medicare:

The month you begin at-home dialysis treatments.

The month you get a kidney transplant.

3 months after you start outpatient dialysis treatments.

If you have ALS (Lou Gehrig's disease), you can get Medicare as soon as you become entitled to Disability.

Family Medical Leave Act (FMLA) and Medical Leave of Absence (MLOA)

Overview

FMLA allows eligible team members time off work for a variety of reasons, including time off for their own serious health condition, to care for a covered family member with a serious health condition, the birth, placement with the team member for adoption or foster care, and because of a "qualifying exigency" due to a team member covered family member is a military member on active duty or called to covered active duty status.

If the team member is not eligible for FMLA or has exhausted all of their available FMLA hours and need to take leave for their own serious health condition, their request will be reviewed under Medical Leave of Absence (MLOA). Please note MLOA is not available for intermittent leave or to care for a family member. Policy documents

- [Family and Medical Leave Act \(FMLA\) policy](#)
- [Medical Leave of Absence \(MLOA\) Policy](#)

Inflight policy changes for approved medical leaves of absence (MLOAs) beginning on or after Aug. 31, 2023:

- MLOAs of 21 or more consecutive days will no longer be chargeable occurrences under the attendance policy, meaning they will not generate attendance points. This includes non-FMLA coded time away from work.
- All team members requesting an MLOA must complete and submit the Health Care Provider Certification (HCPC) form. If you have not yet submitted this form or need to extend your current

MLOA, you'll need to complete and submit the HCPC form. You can download it from your MLOA case in Absence Tracker.

Check Your Hours Worked Toward FMLA Eligibility

In order to be eligible for FMLA, ground team members must work a minimum of 1,250 hours during the 12-month period immediately preceding the commencement of the leave. Flight crew team members must have worked or been paid for not less than 60 percent of the applicable monthly guarantee and worked or been paid for not less than 504 hours (the 504 hours do not include sick or medical leave, or vacation time) during the previous 12-month period.

To check your hours worked toward FMLA eligibility, please follow the instructions below for your workgroup:

Ground Team Members: [Click here](#) to submit a request.

Flight Attendants: View your hours worked in [MyView](#).

Pilots: Contact your Chief Pilot's Office.

How to Request a Leave of Absence

To request a leave of absence, please fill out the "request a leave of absence form" using the [link above](#). Once the Absence and Return Center (ARC) receives the request the team member will be assigned a case manager. Within 1 to 3 business days the ARC Case Manager will review the request to determine what type of leave the team member is eligible to use and provide the necessary forms to the team member for completion. The case manager will assist the team member for the duration of the leave.

Note: The forms sent have unique bar codes that are specific to each team member and the specific leave case. Please do not share or reuse forms. Failure to use the case specific forms could result in the delay of your case being processed.

Returning to Work

We look forward to welcoming you back to work. If you are returning to work from a LOA for yourself, please have your health care provider fill out the appropriate Return-to-Work form provided in your LOA approval packet, provide a doctor's note on letterhead addressing the condition for which you took leave, or provide sufficient medical documentation as defined in the applicable collective bargaining agreements or otherwise required by your particular work group. You will also need to contact your leader/department admin as soon as you know the date you plan to return to work so your shift schedule, system accesses, and training packet (if needed) can be ready for you on your first day back.

When should I contact ARC or my People Business Partner:

- If you need to schedule certain procedures before beginning work. Depending on your position, location and time away from work, you may be required to undergo a fingerprint/background check prior to beginning work. Contact your leader/department to review your specific requirements.
- If you are released to return to work with restrictions. In such circumstances, you may still qualify to return to work with an ADA accommodation. Please see the ADA Policy for further information.
- If you are unable to or you are unsure if you are able to perform the essential functions of your job. In such circumstances, you may still qualify for an ADA accommodation. Please see the ADA Policy for further information.

Policy Documents:

- [Return to Work policy](#)

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