



Local 591 EAP / Member Assistance

Credit IAM EAP, LAP

February 2023

Relationships

(Excerpts from VeryWellmind, "self-improvement")

Interpersonal relationships make up a huge and vital part of your life. These relationships can range from close and intimate to distant and challenging. No matter the nature of the relationship, different types of relationships help make up the social support network that is pivotal for both your physical and mental well-being.

To better understand and discuss these relationships accurately, it can be helpful to learn more about the different types of relationships that a person can have.



What Is a Relationship?

A relationship is any connection between two people, which can be either positive or negative.

You can have a relationship with a wide range of people, including co-workers, family, and friends.

How to Keep Your Relationship Healthy

Regardless of how you define your relationship, there are important steps you can take to ensure that your connection is healthy. Strategies that can help include:

- Showing appreciation and gratitude
- Communicating openly and honestly
- Showing that you care

- Mutual respect
- Actively listening
- Showing interest in each other
- Being supportive and encouraging
- Feeling empathy for each other
- Having healthy boundaries
- Being trustworthy



Communication is often the single most important thing in a relationship.⁷ Good relationships are also marked by honesty, trust, and reciprocity. Being able to talk openly and honestly with the people in your life allows you to share, learn, respond, and forge lasting bonds. This is a vital part of any relationship, including those with friends and family, but it can be particularly important in romantic relationships.

While all relationships are different and each one has its own ups and downs, being able to talk to your partner means that you'll be able to share your worries, show support for one another, and work together to handle conflict more effectively.

Conflict in Relationship

Relationship conflict can be a significant source of stress. When the conflict in your relationship is ongoing, it creates stress that can negatively affect the health and well-being of both you and your partner.

What Is Relationship Conflict?

Relationship conflict is a disagreement between people (e.g., partners, friends, siblings, or co-workers). The root of the conflict might be something like a difference of opinion, experience, taste, perspective, personality, or beliefs.

Tips for Conflict Resolution

While conflict is a part of life and relating to other people, it does not necessarily have to jeopardize your relationships. If you learn how to recognize conflict and work through it in a healthy way, it often strengthens your relationship.

The key is to learn and continually hone your conflict resolution skills. Being able to recognize and identify your feelings and express them clearly, learning how to be an active listener, and practicing assertive communication are just a few skills that can help you handle relationship conflict in a healthy way.

Tips for a Healthy Relationship

- 1: Spend quality time face to face
- 2: Stay connected through communication
- 3: Keep intimacy alive
- 4: Learn to give and take in your relationship

February Fantastic Facts

Did you know that "February" is one of the most misspelled words in the English language?

The length of February was finalized when Julius Caesar remade the Roman calendar and assigned the month 28 days and 29 days. In 713 B.C., February was officially added to the Roman calendar.

It was in February 1964 when The Beatles, Lepore, Morse, Starr and Harrison made their first American television appearance on the "Ed Sullivan Show." Over 73 million Americans watched!

Benefits and you:

Excerpt from LTD policy, please note you can retire from AA without exercising your pension. Disability is tax free and does not count as income and therefor is monetarily richer then collecting the pension.

Termination of Payment: When will my benefit payments end?

Benefit payments will stop on the earliest of:

- 1) the date You are no longer Disabled;
- 2) the date You fail to furnish Proof of Loss;
- 3) the date You are no longer under the Regular Care of a Physician;
- 4) the date You refuse Our request that You submit to an examination by a Physician or other qualified medical professional;
- 5) the date of Your death;
- 6) the date You refuse to receive recommended treatment that is generally acknowledged by Physicians to cure, correct or limit the disabling condition;
- 7) the last day benefits are payable according to the Maximum Duration of Benefits Table;
- 8) the date Your Current Monthly Earnings:
 - a) are equal to or greater than 80% of Your Indexed Pre-disability Earnings if You are receiving benefits for being Disabled from Your Occupation; or
 - b) exceed 60% of Your Indexed Pre-disability Earnings if You are receiving benefits for being Disabled from Any Occupation;
- 9) the date no further benefits are payable under any provision in The Policy that limits benefit duration; or
- 10) the date You receive retirement benefits from any employer's Retirement Plan, unless:
 - a) You were receiving them prior to becoming Disabled; or
 - b) You immediately transfer the payment to another plan qualified by the United States Internal Revenue Service for the funding of a future retirement.

How to file FMLA :

1. Jetnet
2. Team Member Services

3.

Leaves & Returns

1 minute read

Created by Allan Whitlatch on Sep 16, 2016 7:52 AM. Last modified by Kellie Perkins on Jan 31, 2023 1:44 PM.

To request a leave of absence or check the status of an existing leave, select your workgroup below:



Pilots



Flight Service



Ground and LSS

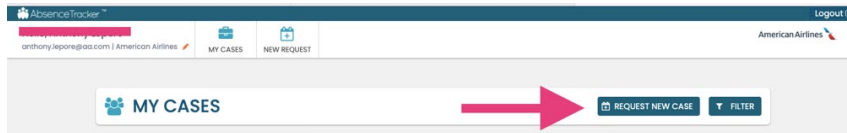


Additional resources & user guides

These links do not work with Internet Explorer

Updated Jan. 31, 2023

4.



5.

NEW LEAVE REQUEST

Personal Info | 2. Case Request | 3. Absence Details | 4. Duration | 5. Submit Request

Reason for Case

Adoption/Foster Care Bonding Employee Health Condition Family Health Condition Pregnancy/Maternity Military Pandemic Leave

Medical Complication? YES NO **Hospitalized?** YES NO

CONFIRM AND CONTINUE

6.

NEW LEAVE REQUEST

Personal Info | Case Request | 3. Absence Details | 4. Duration | 5. Submit Request

Absence Details

CONSECUTIVE INTERMITTENT REDUCED

Intermittent leave means leave taken in separate periods of time due to a single illness or injury, rather than for one continuous period of time, and may include leave of periods from an hour or more to several weeks. Some examples of intermittent leave would include leave taken on an occasional basis for medical appointments, or leave taken several days at a time spread over a period of time, such as for chemotherapy or absences due to a chronic condition.

CONFIRM AND CONTINUE

7.

NEW LEAVE REQUEST

Personal Info Case Request Absence Details **4. Duration** 5. Submit Request

Duration of Request

Select the expected start date and end date for your absence. These dates can be adjusted later so an estimate is okay.

Start Date: 02/03/2023 End Date: 02/02/2024

CONFIRM AND CONTINUE

8.

NEW LEAVE REQUEST

Personal Info Case Request Absence Details Duration **5. Submit Request**

Confirm Request Details

First Name: [Redacted] Last Name: [Redacted]

Work Email Address: [Redacted] Personal Email Address: [Redacted] Phone Number: [Redacted]

Absence Reason: **Employee Health Condition** Case Type: **Intermittent**

Duration Start Date: 02/03/2023 End Date: 02/02/2024

SUBMIT REQUEST

9.

NEW LEAVE REQUEST

Leave Request Successfully Submitted

CASE # **838189950**

ELIGIBLE POLICIES **FAMILY MEDICAL LEAVE ACT | 02/03/2023 - 02/02/2024**

We have received your request for a leave of absence. Your assigned case manager will contact you to review your request and determine what type of leave you are eligible to use. Next, you'll receive a customized packet with the forms, due date and all the information necessary to complete your leave request. Have questions? Please contact the ARC at 1-800-447-2000 Option 5, Monday - Friday 7a - 7p CST. **Please note the system of record for your FMLA balance is the timekeeping system used for your workgroup. Balances in the Absence & Return Center Leave System may differ due to the timing of system updates.

ADD A NEW REQUEST **CLOSE AND VIEW CASES**

The form will be e-mailed and/or snail mailed and is employee and case specific. DO NOT reproduce for other employees or submit for another case. Please do not start this process until you have a doctors appointment or you might run out of time and the FMLA will expire.

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