

Reserve Committee: *December 2009* Newsletter!!

If you would like to receive this newsletter by email in the future, please email ReserveLife@hotmail.com to be added to the email list.

Monthly Message from the Chairman:

Seasons Greetings reserves! It is the Holiday Season and as a reserve we know that it may be difficult to find the "silver lining" to the holidays. You probably don't have Christmas off, and it's a well known fact that you may be flying right through all of the holidays. So, I ask you take some time for yourself, spend what little time you do have with your family and friends and make the most of it! If you find yourself on a layover during Christmas, I know that it may be a bit unsettling, so spend some time with your crew. Keep each other company and remember that you are never alone! Even though you may be out of the state or out of the country...you are part of a family, our Flight Attendant Family. Know that no matter where you are, there are others just like you. With this year coming to an end, I look back on where this committee was, and where it is now; and I could not be prouder! I know that our work is far from done, and I believe that I speak for the entire committee in saying that we are looking forward to working hard for you in the upcoming year! We're hopeful that in unity our upcoming Contract will be the best one yet! Happy Holidays and have a happy and safe New Year!

*Marvin Molina
Chairman
Reserve Committee*

"I Need FMLA, Where do I start??"

By Jesse Lindenborn,

First, go to the UNION WEBSITE to print off the appropriate Department of Labor form listed on the FMLA committee's page. The form the company is using requires more information than what is legally required to qualify for FMLA. This additional information may also be used as grounds to deny your FMLA.

"Per our Collective Bargaining Negotiated Agreement, side bar (LOA-15), states the company WILL use the prescribed DOL FORM... Per the DOL, if any form used outside of the DOL'S REGISTERED FORM AND INFORMATION, we do not have to fill out their form.

The DOL forms are compiled and formatted to not violate the HIPPA Law, or The Privacy Act. There is only so much information BY LAW, that can be requested to sustain/approve, the need for Family Medical Leave. Continental Airlines FMLA Certification Form, Revision #4, is nothing more than a GENERIC FORM and "not designer", that they have pulled language from the DOL FORM and re-worded to require more information or answered in a WORD SPECIFIC manner.

USING their REVISED FORM #4; Continental has been denying/violating your legal right BY LAW to qualify for a FEDERALLY PROTECTED RIGHT, "Family Medical Leave (FMLA)". The company has been denying requests for (FMLA)

MEDICAL NEEDS, based on their REVISED FORMS NOT BEING filled out correctly, completely or word specific per their requirements." (qtd. iam2339h.org/fmla_1.html)

In short, regardless of what form the company originally directs you to use; please use the Department of Labor form found on the union website. This is the legally acceptable form and the company cannot deny you using this form rather than revision four per LOA #15 of the Collective Bargaining Agreement. Keep your privacy intact, use the legally required form!

Further questions regarding FMLA may be directed to the union's FMLA committee at FMLA_questions@iam2339h.org (281)772-9247.

"Call Outs"

By: Rene Trujillo

As reserves, we all trade days with each other or the pool and some of us have call out lines. What we have to remember is that some of those "call-out" days are restorable after you trade them. The first four trades with other reserves or the pool can be restored to the original "call out period" (Contract section 5.I.7.B. -page 5-47). "Call-out reserves may trade a maximum of four (4) days which shall be Call-out status and originally awarded contact periods." Call scheduling and ask them to restore your first four days back to call out lines. We fight for Call-out periods, so don't let them go to waste. After that, scheduling can change your call-out period to ready reserve a maximum of 3 times per month. If you have a call-out line, make sure you use it as much as you can.

Quick note: the vacation trade window is open. While we can't predict what

Reserve Committee: *December 2009 Newsletter!!*

If you would like to receive this newsletter by email in the future, please email ReserveLife@hotmail.com to be added to the email list.

lines we will hold, we can predict if we will have weekends, partial weekends, or straight weekdays off. With that in mind, remember you can try to slide your vacation to minimize the loss of reserve days.

"Ten thousand times has the labor movement stumbled and bruised itself. We have been enjoined by the courts, assaulted by thugs, charged by the militia, traduced by the press, frowned upon in public opinion, and deceived by politicians. But notwithstanding all this and all these, labor is today the most vital and potential power this planet has ever known, and its historic mission is as certain of ultimate realization as is the setting of the sun."

-Eugene Debs

"Let's Keep it Personal"

By Marilyn Burke-Wong

It is important to keep your personal information up-to-date with Continental (through myCOAIR), the IAM and ReserveLife (by sending us an email).

To do so, follow these steps:

1. Log into myCoair
2. Select "All About Me"
3. Top right hand corner (inside the blue horizontal line), select "Help Me Find It"
4. Scroll down until you find one of the following topics and click the blue labels/words to update your information!

Emergency Contacts-

View the people you have designated to have contacted in the event of an emergency.

Home Address-

View and update your home address.

Military Reserve-

Verify and/or update your Military Reserve Service information.

Name Change Form-

Submit a name change form.

Personal Email Address-

View and update your personal email address. Be sure and select the Benefits resources box next to your email address and the DNU box if you want to receive the DNU. Your personal email address will not display in the Company Directory but will be made available to the Benefits Center.

Personal Phone Number-

View and update your personal phone number. (It can be your cell or home phone number).

Phone Number-

View and update your work phone number (It can be your cell or home phone number).

SSN Correction Form-

Submit a U. S. Social Security number correction.

Passport Information-

View your passport information and other official documents. (Please note: I have been here ten (10) years and my information was totally blank!)

By updating your official records on myCoair, your records at the

Benefits Center will automatically be updated.

"The Center in the middle of the Holiday"

By Roy Harper

As this newsletter is delivered, we will be in the home stretch of the insanity of the Holidays. Please take some time for just YOU. Take a step back and center yourself. Find some balance and re-center yourself as much and as often as it is warranted. If this is a holiday you celebrate, enjoy it to the maximum. If this is a time that presents challenges, remember to use your inner strength, or that of those around you. Please remember there is a lot of out of disproportional emotion riding through the season; plug into it in the right ways or just let it flow around and past you. Think of the season like it is a roller coaster, up and down and around and around, and you do eventually get to the station and can exit (usually into a gift shop, but I digress). Basically, I'd like to remind you that the holiday season is a high tide of emotion; let the waves pass and eventually the tide will recede, and the New Year can begin anew.

"Why you should care about the debate on Health Care"

By Christine Diaz

During my career with Continental Airlines, I have been faced several times with the dilemma on whether to go without health insurance or pay the astronomical price of Cobra. The first time was right after I was hired since Continental's health plan for new hires doesn't kick in until after six month of employment. The second time was when I was furloughed after the September 11 attacks. And again, after I decided to stay out of work for several months to be home with my newborn daughter.

Reserve Committee: *December 2009 Newsletter!!*

If you would like to receive this newsletter by email in the future, please email ReserveLife@hotmail.com to be added to the email list.

I have been paying attention to this health care debate and we do need a “public option” that helps reduce costs through enhanced market competition. A public health insurance plan will bring down costs and guarantee quality, affordable health care for all. Giving everyone the choice of a strong public health insurance plan will inject needed competition into the market, drive down costs, and improve quality across all plans.

Health care reform also needs to have, “a play or pay” provision that makes sure employers pay their fair share, and that health care benefits are not taxed. Employers must be required to either offer coverage for uninsured workers or pay into a fund to finance coverage for uninsured workers. Working people should not have to pay more for the insurance they already have in the form of increased taxes on current health benefits.

As workers, we should be concerned with this health care debate and fighting for what is best for working families – a public option, employers pay their fair share, and no tax on benefits.

Things to Know!!

- *The Community Service Committee is having a toy drive for toys for tots. They are also doing a magazine drive*

for people in women's shelters, homeless shelters, etc. There will be a box in the crew room in the next couple of days.

- *Missed a newsletter?? Go to iam2339h.org, “click here to see the Reserve Newsletter” on the left hand side and you can see our past Newsletters.*
- *Have a topic that you want us to research and possibly put in the newsletter??! Email us at reservelife@hotmail.com or with any other questions, comments or suggestions.*
- *Get on our mailing list!! Email us your name and email address to reservelife@hotmail.com*
- *Talking to your Supervisor??...ALWAYS, ALWAYS, ALWAYS!!! Take a Grievance Rep! This is your right! **Never let a Supervisor “Have a chat” with you without one!** If there is not one at the desk, tell your Supervisor you will not meet without Union Representation! And call **832. 368. 6529***
- *Now more than ever, the company wants to know what issues you have regarding the contract! Supervisors and other managers will be out in force trying to gauge our members support for various issues, they in*

turn send this information to the company negotiators. Support your union by telling them to speak to your union representatives if they want to know; don't give them the upper hand!

- *Show the Company that you will stand strong for Contract 2010!! **Wear your Union Pin!! This is your right!** There are also “Contract 2010 bracelets” at the union desk, show solidarity! This lets the Company know that we will not accept anything less than what is fair, and what is due to us! You are not “just a number!!” **YOU are the “Face” of Continental Airlines**, and you are the ones who bring our customers back by the work you do every day!*
- *Pick up a Negotiations Survival Handbook at the Union Desk! It has the information you need to stand strong in these upcoming months!!*

THE MONTHLY UNION MEETING

January 2010

January 19, 2010

Will be held at:

The Airport Marriot@ 1:00pm