

The Able Times

From the Desk of Michael Shapiro, President

Kindness and Home Health Care

Be kind whenever possible. It is always possible.
~Dalai Lama

"My religion is very simple. My religion is kindness." ~ Dalai Lama.

Some people believe that kindness can transform the world into a utopia. That everyone will live in peace, security and

prosperity and we will treat each other with respect and thoughtfulness. But we see every day in the news how people hurt and exploit each other. Kindness is often missing.

What is Kindness? Kindness can be understood in many ways:

- Treating others in a loving and gentle way.
- Being considerate and showing empathy to others.
- Placing the needs of others ahead of our own.
- Having affection, warmth, concern and care for others.
- Kindness is a virtue.



"Be kind, for everyone you meet is fighting a harder battle." ~ Plato

Kindness consists of doing favors and good deeds for others without the expectation of personal gain. This strength requires respect for others but also includes emotional affection. Kind people find joy in the act of giving and helping other people, regardless of their degree of relatedness or similarity.



The opposite of kindness is fear. Fear is very powerful. It's the reason nations build weapons that can destroy the earth and kill everyone on

it. It's the way people coerce others to do their own bidding in evil and destructive ways. It's the excuse to limit immigration and to build a wall.

In home care, kindness is of the foremost importance. Most people who become caregivers do so because they are kind people. Helping and caring for others provides meaning and satisfaction in our lives. For caring people it helps us feel good about ourselves. 3 personality traits that foster kindness are:

Empathy/sympathy – To be able to understand another person's circumstances and to have the capacity to see beyond your needs and comfort.

Moral reasoning – To be able to be objective in determining what is right

from wrong. Having moral reasoning is an important part of human nature. This helps you understand what it means to be kind.

Social responsibility – To be able to understand the ethical framework of society and the role and affect in which you play. Understanding how much you affect society can help you understand how important it is to be kind to those around you.

"Three things in human life are important: the first is to be kind; the second is to be kind; and the third is to be kind." ~ Henry James

Ways to Show Kindness:

It's important to show kindness to every one around you – the people you love and strangers you'll never see again. Too often we underestimate the impact a simple gesture can have on another person, but if you think of your own experience, most likely you can think of a case in which an act of kindness had a profound impact on you.

As an aide you can show kindness by:

- Coming to work on time.
- Performing your tasks with a good attitude.
- Showing empathy.
- Being respectful and compassionate.

"Kindness is a language which the deaf can hear and the blind can see." ~ Mark Twain

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NEW FOR 2018:
Sign on Bonus
Refer a Friend Bonus
Call your Branch for Details

Winter Care for Seniors



Winter is an especially important time to keep an eye on seniors to make sure they are living as safely as possible. In addition to cold weather, ice and snow, the winter season can bring health problems and injury to senior citizens. That's why it's important for relatives and friends to check in with their older adult family members, friends and neighbors. With your help, older adults can enjoy the winter months safely. Here are a few things to keep in mind:

Prevent Slips and Falls - Falls are a concern for seniors. Putting road salt, cat litter or sand on sidewalks, steps and driveways will make these areas as slip-free as possible. Seniors should also wear boots with non-skid soles to make

a fall less likely to occur. Older adults, especially those with heart disease or high blood pressure should leave snow shoveling to others.

Keep Warm – Guard Against Hypothermia - Cold temperatures make senior citizens susceptible to hypothermia, a dangerous drop in body temperature. Older adults tend to produce less body heat than younger people and it's hard for them to tell when the temperature is too low. Learn the warning signs of this weather related illness and how to prevent it. Keep indoor temperatures warm. If going outdoors is necessary, dress in layers and be sure to wear thick socks, a heavy coat, a warm hat, gloves and a scarf.

Prepare for Power Outages - Make sure you have easy access to flashlights and a battery-powered radio in case the power goes out. Stockpile warm blankets. Longer power outages can spoil the food in your refrigerator and freezer so keep a supply of non-perishable foods that can be eaten cold on hand. If the power goes out, wear several layers of clothing, including a hat. Move around a lot to raise your body temperature.

Prevent Carbon Monoxide Poisoning - Using a fireplace, gas heater or lanterns can lead to carbon monoxide poisoning. Ensure your safety by checking the batteries on your carbon monoxide detector and buying an updated one if you need to.

For additional important winter safety tips, download a copy of the CDC's "Extreme Cold: A Prevention Guide to Promote Your Personal Health and Safety" found at: <https://www.cdc.gov/disasters/winter/guide.html>

Able's Hall of Fame

Caregiver Excellence



The Brooklyn Branch recognized one of their own for the exceptional work he is performing with his client. Caregiver Lennix Peters was also recognized by the Heart Share School for the work and inspiration he provides his client. His client has made significant progress in his behavior and school work due to Lennix' patience and caring attention. Mr. Peters has been employed with Able since June of 2005.

We commend Lennix for the dedication and compassion he provides his patient each and every day. *That's the Able way!*

Congratulations

to Newlyweds

Maria Majia Rosa
(Caregiver from the Queens Branch)

& Juan Vargas who
tied the knot
on December 2nd.

*They are expecting a
baby boy in January!*



It is very difficult to find words that adequately describe our feelings of gratitude for all that Jennifer Tedeschi has done for our family. Almost a decade ago Jennifer entered our lives when we needed her most. She was given the formidable task of helping us meet the physical and emotional needs of our three adult children who were born with a rare genetic disease which left them wheelchair bound and needing assistance with most activities of daily living.

Jennifer met every challenge with a smile, kindness and determination. Her warm-hearted and empathetic approach to all of our children's needs never once faltered and at the end of each day they were left with a sense of well being and self-worth. Jennifer's kindness, compassion and sensitivity to our children extended to us as well and will always be remembered with heartfelt love and appreciation.

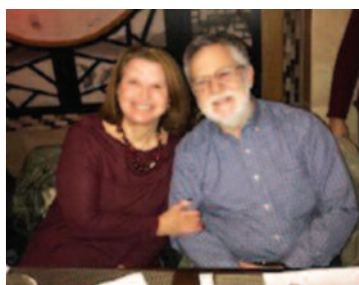
Jennifer exemplifies all the best characteristics of a home care professional. Our prayer for Jennifer is that she will find happiness and fulfillment along her new path; that she will always know how much she is loved and appreciated and that she will always be aware of the extraordinary

Able's Happy Holidays



Jane Magnan, Queens Branch Director would like to thank her team for making their holiday party a wonderful success. She sends a special thank you to all those who helped with the preparations. The HHA's were very pleased. Job well done! Happy Holidays!





Able will begin offering English as a Second Language this coming January 2018 at no cost. Please let your branch know if you are interested. We will offer classes in morning and evening depending upon the interest and availability.



Many of our patients speak their native language and having caregivers who understand that language is very beneficial. But it is also important that our caregivers who come here from other countries with a minimum comprehension also learn to speak, read and write English.

Abraham Morales, who is a Spanish speaking immigrant, writes "I believe all new immigrants should learn English. I am one of the 40 million immigrants living in this country and, after more than a dozen years here, I am still learning new vocabulary and idiomatic expressions every day.

Learning how to speak and write English helps us not only to survive, but to advance as well. I know of talented new citizens whose level of English limits their ability to pursue career opportunities, to be more engaged in their children's education, or to better understand complex U.S. systems such as health care."

Although learning English is not a requirement, it is a good idea, for many reasons.

- Learning English is the first step in basic survival in the United States, the ability to gain a driver's license, eventual citizenship, and job security.
- It's a way to begin to connect with other Americans, other than those in one's immediate cultural group.
- To be able to participate in the legislative process that affects our lives, to understand laws and regulations, understand contracts and leases and review documents.
- America is a melting pot. Immigrants over the past 100 plus years have been able to assimilate and make a better life for themselves.

Inglés como segundo idioma

Able comenzará a ofrecer cursos gratis de inglés como segundo idioma el próximo mes de enero de 2018. Por favor, avísele a su sucursal si está interesado. Ofreceremos clases por la mañana y por la tarde dependiendo del interés y la disponibilidad.

Muchos de nuestros pacientes hablan su lengua materna y tener cuidadores que entiendan su idioma es muy beneficioso. Pero también es importante que nuestros cuidadores, que vienen de otros países con una comprensión mínima de inglés, aprendan a hablar, leer y escribir en inglés.

Abraham Morales, que es un inmigrante de habla hispana, escribe "Creo que todos los nuevos inmigrantes deberían aprender inglés. Soy uno de los 40 millones de inmigrantes que viven en este país y, después de más de una docena de años aquí, todavía estoy aprendiendo vocabulario nuevo y expresiones idiomáticas todos los días.

Aprender a hablar y escribir en inglés nos ayuda no solo a sobrevivir, sino a avanzar también. Conozco a nuevos ciudadanos talentosos cuyo nivel de inglés limita su capacidad para buscar oportunidades profesionales, participar más en la educación de sus hijos o comprender mejor los sistemas complejos de los EE. como la atención médica."

Aunque aprender inglés no es un requisito, es una buena idea, por muchas razones.

- Aprender inglés es el primer paso en la supervivencia básica en los Estados Unidos, la capacidad de obtener una licencia de conducir, ciudadanía eventualmente y seguridad laboral.
- Es una manera de comenzar a conectarse con otros estadounidenses, además de aquellos en el grupo cultural inmediato de uno.
- Poder participar en el proceso legislativo que afecta nuestras vidas, comprender las leyes y los reglamentos, entender los contratos y los arrendamientos y revisar los documentos.
- Estados Unidos es un crisol de culturas. Los inmigrantes de los últimos 100 años o más han podido asimilarse y tener una vida mejor para ellos mismos.

New Benefit - New York State Paid Family Leave Benefits Law

Effective January 1, 2018, employees will be eligible for Paid Family Leave as permitted under the New York Paid Family Leave Benefits Law. After this date, eligible part-time and full-time employees may take Paid Family Leave under certain conditions, including: (i) to care for a family member with a serious health condition, (ii) to bond with a child after birth or placement for adoption or foster care within the first 12 months after the birth or placement, or (iii) because of any qualifying exigency arising from the fact that an employee's spouse, domestic partner, child or parent is on activity duty (or has been notified of an impending call or order to active duty) in the armed forces of the United States.

Paid Family Leave will phase in over 4 years with a gradually increasing benefit amount and duration, as depicted below.

Effective Date	Maximum Length of Paid Leave	Amount of PFL Benefits (expressed as % of the employee's average weekly wage (AWW))	Maximum Amount of PFL Benefits Payable (expressed as % of the NY AWW)
January 1, 2018	8 weeks	50%	50%
January 1, 2019	10 weeks	55%	55%
January 1, 2020	10 weeks	60%	60%
January 1, 2021	12 weeks	67%	67%

Additionally, the cost of Paid Family Leave benefits is to be paid for by the employee via payroll deduction. Beginning on January 5, 2017, the Agency will be deducting a very small percentage of your average weekly wages to fund Paid Family Leave benefits, as is permitted by law. The deduction rate, which is set by New York State and which is the same for everyone, is 0.126% of each employee's weekly wage with a weekly wage cap of \$1,305.92. The maximum contribution is \$1.65 each week. For example, if an employee's weekly wage amounts to \$1,000.00, the maximum payroll deduction for Paid Family Leave would be \$1.26 for that week. For employees who make more than the state's average weekly wage of \$1,305.92, the Paid Family Leave deduction will be capped at \$1.65 per week (0.126% of \$1,305.92).

Open Enrollment for 2018

Dear Able Employee:

IT IS OPEN ENROLLMENT TIME FOR ABLE HEALTH CARE... We will continue to offer four levels of medical coverage through Emblem Health – HIP and two types of dental coverage through CapDent and Health Reimbursement. Summary Plan Descriptions are available at your Branch. All employees of Able Health Care Service must complete a Benefits Election/Waiver form by January 15, 2018.

There are other health insurance benefits not sponsored by Able Health Care Service that you can choose to join:

MEDICARE if you are of age (1-800-633-4227); MEDICAID (1-800-541-2831); Children's Health Insurance Program (CHIP) (1-877-543-7669).

The New York State Marketplace also provides health insurance for individuals, families and children at a low cost. Go online to:

www.newyorkstatehealth.ny.gov or call 1-855-355-5777

BENEFIT COMPARISON	HIP Standard Prime HMO - Base	HIP Standard Prime HMO - Standard	HIP Alternative Prime HMO - Medium	HIP Prime HMO - High
Office Copay	\$30	\$25	\$15	\$10
Specialist Copay	\$75	\$40	\$15	\$10
ER Copay	\$500	\$50	\$0	\$25
Hospital Copay per Admission	\$2,000	\$500	No Charge	No Charge
O/P Surgery Copay	\$750	\$75	\$35	No Charge
Prescription Copay	\$15 Tier 1 Only	\$15 Tier 1 Only	\$10/\$25/\$50	\$5/\$5/\$35
Out-of-Pocket Max-Individual/Family	\$6,600/\$13,200	\$6,600/\$13,200	\$6,600/\$13,200	\$6,600/\$13,200
Weekly contribution based on working 130 hours or more per month:				
	BASE	STANDARD	MED	HIGH
Single	\$10.00	\$20.00	\$55.00	\$85.00
Employee/Child	\$160.00	\$180.00	\$250.00	\$295.00
Employee/Spouse	\$195.00	\$215.00	\$295.00	\$345.00
Family	\$350.00	\$420.00	\$540.00	\$620.00
Weekly contribution based on working less than 130 hours but more than 80 hours in the month. You will be charged the amount below each week for the entire following month:				
	BASE	STANDARD	MED	HIGH
Single	\$50.00	\$60.00	\$95.00	\$150.00
Employee/Child	\$200.00	\$220.00	\$290.00	\$365.00
Employee/Spouse	\$235.00	\$255.00	\$335.00	\$415.00
Family	\$425.00	\$460.00	\$580.00	\$690.00
Weekly contribution based on working less than 80 hours for the month. You will be charged the amount below each week for the entire following month:				
	BASE	STANDARD	MED	HIGH
Single	\$173.82	\$185.12	\$223.59	\$248.38
Employee/Child	\$323.29	\$344.32	\$415.87	\$461.98
Employee/Spouse	\$359.10	\$382.45	\$461.93	\$513.14
Family	\$549.25	\$584.97	\$706.55	\$784.87



Gmail

To create a free **Gmail** address, you'll first need to create a **Google account**.

Gmail will redirect you to the Google account signup page. You'll need to provide some basic information like your **name**, **birth date**, **gender**, and **location**. You will also need to choose a **name** for your new Gmail address. Once you create an account, you'll be able to start adding **contacts** and adjusting your **mail settings**.

The Advantages of an Email Address:

- Get offered cases faster
- Print/view paystubs (Paystubs are available through the ADP website. Once you provide us with your e-mail address, we can help guide you through the brief registration process.)
- Communicate with branch
- Contact Coordinator to: Resolve problems, Ask questions, Request time off, ... and more!

To create an account:

1. Go to www.gmail.com.
2. Click **Create account**.

The **signup** form will appear. Enter the following:

- Name
- Create a password
- Enter Date of Birth
- Choose your username
- Confirm your password
- Gender

3. Review Google's Terms of Service and Privacy Policy, click the check box, then click **Continue**. Here, you'll have an opportunity to set up **recovery options**. Recovery options are helpful if you forget your password or if someone tries to access your account. If you don't want to set up recovery options at this time, click **Done**.

4. Your account will be created, and the Google welcome page will appear.





Urgent Call In Call Out Reminders

To Receive your pay accurately and on time it is important to:

1. Call in and out for every case which will assure you are paid the correct amount of hours you work.
2. Make sure to use the correct phone #, this will identify your patient correctly.
3. Make sure to correctly enter your ID #, this will assure you receive credit for your visit.
4. Make sure to accurately enter the tasks you do for your patient that are prescribed on the Plan of Care.

Please feel free to ask for help or to come to your branch if you need more guidance or help calling in and out and entering tasks.

Para recibir su paga correctamente y en el día de pago adecuado es importante que usted haga lo siguiente:

1. Debe de llamar al empezar su turno laboral y debe de llamar al concluir su turno laboral por cada caso. Este proceso asegurara que se le pague la cantidad correcta por las horas trabajadas.
2. Asegure de usar el numero de telefono correcto, esto identificara a su paciente correctamente.
3. Asegure de ingresar correctamente su numero de identificacio n, esto le asegurara recibir credito por su visita.
4. Asegure de ingresar con precisio n las tareas que usted hace para su paciente las cuales esta n delineadas en su Plan de Cuidado.

Por favor, siéntete libre de pedir ayuda o de visitar a su sucursal si necesita mas orientacio n o ayuda para seguir el proceso de llamar y salir y para entrar las tareas adecuadamente.

Take Advantage of the Many Benefits Offered to You Through Employment with Able Health Care

Health Insurance - Eligible after three months of employment. Enrollment for you and your family with HIP. Prescription Benefits are inclusive as well as vision and some dental coverage.

401K Retirement Plan - Eligible after one year of service. Retirement & Savings program is always an advantage. Participation is strictly voluntary. You can contribute 1% - 15% to the plan each pay period. The Able Health Care Service 401K Plan is a great way to save for your retirement.

Comprehensive Dental Care - Choice of many Dentists all at a discounted fee. Many procedures without any out of pocket cost. Choose from four options of coverage one including orthodontics. Feedback from people already enrolled has been excellent. Take advantage.

Commuter Benefit - A debit card that can be used to purchase transit passes for use on the New York City subways, buses, train, ferry or Uberpool.

Direct Deposit - Is available for your convenience.

New for 2018 - Sign On Bonus & Refer a Friend Bonus - *Call your branch for details*

Tome provecho de los muchos beneficios ofrecidos por su empleo con Able Health Care.

Seguro Medico Elegible después de tres meses de empleo. Inscripción disponible para Usted y para su familia con HIP. Medicamentos, visión, y algunas partes del plan dental.

401k Plan de Jubilación Elegible después de un año de empleo. Plan de ahorros para su siempre es algo bueno. Participación es voluntaria. Usted puede contribuir del 1% al 15% al plan de su salario en cada pago. El 401K plan de Able Health Care es una excelente manera de ahorrar para su jubilación.

Plan Dental Integral Hay opciones de muchos dentistas a costos rebajados. Muchos de los tratamientos sin algunos costos para Usted. Puede elegir entre cuatro planes, uno incluye ortodontista. Comentarios de personas que tienen el plan han sido excelentes. Aprovechélos.

Beneficios de Viaje Una tarjeta de débito que puede usarse para comprar pases de tránsito para usar en los subterráneos, autobuses, tren, ferry o Uberpool de la ciudad de Nueva York.

Deposito Directo esta disponible para su conveniencia.

Nuevo en 2018 – Dos Programa de Bonificación:

- Empleado nuevo recibirá bonificación al ser contratado
- Los empleados de Able Health recibirán bonificación por cada recomendación de HHA con certificación

Para más información llame a su Sucursal de Able Health

INSERVICE SCHEDULE 1st QUARTER 2018

LOCATION: BROOKLYN

INSERVICE SCHEDULE TO BE DETERMINED.

LOCATION: ISLANDIA

Date	Time	Subject	Time	Subject
Monday, 2/19	2:00 - 5:00	Disaster Planning	6:00 - 9:00	Disaster Planning

LOCATION: WHITE PLAINS

INSERVICE SCHEDULE TO BE DETERMINED.

INSERVICE SCHEDULE 1st QUARTER 2018 (Continued)

LOCATION: HEMPSTEAD

<i>Date</i>	<i>Time</i>	<i>Subject</i>	<i>Time</i>	<i>Subject</i>
Tuesday, 1/2	10:00 - 1:00	Fall Precautions and Household Safety Tips	1:00 - 4:00	N/A
Wednesday, 1/3	9:00 - 12:00	Body Mechanics and Use of Assistive Devices	1:00 - 4:00	N/A
Thursday, 1/4	9:00 - 12:00	OSHA	1:00 - 4:00	Vital Signs
Wednesday, 1/10	9:00 - 12:00	Alzheimer's Disease	1:00 - 4:00	Mental Illness
Thursday, 1/11	10:00 - 1:00	OSHA	1:00 - 4:00	N/A
Monday, 1/15	9:00 - 12:00	The Human Body	1:00 - 4:00	Caring for the Older Adult
Tuesday, 1/16	10:00 - 1:00	OSHA	1:00 - 4:00	N/A
Wednesday, 1/17	9:00 - 12:00	Care of the Cancer Patient	1:00 - 4:00	Tuberculosis
Thursday, 1/18	9:00 - 12:00	OSHA	1:00 - 4:00	Women's Health
Wednesday, 1/24	10:00 - 1:00	OSHA	1:00 - 4:00	N/A
Thursday, 1/25	9:00 - 12:00	OSHA	1:00 - 4:00	Spinal Cord Injuries
Wednesday, 1/31	10:00 - 1:00	Cultural Diversity in Healthcare Service	1:00 - 4:00	N/A
Thursday, 2/1	10:00 - 1:00	OSHA	1:00 - 4:00	N/A
Monday, 2/5	10:00 - 1:00	Spinal Cord Injuries	1:00 - 4:00	N/A
Monday, 2/12	9:00 - 12:00	OSHA	1:00 - 4:00	Aide's Role with Medication Assistance
Tuesday, 2/13	10:00 - 1:00	Caring for People with Memory Problems	1:00 - 4:00	N/A
Wednesday, 2/14	9:00 - 12:00	OSHA	1:00 - 4:00	Care of the Diabetic Client
Thursday, 2/15	9:00 - 12:00	Headaches and Seizure Disorder	1:00 - 4:00	Vision Health
Wednesday, 2/21	9:00 - 12:00	OSHA	1:00 - 4:00	Pastoral Counseling
Thursday, 2/22	10:00 - 1:00	Musculoskeletal Disorders	1:00 - 4:00	N/A
Wednesday, 2/28	9:00 - 12:00	OSHA	1:00 - 4:00	Common Cardiac Conditions
Thursday, 3/1	10:00 - 1:00	OSHA	1:00 - 4:00	N/A
Tuesday, 3/6	9:00 - 12:00	Activities of Daily Living	1:00 - 4:00	The Respiratory System
Wednesday, 3/14	9:00 - 12:00	OSHA	1:00 - 4:00	Working Effectively in Home Care
Thursday, 3/15	10:00 - 1:00	OSHA	2:00 - 5:00	Mental Illness
Tuesday, 3/20	9:00 - 12:00	Understanding the Human Body	1:00 - 4:00	N/A
Wednesday, 3/28	10:00 - 1:00	The Normal Aging Process	1:00 - 4:00	N/A

LOCATION: QUEENS

OSHA/SKILLS

EVERY TUESDAY & EVERY FRIDAY - 2 SESSIONS EACH DAY

9:00 a.m. - 1:00 p.m. / 1:30 p.m. - 5:30 p.m.

<i>Date</i>	<i>Time</i>	<i>Subject</i>	<i>Time</i>	<i>Subject</i>
Wednesday, 1/3	9:00 - 12:00	Anatomy Review	1:00 - 4:00	Excellent Client Care
Thursday, 1/4	9:00 - 12:00	Special Needs	1:00 - 4:00	Hospice
Monday, 1/8	9:00 - 12:00	Infection Control	1:00 - 4:00	Fall Risk
Wednesday, 1/10	9:00 - 12:00	Mobility	1:00 - 4:00	Nutrition
Thursday, 1/11	9:00 - 12:00	Pain	1:00 - 4:00	Pressure ulcers
Monday, 1/15	9:00 - 12:00	Schizophrenia	1:00 - 4:00	Woman's Health
Wednesday, 1/17	9:00 - 12:00	Disaster Planning	1:00 - 4:00	Ebola
Thursday, 1/18	9:00 - 12:00	Hospice	1:00 - 4:00	Special Needs
Monday, 1/22	9:00 - 12:00	Oxygen Safety	1:00 - 4:00	Substance Abuse in Elderly
Wednesday, 1/24	9:00 - 12:00	Adolescent Growth and Development	1:00 - 4:00	Hording
Thursday, 1/25	9:00 - 12:00	Understanding Basic Needs	1:00 - 4:00	Activity and the Elderly
Monday, 1/29	9:00 - 12:00	Cooking for Your Clients	1:00 - 4:00	Pneumonia
Wednesday, 1/31	9:00 - 12:00	Understanding GERD	1:00 - 4:00	Knee Replacement
Thursday, 2/1	9:00 - 12:00	Cancer	1:00 - 4:00	T.B.
Monday, 2/5	9:00 - 12:00	Diabetes	1:00 - 4:00	Managing Anger in the Workplace
Wednesday, 2/7	9:00 - 12:00	Adult Substance Abuse	1:00 - 4:00	Animals in Healing
Thursday, 2/8	9:00 - 12:00	Special Needs	1:00 - 4:00	Hospice
Monday, 2/12	9:00 - 12:00	Drug Resistant Bacteria	1:00 - 4:00	Dementia
Wednesday, 2/14	9:00 - 12:00	Dealing With Family	1:00 - 4:00	Activity and the Elderly
Thursday, 2/15	9:00 - 12:00	Neglect	1:00 - 4:00	Medical Machines
Monday, 2/19	9:00 - 12:00	Nutrition for the Elderly	1:00 - 4:00	Norovirus
Wednesday, 2/21	9:00 - 12:00	Osteoporosis	1:00 - 4:00	Pressure Sores
Thursday, 2/22	9:00 - 12:00	Hospice	1:00 - 4:00	Special Needs
Monday, 2/26	9:00 - 12:00	Managing Aggressive Violent Behavior	1:00 - 4:00	Elopement Prevention
Wednesday, 2/28	9:00 - 12:00	Heart Failure	1:00 - 4:00	Asthma
Thursday, 2/28	9:00 - 12:00	Hip Replacement	1:00 - 4:00	Pneumonia
Monday, 3/5	9:00 - 12:00	Effects of Smoking	1:00 - 4:00	Bed Bugs
Wednesday, 3/7	9:00 - 12:00	Abnormal Observations	1:00 - 4:00	Adolescent Growth & Development
Thursday, 3/8	9:00 - 12:00	Special Needs	1:00 - 4:00	Hospice
Monday, 3/12	9:00 - 12:00	Client-Centered Care	1:00 - 4:00	Feeding Difficulties
Wednesday, 3/14	9:00 - 12:00	Hepatitis A & B	1:00 - 4:00	Oxygen Safety
Thursday, 3/15	9:00 - 12:00	Alzheimer's Disease	1:00 - 4:00	Taking Care of Your Back
Monday, 3/19	9:00 - 12:00	Disaster Planning	1:00 - 4:00	Client's Self Esteem
Wednesday, 3/21	9:00 - 12:00	Multiple Sclerosis	1:00 - 4:00	Spiritual Needs of Clients
Thursday, 3/22	9:00 - 12:00	Hospice	1:00 - 4:00	Special Needs
Monday, 3/26	9:00 - 12:00	Parkinsons Disease	1:00 - 4:00	Vaccines
Wednesday, 3/28	9:00 - 12:00	Vision Loss	1:00 - 4:00	Fatigue
Thursday, 3/29	9:00 - 12:00	Working in Kosher Homes	1:00 - 4:00	HIV/AIDS

**1240 Broadcast Plaza
Merrick, New York 11566**
Phone: 516-546-8000
Fax: 516-868-7394
Web: ablehealthcare.com

The Able Times is a publication of Able Health Care Service, Inc. It is produced for its employees, patients, families, and referral sources.

Able has provided Home Health Care since 1976. Able has offices at the following sites:

**Able Health Care Special Needs
OPWDD Certified Division:**

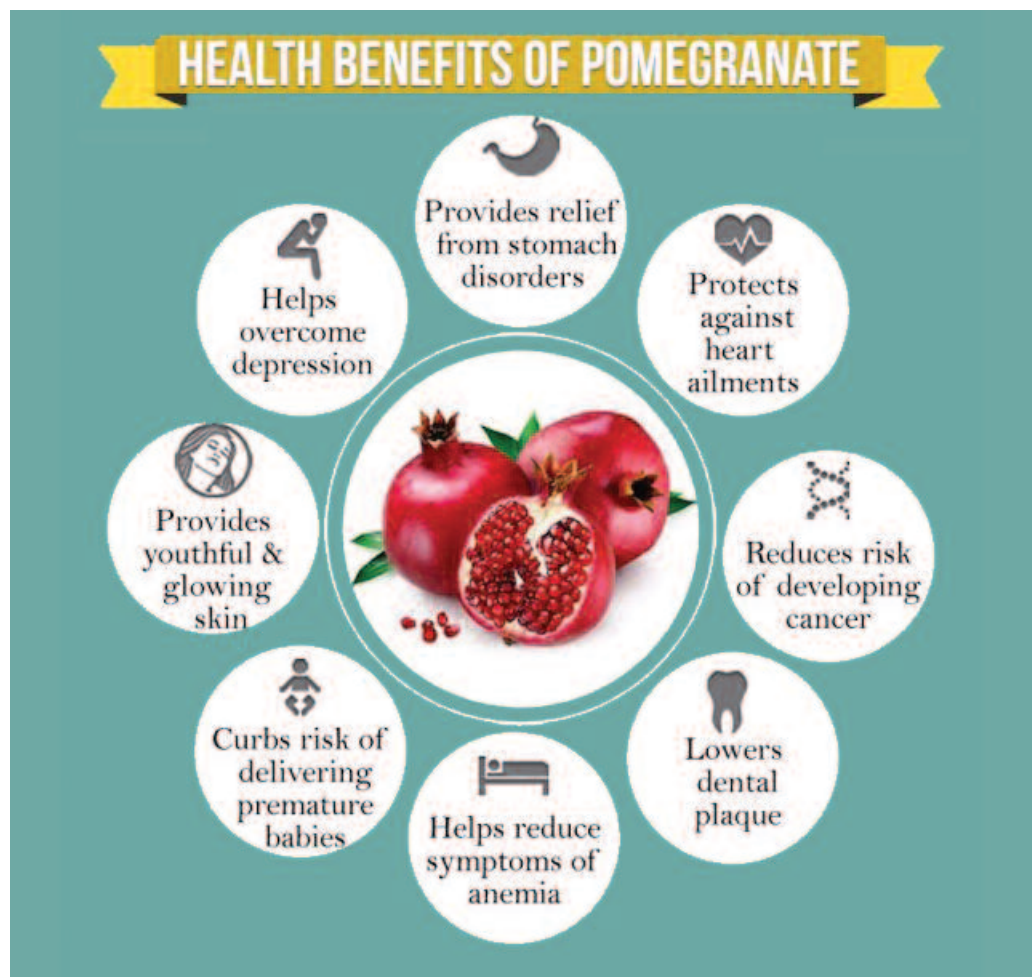
Queens718-779-7000
Brooklyn.....718-222-1200
Nassau516-933-7000
Suffolk631-952-0500

**Able Health Care
Licensed Home Care Agency:**

Queens718-458-0800
Nassau516-933-7000
 516-292-0100
Suffolk631-952-0500
White Plains914-683-9400

Recruitment Offices:

Hempstead.....516-292-0100
Brooklyn.....718-222-1200



In-service Schedule on pages 6 and 7 for January, February, and March 2018

To remain in compliance as an HHA you are required to attend 12 hours or 4 in-services each year. The informative and educational in-services listed on the previous pages will be presented at your local branch office. Call to make a reservation; dates may change. OSHA in-service is required once a year.

Editorial Policy

The Able Times is a publication of Able Health Care Service, Inc. The Editor invites contributions of articles, special reports, statistics, news items, short personal experiences, poetry, etc. We reserve the right to refuse and/or edit all submissions for publication. Please send articles to The Editor at 1240 Broadcast Plaza, Merrick, NY, 11566.

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