

The Able Times

From the Desk of Michael Shapiro, President



Facing Challenges: How Helen Keller Overcame Being Blind and Deaf

Everyone faces challenges. We can choose to either accept our limitations or realize our

potential. Helen Keller was, and continues to be, an inspiration for many. When she was just 18 months old she was stricken with an unknown serious disease that robbed her of her sight and hearing. Although she had ways of communicating with her parents and a close friend she needed to learn to communicate with the world. Helen and her parents were advised to consult with Dr. Alexander Bell, inventor of the telephone. Although there was little he could do they became lifelong friends.

It was only after Helen went to Boston's Perkins Institution for the blind that she met Anne Sullivan (pictured here with young Helen) who helped Helen learn vocabulary and how to communicate with others. She also learned Braille and was able to earn a degree from Radcliffe College with Anne's continued support. Helen Keller went on to become a world-famous speaker and author, an advocate for people with disabilities, and an active member of the Socialist Party.



Despite the tremendous challenges of speech, Helen was able to learn to speak, to some degree, by feeling the vibrations that different letters make. Although difficult to understand, people familiar with her understood and would translate for others.

Helen could have chosen to accept the low expectations people had of her because of her disabilities, but instead she pushed herself beyond the limits of her blindness and deafness. In doing so, she achieved so

much, and touched the lives of so many. In her autobiography, 'The Story of my Life' she describes how the mystery of language was revealed to her, *"I left the well-house eager to learn. Everything had a name, and each name gave birth to a new thought. As we returned to the house, every object I touched seemed to quiver with life. That was because I saw everything with the strange, new sight that had come to me."* Helen went on to learn several languages including German, French and Latin. She helped start the American Civil Liberties Union to protect the rights and Liberties that our Constitution provides for all citizens. She founded the Helen Keller International, an organization whose mission is to save and improve the sight and lives of the world's vulnerable by combating the causes and consequences of blindness, poor health and malnutrition.

Some of Helen Keller's memorable quotes are:

☞ *Be happy with what you have, while working for what you want.* ☞ *I will not refuse to do something I can do.* ☞ *The best, most beautiful things in the world cannot be seen or even touched - they must be felt with the heart.* ☞ *Alone we can do so little; together we can do so much.* ☞ *Optimism is the faith that leads to achievement. Nothing can be done without hope and confidence.* ☞ *Walking with a friend in the dark is better than walking alone in the light.* ☞ *What we have once enjoyed we can never lose.* ☞ *All that we love deeply becomes a part of us.* ☞ *The only thing worse than being blind is having sight but no vision.*

Helen Keller became a leading light of the 20th century. Let her words inspire you to never let hurdles hold you back!



October 2017

Volume 22 Edition 4

Inside this Issue

Able's Hall of Fame	2
Clients With Pets – Keeping Safe	3
Influential News	3
Benefits of Coloring for Seniors	3
Clarity SmartRide Commuter Benefits	4
ADP Mobile Solutions.....	5
Urgent Call In/ Call Out Reminders.....	5
In-services 4th Quarter 2017	6-7
Why do Fall Leaves Change Color?	8



From the Desk of Sandra Weintraub, Executive Director

Home Health Aides are SUPERHEROES

As a home health aide, you are a superhero to your clients and their families! You provide peace of mind and tender loving care for loved ones. Your compassionate spirit helps you break down barriers to truly get to know your clients. In addition to assisting them with their activities of daily living, by taking an interest in their lives, such as learning their favorite hobbies or least favorite foods, you will build a bond with your clients. They will look forward to your visits and companionship.



Being a home health aide is so much more than just assisting the person as they heal and go through life. In fact, it is about building trust with the client and the family when they are at their most vulnerable. Each client's diagnosis may vary and, as a home health aide, you are there to provide consistent care, in every situation. You are there to keep your client content, with an ear to listen or a shoulder to cry on. Your professionalism, coupled with your unique skills, makes you a life-changing force, enabling your clients to remain safe and comfortable in their own homes and communities.

Home health aides show the world every day that it's important to be kind, loving, and strong. Along with your compassion, excellence, and reliability, you are a sense of normalcy, during what can be a very difficult time. You have the power to bring health and happiness into a person's life and that is truly a rich reward for everyone.

Able's Hall of Fame



Roberta Stratos,
Corporate Payroll Coordinator, is
retiring after 12+ years of dedicated
service. She has been a tremendous
asset to the Payroll Department
and we will surely miss her.

*Happy
Retirement!*



Chris, Roberta, Keely and Jessica

Congratulations Roberta!

Comments Made from Graduates of Able's Free HHA Training Program:

"The different teaching methods my teacher used was wonderful".

*"I had a wonderful time with my teacher Ms. Norma. She is full of
life, adorable and interesting. She teaches and we learn".*

*"The instructor took her time to go over everything and made sure
we understood everything she taught".*

*"I enjoyed the on-the-spot demonstrations with seeing actual
equipment that might be used on a case; as well as personal
experience stories".*

*"I enjoyed everything, the training was very good and informative.
I also met nice people".*

Caregiver

I am the caregiver, the watcher, the guide
I walk down the hall with you by my side
a smile, a laugh, a hug or embrace
I watch the worry fall away from your face
I am the caregiver, the watcher, the guide
I walk down the hall with you by my side
I am your compass, your shining north star
I try to remind you of just who you are
I am the caregiver, the watcher, the guide
I walk down the hall with you by my side
Pictures and letters, music of old
keep your mind warm and away from the cold
I am the caregiver, the watcher, the guide
I walk down the hall with you by my side
the routine of night shows no wear and tear
the light of the morning so soon will be here.

- Lee McCurley



Some of Our Dedicated Aides

From the Islandia Branch



**Thank you
for all you do.**

**We love &
appreciate you!**



Influential News



Why should people get vaccinated against the flu?

Influenza is a serious disease that can lead to hospitalization and sometimes even death. Every flu season is different, and influenza infection can affect people differently, but millions of people get the flu every year, hundreds of thousands of people

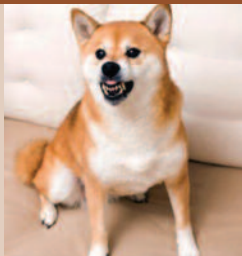
are hospitalized and thousands or tens of thousands of people die from flu-related causes every year. Even healthy people can get very sick from the flu and spread it to others. CDC estimates that flu-related hospitalizations since 2010 ranged from 140,000 to 710,000, while flu-related deaths are estimated to have ranged from 12,000 to 56,000. During flu season, flu viruses circulate at higher levels in the U.S. population. ("Flu season" in the United States can begin as early as October and last as late as May.) An annual seasonal flu vaccine is the best way to reduce your risk of getting sick with seasonal flu and spreading it to others. When more people get vaccinated against the flu, less flu can spread through that community.

¿Por qué las personas deben vacunarse contra la gripe?

La gripe es una enfermedad grave que puede conducir a la hospitalización e incluso a la muerte. Cada temporada de influenza es diferente, y la infección por influenza puede afectar a las personas de manera diferente, pero millones de personas contraen la gripe cada año, cientos de miles de personas son hospitalizadas y miles o decenas de miles de personas mueren por causas relacionadas con la gripe cada año. Incluso las personas saludables pueden enfermarse de la gripe y transmitir a otros. CDC esta estimado que las hospitalizaciones relacionadas con la gripe desde 2010 carcula entre 140.000 a 710.000, mientras que las muertes relacionadas con la gripe se estima que han carculado de 12.000 a 56.000. Durante la temporada de gripe, los virus de la gripe circulan en niveles más altos en la población de los Estados Unidos. (La temporada de la gripe de los Estados Unidos puede empesar desde lo mas temprano de Octubre y dura hasta el final de mayo) Una vacuna contra la gripe estacional anual es la mejor manera de reducir el riesgo de enfermarse con la gripe estacional y transmitir a otros. Cuando más personas se vacunan contra la gripe, menos gripe puede transmitirse a través de esa comunidad.

Clients with Pets – Keeping Yourself Safe

- ☑ Don't assume that a client's pet will behave the same way every time you visit. Always proceed with caution around a client's animal.
- ☑ Remember that even a calm animal may become protective of its owner as you proceed with your work. Do not approach a dog or cat that has its hair raised or its teeth bared. These are signs that the animal feels threatened.
- ☑ In fact, your best bet is not to touch your client's animals at all. This reduces your chances of being bitten and keeps you from having to rewash your hands in the middle of client care.
- ☑ Your clients probably love their pets and may want you to show affection to them as well. Explain that your workplace has a policy requiring you to keep your distance from all animals.
- ☑ If you feel uncomfortable around a client's pet, ask the family to put the animal in another room or restrain it during your visit.
- ☑ If a dog starts dashing toward you, don't run. The dog's instinct is to chase after you - even if it doesn't want to hurt you.
- ☑ If a dog approaches you, try to stand very still for a minute or two. The dog will probably sniff you (to check you out) and then get bored and walk away.
- ☑ Avoid making eye contact with a dog as this is seen as an aggressive move. And, if you walk away from a strange dog, go very slowly and calmly.
- ☑ If you are bitten by a client's pet, wash the wound gently with soap and water. Then, call your supervisor for further instructions.
- ☑ Avoid handling dog treats in your client's home. Some may be contaminated with salmonella, which can cause food poisoning.
- ☑ Keep a bottle of flea spray in your car, especially during the fall. If you suspect that you have been in a home where there are fleas, spray your lower legs and feet when you leave the house.



The Benefits of Coloring for Seniors

Coloring can be enjoyable and relaxing for adults, and it has some notable benefits – especially for seniors:

1. Coordination and muscle control. As we age, it becomes more difficult to control and coordinate the muscles of our arms and hands. Coloring can help to exercise and strengthen these muscles. It can contribute to better hand-eye coordination, greater dexterity, and over-all strengthening of fine motor skills. This can make many routine daily activities a little easier.

2. Stress relief. Coloring is a great way to de-stress, forget about pain or other ailments, and focus on something pleasurable in the moment. The focus and concentration required to color promote mindfulness, which is a powerful technique to lower stress levels.



Reducing stress can help to keep blood pressure and heart rate at healthy levels, so coloring may actually contribute to better health. Stress relief is also important for seniors who are suffering from dementia or Alzheimer's disease. They may feel frustrated and agitated by their memory issues. Coloring can provide them with an activity where these challenges don't limit them as much.

3. Self-expression. Seniors who are recovering from a stroke or who are dealing with memory issues or conditions such as Parkinson's disease may have trouble with verbal communication. Coloring is a way to express their thoughts and feelings without having to use words.

4. Social opportunities. Although coloring alone is perfectly enjoyable, it's also a great excuse to spend some time enjoying the company of others. Some seniors enjoy gathering regularly to color together. It gives them the chance to catch up and to reminisce. It's also a great activity to share with grandchildren of any age! If you are looking for a relaxing, enjoyable activity, why not give coloring a try?



Clarity SmartRide: Commuter Benefits

Beginning around March 2017 many of our caregivers began to receive commuter benefit debit cards. This can be used to purchase transit passes for use on the New York City subways, buses, train, ferry or UberPOOL.

Clarity SmartRide is a pre-tax benefit account used to pay for mass transit expenses associated with your commute to work.

For New York City wage parity cases, Able will contribute 50 cents per hour worked (up to 40 hours per week/ \$1040 per year) towards the commuter benefit program on a monthly basis for employees who do not participate in Able's Health Insurance program. For employees who work under 28 hours per month we accumulate the hours for six months and pay a lump sum payment after six months of services. Clarity SmartRide charges \$3.50 per month per card for administration fees. Please use your card to make purchases.

Is there a limit to how much I spend per month? Yes. Monthly limits are set by the IRS. Currently, contributions, either by Able or yourself, for mass transit are limited to \$255 per month. Any monthly expenses above these limits cannot be exempt from taxes and cannot be applied to future months.

How does it work? You pay for the qualified transportation with your Clarity Care Debit Card or you can pay out of pocket and then file a claim for reimbursement.

How you get it. Ready to save? You will either receive or you can sign up for **Clarity SmartRide** at any time. Contact your Service Coordinator and start saving today!

Clarity customer service phone number: Any questions on the Clarity card, please reach out to Clarity at (888) 423-6359.

Comenzando alrededor de marzo de 2017 muchos de los cuidadores comenzaron a recibir tarjetas de débito para beneficios de transporte. Esas tarjetas se pueden utilizar para comprar pasajes de tránsito para usar en los subterráneos de la ciudad de Nueva York, autobuses, tren, ferry o UberPOOL.

Clarity SmartRide es un beneficio que permite pagar los gastos de transporte al trabajo con dinero descontado antes de los impuestos. Usted ahorra con este beneficio.

Para los cuidadores asignados a los casos de paridad en la Ciudad de Nueva York, Able contribuirá una cuota mensual de 50 centavos por cada hora trabajada (hasta 40 horas semanales / \$1040 al año) al programa de Clarity SmartRide para los empleados que no participan en el programa de Seguro de Salud de Able. Los empleados que trabajan menos de 28 horas por mes se acumularán las horas durante seis meses y se hará un pago después de seis meses de servicios. Hay un costo administrativo de \$3.50 por mes. Por favor utilice la tarjeta para comprar sus pasajes de transporte.

¿HAY UN LÍMITE DE CUÁNTO SE PUEDE GASTAR POR MES?

Sí. Los límites mensuales son fijados por el IRS. Actualmente, las contribuciones, ya sea por Able o por usted mismo, para el beneficio de tránsito está limitada a \$255 por mes. Cualquier gasto mensual sobre \$255 será sujeto a impuestos y no puede aplicarse a meses en el futuro.

¿COMO FUNCIONA? Usted puede pagar por el transporte con su tarjeta de débito de Clarity Care o puede pagar de su bolsillo y luego presentar una reclamación para el reembolso.

CÓMO CONSIGUE LA TARJETA. ¿Listo para ahorrar? Si usted es asignado a un caso de paridad recibirá la tarjeta por correos o puede inscribirse para **Clarity SmartRide** en cualquier momento. ¡Póngase en contacto con su Coordinador y comience a ahorrar hoy!

CLARITY: Para más información llame a Clarity en el (888) 423-6359.

Able's Transit Benefit Now Features Parking and UberPOOL®

As many of you already know, we have a transit benefit program that provides two benefits to our field employees:

- The ability to withhold funds from your paycheck to purchase transit pre-tax
- A Wage Parity benefit program, funded by Able Health Care

Many of our staff expressed the desire to use the benefits for going to work for either parking or UberPOOL®. Starting now, you can use them for both.

Parking

Parking reimbursement is available for "Qualified Parking", on or near the business work premises (including patient homes), or parking on or near a location from which employees commute to work by commuter highway vehicle mass transit, or van pool.*You can either use your Clarity transit debit card, or submit receipts to Clarity through their web site or mobile application.



UberPool®

UberPool® is a service of Uber that allows for passengers who share a ride with other Uber passengers and apply the cost of the ride to your transit balance. Lyft, the other popular ride sharing service, also has their version of the program known as Lyft Line®. To use these services, you must download their mobile application and register your Clarity benefit card. Then, when you want a ride, request UberPOOL® or Lyft Line®.



For more information, here are three helpful web sites:
Clarity - <https://claritybenefitsolutions.com/solutions/clarity-smartride>
UberPOOL® - <https://www.uber.com/ride/uberpool/>
Lyft Line® - <https://www.lyft.com/line>

*<https://www.irs.gov/government-entities/federal-state-local-governments/qualified-parking-fringe-benefit>

Como muchos de ustedes ya saben, tenemos un programa de beneficios de tránsito que proporciona dos beneficios a nuestros empleados de campo:

- La capacidad de retener fondos de su cheque de pago para comprar tránsito antes de impuestos
- Un programa de beneficios de paridad salarial, financiado por Able Health Care

Muchos de nuestros empleados expresaron el deseo de usar los beneficios para ir a trabajar para el estacionamiento o UberPOOL®. A partir de ahora, puedes usarlos para ambos.

Estacionamiento

El reembolso de estacionamiento está disponible para "Estacionamiento Calificado", en o cerca de los locales de trabajo de negocios (incluyendo las casas de los pacientes), o estacionamiento en o cerca de un lugar desde el cual los empleados viajan al trabajo por transporte público. Utilice su tarjeta de débito Clarity transit o envíe sus recibos a Clarity a través de su sitio web o aplicación móvil.

UberPOOL®

UberPOOL® es un servicio de Uber que permite a los pasajeros que comparten un viaje con otros pasajeros de Uber y aplican el costo del viaje a su saldo de tránsito. Lyft, el otro popular servicio de compartir paseo, también tiene su versión del programa conocido como Lyft Line®. Para utilizar estos servicios, debe descargar su aplicación móvil y registrar su tarjeta de beneficios Clarity. Entonces, cuando desee viajar, solicite UberPOOL® o Lyft Line®.

Para más información, aquí hay tres sitios web útiles:
Clarity - <https://claritybenefitsolutions.com/solutions/clarity-smartride>
UberPOOL® - <https://www.uber.com/ride/uberpool/>
Lyft Line® - <https://www.lyft.com/line>

*<https://www.irs.gov/government-entities/federal-state-local-governments/qualified-parking-fringe-benefit>

ADP Mobile Solutions/Download App to Access Paystubs

The ADP Mobile Solutions app can help you stay connected to the tools and information you need for peak performance in this increasingly mobile world.

With the ADP Mobile Solutions app, you can:

- ✓ Check pay statements and view W-2s
- ✓ View time off balances and submit/approve requests
- ✓ Clock in/out and submit time sheets
- ✓ Enroll in benefit plans and make elections
- ✓ Access FSA balances and transactions
- ✓ Change 401(k) contribution rate and view account performance
- ✓ Manage your team from your phone
- ✓ And more!

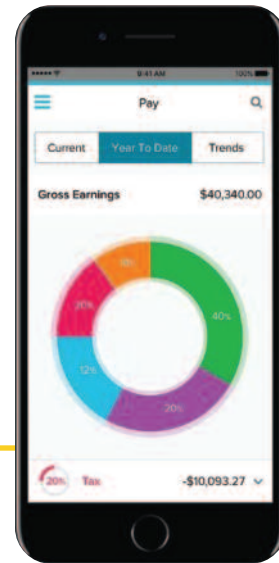
Note: Feature availability may vary based on your employer

La aplicación ADP Mobile Solutions puede ayudarle a mantenerse conectado a las herramientas y la información que necesita para obtener el máximo rendimiento en este mundo cada vez más móvil.

Con la aplicación ADP Mobile Solutions, puede:

- ✓ Compruebe las declaraciones de pago y vea W-2
- ✓ Ver saldos de tiempo libre y presentar / aprobar solicitudes
- ✓ Reloj de entrada / salida y enviar hojas de tiempo
- ✓ Inscribirse en plan de beneficios y hacer elecciones
- ✓ Acceder a los saldos y transacciones de FSA
- ✓ Cambiar la tasa de cotización 401 (k) y ver el rendimiento de la cuenta
- ✓ Administre su equipo desde su teléfono
- ✓ ¡Y más!

Nota: La disponibilidad de funciones puede variar en función de su empleador



To download the app, go to:
adp.com/gomobile

Download at:



Scan to download the ADP® Mobile Solutions app.

Need an ADP User ID? Open the ADP app and click on *New User?* then follow the instructions. Enter the Registration Code when prompted.

Already have an ADP User ID? Simply log in to the ADP Mobile Solutions App using the same user ID and password you use for ADP Workforce Now, ADP Employee Self Service, ADP TotalSource or ADP Resource.

Registration Code:

Ablehealth-12



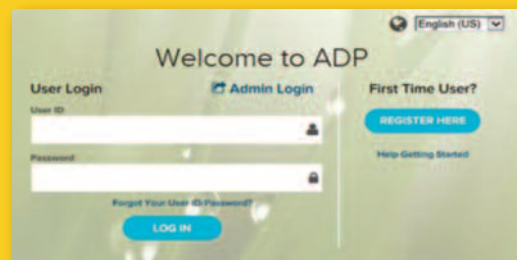
(Please refer to the ALINE Cardholder Agreement in ADP Mobile Solutions and on mycard.adp.com.)

To Access ADP from your Computer:

<https://workforcenow.adp.com/public/index.htm>

Click on first time users/register here.

The registration code is: ablehealth-12



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. Asegurese de usar el número de teléfono correcto, esto identificará a su paciente correctamente.
3. Asegurese de ingresar correctamente su número de identificación, esto le asegurará recibir crédito por su visita.
4. Asegurese de ingresar con precisión las tareas que usted hace para su paciente las cuales están delineadas en su Plan de Cuidado.

Por favor, siéntase libre de pedir ayuda o de visitar a su sucursal si necesita más orientación 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.

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 ahorro 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.

INSERVICE SCHEDULE 4th QUARTER 2017

LOCATION: BROOKLYN

Date	Time	Subject	Time	Subject
Monday, 10/30	9:00 - 12:00	Cold and Flu	1:00 - 4:00	N/A
Thursday, 11/1	9:00 - 12:00	Special Needs	1:00 - 4:00	Hospice
Wednesday, 11/8	9:00 - 1:00	OSHA	1:00 - 4:00	OSHA
Tuesday, 11/13	9:00 - 12:00	Men's Health	1:00 - 4:00	N/A
Friday, 11/17	9:00 - 12:00	Hospice	1:00 - 4:00	Special Needs
Wednesday, 11/22	9:00 - 1:00	OSHA	1:00 - 4:00	N/A
Friday, 12/01	9:00 - 12:00	Special Needs	1:00 - 4:00	Hospice
Wednesday, 12/06	9:00 - 1:00	OSHA	1:00 - 4:00	OSHA
Monday, 12/11	9:00 - 12:00	Sleep Disorders; HEP B/C & TB; Women's Health	1:00 - 4:00	N/A
Friday, 12/15	9:00 - 12:00	Special Needs	1:00 - 4:00	Hospice
Wednesday, 12/20	9:00 - 1:00	OSHA	1:00 - 4:00	OSHA
Friday, 12/29	9:00 - 12:00	Special Needs	1:00 - 4:00	Hospice

LOCATION: ISLANDIA

Date	Time	Subject	Time	Subject
Monday, 10/16	2:00 - 5:00	To Be Announced	6:00 - 9:00	To Be Announced
Monday, 10/23	2:00 - 5:00	To Be Announced	6:00 - 9:00	To Be Announced
Monday, 12/11	2:00 - 5:00	To Be Announced	6:00 - 9:00	To Be Announced

LOCATION: WHITE PLAINS

Date	Time	Subject	Time	Subject
Thursday, 11/2	9:00 - 12:00	Cold and Flu	1:00 - 4:00	Stroke
Tuesday, 11/7	9:00 - 12:00	Hospice	1:00 - 4:00	Special Needs
Wednesday, 11/15	9:00 - 1:00	OSHA	1:00 - 4:00	N/A
Tuesday, 11/21	9:00 - 12:00	Special Needs	1:00 - 4:00	Hospice
Wednesday, 11/29	9:00 - 1:00	OSHA	1:00 - 4:00	N/A
Tuesday, 12/5	9:00 - 12:00	Hospice	1:00 - 4:00	Special Needs
Thursday, 12/7	9:00 - 12:00	Men's Health	1:00 - 4:00	Hepatitis B, C & TB
Wednesday, 12/13	9:00 - 1:00	OSHA	1:00 - 4:00	N/A
Tuesday, 12/19	9:00 - 12:00	Special Needs	1:00 - 4:00	Hospice
Thursday, 12/21	9:00 - 12:00	Sleep Disorders	1:00 - 4:00	Women's Health

INSERVICE SCHEDULE 4th QUARTER 2017 (Continued)

LOCATION: HEMPSTEAD

<i>Date</i>	<i>Time</i>	<i>Subject</i>	<i>Time</i>	<i>Subject</i>
Monday, 10/9	9:00 - 12:00	OSHA	1:00 - 4:00	Vital Signs
Tuesday, 10/10	9:00 - 12:00	OSHA	1:00 - 4:00	Diabetes
Monday, 10/16	9:00 - 12:00	Alzheimer's Disease	1:00 - 4:00	Mental Illness
Tuesday, 10/17	9:00 - 12:00	OSHA	1:00 - 4:00	Working with the Physically Challenged
Monday, 10/23	10:00 - 1:00	OSHA	1:00 - 4:00	N/A
Tuesday, 10/24	9:00 - 12:00	OSHA	1:00 - 4:00	Living With Hearing Impairment
Monday, 10/30	10:00 - 1:00	Common Musculoskeletal Disorders	2:00 - 5:00	OSHA
Tuesday, 10/31	10:00 - 1:00	Respiratory Diseases	1:00 - 4:00	N/A
Monday, 11/6	9:00 - 12:00	OSHA	1:00 - 4:00	Alzheimer's Disease
Tuesday, 11/7	9:00 - 12:00	Aide's Role in Medication Assistance	1:00 - 4:00	Mental Illness
Monday, 11/13	9:00 - 12:00	Diabetes and the Care of the Diabetic Client	1:00 - 4:00	Vital Signs
Tuesday, 11/14	10:00 - 1:00	OSHA	1:00 - 4:00	N/A
Monday, 11/20	9:00 - 12:00	Understanding the Human Body	1:00 - 4:00	Special Needs
Tuesday, 11/21	9:00 - 12:00	N/A	2:00 - 5:00	OSHA
Monday, 11/27	10:00 - 1:00	Body Mechanics/Use of Assistive Devices	1:00 - 4:00	N/A
Tuesday, 11/28	9:00 - 12:00	N/A	2:00 - 5:00	OSHA
Wednesday, 11/29	9:00 - 12:00	Vision Problems	1:00 - 4:00	N/A
Thursday, 11/30	9:00 - 12:00	N/A	1:30 - 4:30	Women's Health Issues
Monday, 12/4	9:00 - 12:00	OSHA	1:00 - 4:00	Fall and Risk Prevention
Tuesday, 12/5	10:00 - 1:00	OSHA	1:00 - 4:00	N/A
Monday, 12/11	10:00 - 1:00	Common Cardiac Conditions	1:00 - 4:00	N/A
Tuesday, 12/12	9:00 - 12:00	Elder Issues	2:00 - 5:00	N/A
Monday, 12/18	10:00 - 1:00	OSHA	1:00 - 4:00	N/A
Tuesday, 12/19	9:00 - 12:00	N/A	2:00 - 5:00	OSHA
Wednesday, 12/20	9:30 - 12:30	Care of the Cancer Patient	1:30 - 4:30	OSHA

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>
Monday, 10/2	9:00 - 12:00	Managing Anger in the Workplace	1:00 - 4:00	Adult Substance Abuse
Wednesday, 10/4	9:00 - 12:00	Taking Care of Your Back	1:00 - 4:00	Arthritis
Thursday, 10/5	9:00 - 12:00	Delerium	1:00 - 4:00	Dementia
Monday, 10/9	9:00 - 12:00	Drug Resistant Bacteria	1:00 - 4:00	Activity & the Elderly
Wednesday, 10/11	9:00 - 12:00	Pain & the Elderly	1:00 - 4:00	Pain Management
Thursday, 10/12	9:00 - 12:00	Medical Machines	1:00 - 4:00	Overcoming Barriers n Communication
Monday, 10/16	9:00 - 12:00	Noro Virus	1:00 - 4:00	Nutrition & the Elderly
Wednesday, 10/18	9:00 - 12:00	Osteoporosis & Bone Loss	1:00 - 4:00	Shingles
Thursday, 10/19	9:00 - 12:00	Understanding Neglect	1:00 - 4:00	Women's Health
Monday, 10/23	9:00 - 12:00	Schizophrenia	1:00 - 4:00	Oxygen Safety
Wednesday, 10/25	9:00 - 12:00	Understanding Common Medicine	1:00 - 4:00	Mobility
Thursday, 10/26	9:00 - 12:00	Infection Control	1:00 - 4:00	Housekeeping Basics
Monday, 10/30	9:00 - 12:00	Understanding Fall Risks	1:00 - 4:00	Prevent Client Elopement
Wednesday, 11/1	9:00 - 12:00	Autoimmune Disease	1:00 - 4:00	Observing & Reporting
Thursday, 11/2	9:00 - 12:00	Client Centered Care & Supporting Your Client	1:00 - 4:00	Basic Human Needs
Monday, 11/6	9:00 - 12:00	Prevention of Pressure Ulcers	1:00 - 4:00	Basic Nutrition & Hydration
Wednesday, 11/8	9:00 - 12:00	Cancer Care	1:00 - 4:00	Common Autoimmune Diseases
Thursday, 11/9	9:00 - 12:00	Cultural Diversity	1:00 - 4:00	Building Trust & Confidence
Monday, 11/13	9:00 - 12:00	Understanding Depression	1:00 - 4:00	Cystic Fibrosis
Wednesday, 11/15	9:00 - 12:00	Keeping Your Patient Healthy	1:00 - 4:00	Understanding Common Medicine
Monday, 11/20	9:00 - 12:00	The Human Body	1:00 - 4:00	Disaster Planning
Wednesday, 11/22	9:00 - 12:00	How Your Lungs Work	1:00 - 4:00	Housekeeping Basics
Monday, 11/27	9:00 - 12:00	Helping Clients With Mobility	1:00 - 4:00	Infection Control Update
Wednesday, 11/29	9:00 - 12:00	Oxygen Safety	1:00 - 4:00	Basic Nutrition
Monday, 12/4	9:00 - 12:00	Hypertension	1:00 - 4:00	Hepatitis
Wednesday, 12/6	9:00 - 12:00	Women's Health	1:00 - 4:00	Dealing With Emotional Loss
Thursday, 12/7	9:00 - 12:00	Working With the Mentally Ill	1:00 - 4:00	Bed Bugs
Monday, 12/11	9:00 - 12:00	Vision Loss	1:00 - 4:00	CVA
Wednesday, 12/13	9:00 - 12:00	End of Life Care	1:00 - 4:00	Maintaining Client's Dignity
Monday, 12/18	9:00 - 12:00	Hoarding Disorder	1:00 - 4:00	Norovirus
Wednesday, 12/20	9:00 - 12:00	Knee Replacement	1:00 - 4:00	Understanding Diabetes
Thursday, 12/21	9:00 - 12:00	Dementia	1:00 - 4:00	Ebola
Wednesday, 12/27	9:00 - 12:00	Bleeding Disorder	1:00 - 4:00	Blood Pressure
Thursday, 12/28	9:00 - 12:00	Understanding Arthritis	1:00 - 4:00	Understanding Delerium

**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

Why Do Leaves Change Color in the Fall?



When leaves appear green, it is because they contain an abundance of chlorophyll. There is so much chlorophyll in an active leaf that the green masks other pigment colors. Light regulates chlorophyll production, so as autumn days grow shorter, less chlorophyll is produced. The decomposition rate of chlorophyll remains constant, so the green color starts to fade from leaves.

At the same time, surging sugar concentrations cause increased production of anthocyanin pigments. Leaves containing primarily anthocyanins will appear red.

Carotenoids are another class of pigments found in some leaves. Carotenoid production is not dependent on light, so levels aren't diminished by shortened days. Carotenoids can be orange, yellow, or red, but most of these pigments found in leaves are yellow. Leaves with good amounts of both anthocyanins and carotenoids will appear orange.

Leaves with carotenoids but little or no anthocyanin will appear yellow. In the absence of these pigments, other plant chemicals also can affect leaf color. An example includes tannins, which are responsible for the brownish color of some oak leaves.

Temperature affects the rate of chemical reactions, including those in leaves, so it plays a part in leaf color. However, it's mainly light levels that are responsible for fall foliage colors.

Sunny autumn days are needed for the brightest color displays, since anthocyanins require light. Overcast days will lead to more yellows and browns.

Enjoy the color, it only occurs for a brief period each fall.

In-service Schedule on pages 6 and 7 for October, November and December 2017

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.

Neither Able Health Care Service, Inc., nor its staff are responsible for factual statements or opinions published in The Able Times. All citations are noted where necessary.