

The Able Times

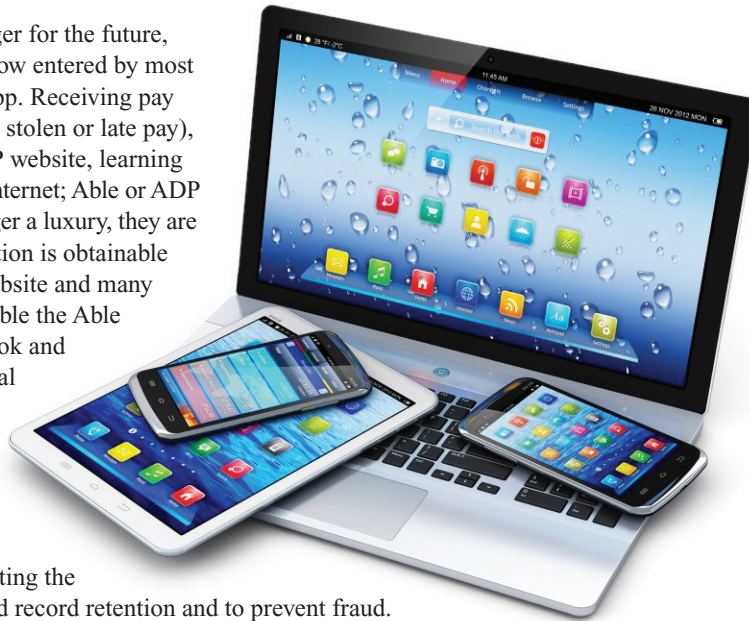
From the Desk of Michael Shapiro, President

Technology in Home Care



Technology in Home Care is no longer for the future, it is now. Attendance and tasks are now entered by most caregivers on their phone or on an app. Receiving pay through direct deposit (no more lost, stolen or late pay), looking up your benefits on the ADP website, learning about new developments are on the internet; Able or ADP websites. Computer skills are no longer a luxury, they are a necessity. New, important information is obtainable every day on our website or ADP website and many other locations. We now make available the Able Times, inservices, employee handbook and much more important and educational material on our Able or ADP website.

As the use of technology increases healthcare has also gradually expanded use of many devices and software. Government is also mandating the use of new technology for billing and record retention and to prevent fraud.



It is important to learn how to use the new devices and programs. Most local continuing ed programs offer training for free or low cost. Your local library may also offer basic and advanced training. Each of us, no matter what position we operate within the Healthcare System must do our part to learn as much as we can at a fast but comfortable pace and to be accepting to the offer to learn more. Email on your cell phone or computer is a good start. We all know how to do that as well as "Text Messaging." It has become a way of life for young, the old, and the young-at-heart. Understanding our responsibility for securing these messages when they contain personal or patient data is of the utmost importance. Of course, we all must ensure HIPAA compliance.

This past year Able Health Care has rolled out, in addition to EVV, its new MVV application. Field staff can now enter tasks and clock in and out of their scheduled patient visits. This innovative app runs on IOS or Android cell phones. It has made it so easy for our staff to do away with paper time sheets. It is more convenient and the app updates payroll instantly avoiding late pay because of time sheets being lost, or delayed in the mail.

Making sure Able and your coordinators have your correct email will help us communicate with you more efficiently for schedule changes, scheduling opportunities (for more work) and for announcements. Here are some important links:

- Ablehealthcareservice.com
- workforcenow.adp.com

From the Desk of Sandra Weintraub, Executive Director

Able wants all our caregivers and administrative staff to work in a happy environment and be satisfied with their work and working conditions. Despite every effort, you may have an occasional concern or complaint that you would like to share. No complaint or suggestion is too small.

WE WANT TO HEAR

..... from

YOU

If you feel a policy or rule is unfair, working conditions are unsafe or you have been treated unfairly by a co-worker or manager, Able wants to hear from you. We want our Agency to be a wonderful place to work where everyone is treated with dignity and respect.

You can express your concerns or suggestions by emailing: my.concerns@ablehealthcare.com. All emails will be handled in a discrete, confidential way. If you would prefer, you can call Gladys Wharton, Human Resources Manager at (516) 394-3223 or me at (516) 394 3215.

Looking forward to hearing from you. Happy Fall!

October 2018
Volume 23 Edition 4

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Be Someone's Strength.

Be Someone's Inspiration.

Be Someone's Reason To Never Give Up.

Able's Hall of Fame

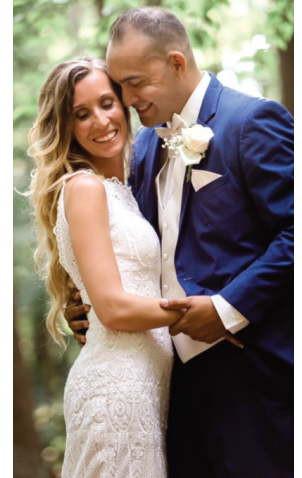
The Queens Office would like to recognize Bedmati Persaud, Sunilda Caballero and Yolanda Acosta for their many years of dedicated service. Persaud has been with Able for 18 ½ years and Sunilda and Yolanda 17 years each.

We wish to thank you very much!



Jane (Director) Bedmati, Sunilda and Yolanda

Congratulations to Keely (Corporate Payroll) and her hubby Rich who tied the knot on August 17th.



Able's First ESL Class Graduates (English as a Second Language)



Omaris, Jacquelyn (Teacher), Patricia, Mayra, Nelly, Olinda

Gail Sussman is a First Time Grandma (Nana)!

*Welcome beautiful baby girl Sage Monroe
Born August 22, 2018*

Congratulations to the whole family!



The Brooklyn Office welcomed the Fall Season



Our Brooklyn Aides proudly display their certificates after completing the Montefiore WIO HHA Training Course

Stop Sexual Harassment Act Notice

The NYC Human Rights Law

The NYC Human Rights Law, one of the strongest anti-discrimination laws in the nation, protects all individuals against discrimination based on gender, which includes sexual harassment in the workplace, in housing, and in public accommodations like stores and restaurants. Violators can be held accountable with civil penalties of up to \$250,000 in the case of a willful violation. The Commission can also assess emotional distress damages and other remedies to the victim, require the violator to undergo training, and mandate other remedies such as community service.

Sexual Harassment Under the Law

Sexual harassment, a form of gender-based discrimination, is unwelcome verbal or physical behavior based on a person's gender.

Some Examples of Sexual Harassment

- Unwelcome or inappropriate touching of employees or customers
- threatening or engaging in adverse action after someone refuses a sexual advance
- making lewd or sexual comments about an individual's appearance, body, or style of dress
- conditioning promotions or other opportunities on sexual favors
- displaying pornographic images, cartoons, or graffiti on computers, emails, cell phones, bulletin boards, etc.
- making sexist remarks or derogatory comments based on gender

Retaliation is Prohibited Under the Law

It is a violation of the law for an employer to take action against you because you oppose or speak out against sexual harassment in the

workplace. The NYC Human Rights Law prohibits employers from retaliating or discriminating "in any manner against any person" because that person opposed an unlawful discriminatory practice. Retaliation can manifest through direct actions, such as demotions or terminations, or more subtle behavior, such as an increased work load or being transferred to a less desirable location. The NYC Human Rights Law protects individuals against retaliation who have a good faith belief that their employer's conduct is illegal, even if it turns out that they were mistaken.

Report Sexual Harassment

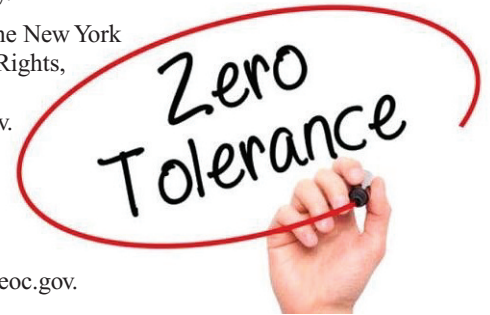
If you have witnessed or experienced sexual harassment inform a manager, the equal employment opportunity officer at your workplace, or human resources as soon as possible. Report sexual harassment to the NYC Commission on Human Rights. Call 718-722-3131 or visit NYC.gov/HumanRights to learn how to file a complaint or report discrimination. You can file a complaint anonymously.

State and Federal Government Resources

Sexual harassment is also unlawful under state and federal law, where statutes of limitations vary.

To file a complaint with the New York State Division of Human Rights, please visit the Division's website at www.dhr.ny.gov.

To file a charge with the U.S. Equal Employment Opportunity Commission (EEOC), please visit the EEOC's website at www.eeoc.gov.



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.
5. Do not hang up until you hear the final prompt say Thank You and Goodbye. (this will only be heard on the call out after all tasks have been entered properly.)

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 asegurará que se le pague la cantidad correcta por las horas trabajadas.
2. Asegúrese de usar el número de teléfono correcto, esto identificará a su paciente correctamente.
3. Asegúrese de ingresar correctamente su número de identificación, esto le asegurará recibir crédito por su visita.
4. Asegúrese de ingresar con precisión las tareas que usted hace para su paciente las cuales están delineadas en su Plan de Cuidado.
5. No cuelgue hasta que escuche el último mensaje decir Gracias y Adiós. (Esto solo se escuchará en la llamada después de haber entrado adecuadamente todas las tareas.)

Por favor, siéntete 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.

To Whom It May Concern:

I am writing this letter because today people only take the time to complain but rarely take the time to commend a job well done. Ms. Angela Miller went beyond a job well done, she did it with kindness and compassion and she did it well.

My mother is extremely ill with Alzheimer's, Dementia and stage 4 kidney failure in addition to several other illnesses. She is definitely not an easy patient especially when you have only met her once before. Filling the shoes of her regular aides is not an easy task. It was such a relief to be able to go to work and know that mom was in good hands. I wanted to take a minute to say Thank You. Unless you have walked in these shoes you could never know how very much appreciated people like Angela Miller are. Sincerely, Mary C.

Letter of Appreciation

Wallet Card for Disclosure to First Responders & Law Enforcers

An important time for a person with Asperger Syndrome (Autism Spectrum) to disclose the fact that they *have* AS is when interacting with a “first responder,” i.e. a police officer, fire fighter, or emergency medical technician. This kind of disclosure may be especially hard, because the situation may be an emergency, or one in which you feel threatened or unsafe. If you are an adult or teen with AS, we suggest that you carry a copy of the card below in your wallet at all times, to use in such difficult situations. It is very important to ask a police officer *permission* to reach into your pocket to get your wallet and the card yourself, or tell the officer exactly where you are carrying your wallet—purse, left side coat pocket, etc.—and ask the officer to please take out the wallet and look for the card himself or herself. If you reach into your pocket suddenly, the police officer may think you are reaching for a weapon, and react in a way that could endanger you. Be sure to write on the back of the card the names and telephone numbers of two people who know you, and who explicitly agree to serve as emergency contacts for you if you ever find yourself in a difficult situation with a police officer or other first responder.

To: A Law Enforcement Officer or other First Responder

**I have a diagnosis of *Asperger Syndrome*
a social/communication disability related to autism.**

My Name: _____

Home phone: _____ D.O.B. ____/____/____

In case of emergency, or to assist both you and me in communicating and in resolving this situation, please contact one of the following people:

1. Name _____ Phone: _____

2. Name _____ Phone: _____



Asperger/Autism Network
617-393-3824 www.aane.org


**I have a diagnosis of *Asperger Syndrome (Autism Spectrum)*
a social/communication disability related to autism.**

Because of my Asperger's Syndrome, I may

- Panic if yelled at, and lash out if touched or physically restrained.
- Misinterpret things you tell me or ask me to do.
- Not be able to answer your questions.
- Appear not to be listening or paying attention.
- Tend to interpret statements literally.
- Appear rude or say things that sound tactless, especially when anxious or confused.
- Have difficulty making eye contact.
- Speak too loud, too soft, or with unusual intonation.

I would like to cooperate. To help me cooperate, PLEASE:

- Clearly identify yourself as a law enforcement officer/first responder.
- Call one of my emergency contacts. (Please see reverse side of this card.)
- Do **not** assume that my Asperger's traits constitute suspicious behavior.
- Avoid touching me or restraining me.
- Speak to me in normal, calm, non-confrontational tones.
- Tell me exactly what I need to do politely, clearly, simply, literally, and step by step.



We Value YOU!!

Happy Fall, everyone!!

For people “Fall” or “Autumn” is the time for harvest, for gathering together, and here at ABLE Health Care Service our focus and intention is always to make our employees feel as part of our family. There is never a moment that we do not stride to provide you with support, resources, and mentoring.

As our vision depicts a culture of care and compassion, we work hard on providing a welcoming work environment, and supporting you throughout your journey with us. Our employees are our greatest asset and we want you to feel as such every step of the way.


Part of our “New Season...New Beginnings” initiative we want you to take a moment and think about how we can make your experience here at ABLE better but also what is it that makes you happy to be our employee. Communicate with your branch on your thoughts and ideas...we would love to hear from you...

“I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.” — Maya Angelou

— Stavroula “Stav” Savelidis,
Director of Program Development & Marketing

Wage Parity


As a part of the Wage Parity compliance program, ABLE has established the new 401(A) plan with Principal – named one of the World’s Most Ethical Companies, ranked #3 for best overall service. The new 401(A) plan is a retirement plan that is completely funded by Able Health Care Service. This year most of NYC employees subject to wage parity requirements will enjoy the benefit. In fact, Able has made the first contributions to over 990 employees in September 2018, which was based on number of wage parity hours worked in the first six months of 2018 and other benefits received. Eligible employees will be getting Welcome letters from Principal. If you receive this letter, please follow the instructions to sign in to your account and use Principal resources to plan your retirement. We are exploring all options to open this benefit to more of our employees next year. We care for your future.



Retirement Plan

We are ABLE!

— Eugene Podskrebkin, Controller



Influenza Vaccination

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.

Even healthy people can get very sick from the flu and spread it to others. Over a period of 31 seasons between 1976 and 2007, estimates of flu-associated deaths in the United States range from a low of about 3,000 to a high of about 49,000 people. During recent flu seasons, between 80% and 90% of flu related deaths have occurred in people 65 years and older. "Flu season" in the United States can begin as early as October and last as late as May. During this time, flu viruses are circulating at higher levels in the U.S. population.

An annual seasonal flu vaccine (either the flu shot or the nasal spray flu vaccine) is the best way to reduce the chances that you will get seasonal flu and spread it to others. When more people get vaccinated against the flu, less flu can spread through that community.

Can the flu vaccine give me the flu?

The flu shot: The viruses in the flu shot are killed (inactivated), so you cannot get the flu from a flu shot. Some minor side effects that may occur are:

- Soreness, redness, or swelling where the shot was given; Fever (low grade); Aches

The nasal spray: The viruses in the nasal spray vaccine are weakened and do not cause severe symptoms often associated with influenza illness. Side effects from the nasal spray may include:

- Runny nose; Wheezing; Headache; Vomiting; Muscle aches; Fever; Sore throat; Cough

If these problems occur, they begin soon after vaccination and are mild and short-lived. Almost all people who receive influenza vaccine have no serious problems from it.

**GET YOUR
FLU SHOT!**



¿Por qué la gente vacunarse contra la gripe?

La Influenza es una enfermedad grave que puede llevar a la hospitalización e incluso la muerte. Cada temporada de gripe varía, y la infección por influenza puede afectar a las personas de manera diferente. Hasta las personas sanas pueden llegar a contraer la gripe y contagiar a otros. Durante un período de 31 temporadas entre 1976 y 2007, en los Estados Unidos las estimaciones de muertes asociadas a la gripe van aproximadamente desde un mínimo de 3,000 a un máximo de aproximadamente 49,000 personas. Durante las últimas temporadas de gripe, entre el 80 % y el 90 % de las muertes relacionadas con la influenza han ocurrido entre personas de 65 años o más. "La temporada de gripe" en los Estados Unidos puede comenzar tan pronto como en octubre y durar hasta finales de mayo. Durante este tiempo, el virus de influenza está circulando en niveles más altos en la población de EE.UU.

Una vacuna antigripal anual (ya sea la vacuna contra la gripe o la vacuna contra la gripe en forma de aerosol nasal) es la mejor manera de reducir las posibilidades de que obtenga el virus de la gripe y reducir su propagación a otros. Mientras más personas se vacunen contra la gripe, menos personas puede propagarla a través de esa comunidad.

¿Puede la vacuna contra la gripe darme la gripe?

La vacuna contra la gripe: Los virus en la vacuna antigripal mueren (inactivada), para que usted no pueda contraer la gripe de la vacuna antigripal. Algunos efectos secundarios menores que pueden ocurrir son:

- dolor muscular, enrojecimiento o hinchazón donde se aplicó la inyección; Fiebre (de bajo grado); dolores

El aerosol nasal: Los virus de la vacuna en spray nasal están debilitados y no causan los síntomas graves frecuentemente asociados con la enfermedad de la gripe. Los efectos secundarios del spray nasal pueden incluir:

- Nariz que moquea; sibilancias; Dolor de cabeza; vómitos; Dolores musculares; Fiebre; Dolor de garganta;

Si estos problemas ocurren, comenzarán poco después de la vacunación, son leves y de corta duración. Casi todas las personas que reciben la vacuna contra la gripe no tienen problemas graves de la misma. Sin embargo, en raras ocasiones, la vacunación contra la gripe puede causar problemas graves, como reacciones alérgicas severas.

Prepare for Hurricane Season

Here are five important steps to help you prepare for the wild weather ahead.

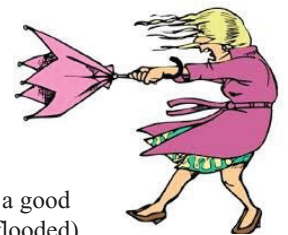
1. Ensure you have bottled water to last a few days. You should have several litres of water set aside, per person per day. The public water supply can quickly become contaminated due to pro-longed power outages or flooding in the watershed.

2. Charge all batteries and cell phones.

3. Top up your propane tank and your vehicle. Although you shouldn't heat your home with a propane barbecue, when the power is out it offers a good means of cooking food and purifying water. Having your vehicles fueled up is always a good idea during any storm - you never know when you may need to travel, and how far you may have to go (if roads aren't flooded).

4. Get some cash. Remember, when the power is out the use of ATMs is impossible, and the same goes for making any credit card purchases. Having cash in your pocket ensures you can purchase what you need, and possibly even skip the lineup.

5. Check your property for weak tree limbs, and remember to secure outdoor furniture. The opportunity for downed trees and tree limbs is much higher at this time of year. With this storm, powerful winds are expected, so power outages are likely. Also, to avoid insurance claims next week, have a good look around your property (and you neighbors') to ensure any weak trees or limbs are secured. If possible, bring your outdoor furniture indoors. If not, ensure they are secured, and check the path of power lines to your home. **Finally, and most importantly, stay inside and wait it out.**



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 4TH QUARTER 2018

LOCATION: BROOKLYN

INSERVICE SCHEDULE TO BE DETERMINED

LOCATION: ISLANDIA

Date	Time	Subject	Time	Subject
Thursday, 11/15	2:00 - 5:00	An Ounce of Prevention	6:00 - 9:00	An Ounce of Prevention
Wednesday, 12/14	2:00 - 5:00	Respecting Religious and Cultural Beliefs	6:00 - 9:00	Respecting Religious and Cultural Beliefs

LOCATION: HEMPSTEAD

Date	Time	Subject	Time	Subject
Wednesday, 10/31	9:00 - 12:00	OSHA/Skills		N/A
Monday, 11/5	9:00 - 12:00	Vital Signs	1:00 - 4:00	AIDS
Tuesday, 11/6	10:00 - 2:00	OSHA/Skills		N/A
Wednesday, 11/7	5:00 - 8:00	Vaccines		N/A
Thursday, 11/8	9:00 - 12:00	Lifting and Transfers	1:00 - 4:00	Fall Prevention
Wednesday, 11/14	10:00 - 1:00	Mental Illness	2:00 - 5:00	The Human Body
Thursday, 11/15	10:00 - 2:00	OSHA/Skills		N/A
Monday, 11/19	9:00 - 12:00	Vision Health	1:00 - 4:00	ADLs
Tuesday, 11/20	9:00 - 12:00	Cardiac Conditions	1:00 - 4:00	Alzheimer Disease
Wednesday, 11/28	10:00 - 1:00	Value Based Payments #1	2:00 - 5:00	Value Based Payments #2
Mon, 12/3	9:00 - 12:00	Aging Process	1:00 - 4:00	Spinal Cord Injury
Tuesday, 12/4	10:00 - 2:00	OSHA/Skills		N/A
Monday, 12/10	10:00 - 1:00	Activities of Daily Living		N/A
Tuesday, 12/11	9:00 - 12:00	The Respiratory System	1:00 - 4:00	Aide's Role in Medication Assistance
Wednesday, 12/12	10:00 - 1:00	Care of Colostomy and Tracheostomy	2:00 - 5:00	Body Mechanics
Thursday, 12/13	10:00 - 2:00	OSHA/Skills		N/A
Wednesday, 12/19	9:00 - 12:00	Skin Care	1:00 - 4:00	Vital Signs
Thursday, 12/20	9:00 - 12:00	Vision Health	1:00 - 4:00	Cultural Competency
Friday, 12/29	10:00 - 1:00	Diabetes and Diet		N/A

INSERVICE SCHEDULE 3rd QUARTER 2018 (Continued)

LOCATION: WHITE PLAINS

Thursday, 10/4	09:30 - 12:30	Skin Care/Sexual Harassment	1:30 - 5:30	Communication/Sexual Harassment
Tuesday, 10/9	9:00 - 1:00	VBP/CHF, Resp. Infections/Anemia/Sexual Harass	1:30 - 5:30	VBP/UTI/Sepsis/Electrolyte Imbal/Sexual Harass
Thursday, 10/11	9:30 - 12:30	Communication/Sexual Harassment	1:30 - 4:30	Communication/Sexual Harassment
Tuesday, 10/16	9:00 - 12:30	Cultural Diversity/Sexual Harassment	1:00 - 3:30	Skin Care/Sexual Harassment
Tuesday, 10/23	9:00 - 1:00	VBP/UTI/Sepsis/Electrolyte Imbal/Sexual Harass	1:30 - 4:30	VBP/CHF, Resp. Infections/Anemia/Sexual Harass
Tuesday, 10/30	9:00 - 12:30	Cultural Diversity/Sexual Harassment	1:00 - 4:00	Communication/Sexual Harassment
Tuesday, 11/13	9:00 - 12:00	Communication/Sexual Harassment	1:00 - 4:00	Skin Care/Sexual Harassment
Tuesday, 11/20	9:00 - 12:30	VBP/UTI/Sepsis/Electrolyte Imbal/Sexual Harass	1:00 - 4:30	OSHA/Skills/Sexual Harassment
Tuesday, 11/27	9:00 - 12:30	VBP/CHF, Resp. Infections/Anemia/Sexual Harass	1:00 - 4:00	Communication/Sexual Harassment
Tuesday, 12/11	9:00 - 12:00	To Be Determined		N/A
Tuesday, 12/18	9:00 - 1:00	OSHA/Skills		N/A
Thursday, 12/27	9:00 - 12:00	To Be Determined		N/A

LOCATION: QUEENS

<i>Date</i>	<i>Time</i>	<i>Subject</i>	<i>Time</i>	<i>Subject</i>
Tuesday, 10/2	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	OSHA/Skills
Thursday, 10/4	9:00 - 12:00	Hospice	1:00 - 4:00	Special Needs
Monday, 10/8	9:00 - 12:00	Urinary Catheter Care	1:00 - 4:00	N/A
Wednesday, 10/10	9:00 - 12:00	N/A	1:00 - 4:00	Substance Abuse in Elderly
Friday, 10/12	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	N/A
Tuesday, 10/16	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	OSHA/Skills
Wednesday, 10/17	9:00 - 12:00	Hospice	1:00 - 4:00	N/A
Thursday, 10/18	9:00 - 12:00	N/A	1:00 - 4:00	Readmissions - Preventing Trip Back to the Hospital
Tuesday, 10/23	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	OSHA/Skills
Wednesday, 10/24	9:00 - 12:00	Traumatic Brain Injury	1:00 - 4:00	Oxygen Therapy
Monday, 10/29	9:00 - 12:00	The Stroke Patient	1:00 - 4:00	Spiritual and Psychological Needs
Tuesday, 10/30	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	OSHA/Skills
Wednesday, 10/31	9:00 - 12:00	Standard Precautions	1:00 - 4:00	MRSA
Thursday, 11/1	9:00 - 12:00	Arthritis	1:00 - 4:00	Cultural Diversity
Friday, 11/2	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	OSHA/Skills
Monday, 11/5	9:00 - 12:00	Hospice	1:00 - 4:00	Special Needs
Tuesday, 11/6	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	OSHA/Skills
Wednesday, 11/7	9:00 - 12:00	Communication	1:00 - 4:00	Skin Care
Thursday, 11/8	9:00 - 12:00	MRSA	1:00 - 4:00	Standard Precautions
Friday, 11/9	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	OSHA/Skills
Monday, 11/12	9:00 - 12:00	Spiritual & Psychological Needs	1:00 - 4:00	The Stroke Patient
Tuesday, 11/13	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	OSHA/Skills
Wednesday, 11/14	9:00 - 12:00	Orientation	1:00 - 4:00	Orientation
Thursday, 11/15	9:00 - 12:00	Orientation	1:00 - 4:00	Orientation
Friday, 11/16	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	OSHA/Skills
Monday, 11/19	9:00 - 12:00	Malnutrition and Dehydration	1:00 - 4:00	Substance Abuse in Elderly
Tuesday, 11/20	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	OSHA/Skills
Wednesday, 11/21	9:00 - 12:00	Child Abuse	1:00 - 4:00	N/A
Monday, 11/26	9:00 - 12:00	VBP-CHF, Respiratory Infections, Anemia	1:00 - 4:00	VBP-UTI, Sepsis, Electrolyte Imbalance
Tuesday, 11/17	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	OSHA/Skills
Wednesday, 11/28	9:00 - 12:00	Orientation	1:00 - 4:00	Orientation
Thursday, 11/29	9:00 - 12:00	Orientation	1:00 - 4:00	Orientation
Friday, 11/30	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	OSHA/Skills
Monday, 12/3	9:00 - 12:00	Skin Care	1:00 - 4:00	Communication
Tuesday, 12/4	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	OSHA/Skills
Wednesday, 12/5	9:00 - 12:00	Decubitus Care	1:00 - 4:00	Heart Failure
Thursday, 12/6	9:00 - 12:00	Hospice	1:00 - 4:00	Special Needs
Friday, 12/7	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	OSHA/Skills
Monday, 12/10	9:00 - 12:00	Standard Precautions	1:00 - 4:00	MRSA
Tuesday, 12/11	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	OSHA/Skills
Wednesday, 12/12	9:00 - 12:00	Orientation	1:00 - 4:00	Orientation
Thursday, 12/13	9:00 - 12:00	Orientation	1:00 - 4:00	Orientation
Friday, 12/14	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	OSHA/Skills
Monday, 12/17	9:00 - 12:00	VBP-CHF, Respiratory Infections, Anemia	1:00 - 4:00	VBP-UTI, Sepsis, Electrolyte Imbalance
Tuesday, 12/18	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	OSHA/Skills
Wednesday, 12/19	9:00 - 12:00	Cultural Diversity	1:00 - 4:00	Readmissions - Preventing Trip Back to the Hospital
Thursday, 12/20	9:00 - 12:00	Incontinence and Constipation	1:00 - 4:00	Malnutrition and Dehydration
Friday, 12/21	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	OSHA/Skills
Monday, 12/24	9:00 - 12:00	HTN	1:00 - 4:00	Cardiac Patient
Wednesday, 12/26	9:00 - 12:00	Diabetic Patient	1:00 - 4:00	The Stroke Patient
Thursday, 12/27	9:00 - 12:00	VBP-CHF, Respiratory Infections, Anemia	1:00 - 4:00	VBP-UTI, Sepsis, Electrolyte Imbalance
Friday, 12/28	9:00 - 1:00	OSHA/Skills	1:30 - 5:30	OSHA/Skills
Monday, 12/31	9:00 - 12:00	Behavioral Health	1:00 - 4:00	Working With Difficult People



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**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:

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AUTUMN TRIVIA

1. What is the first day of fall called?
2. How long does autumn last in the Northern hemisphere?
3. What is a harvest moon?
4. What are the 3 Zodiac signs of fall?
5. What weed pollen causes the most common fall allergies?
6. T/F: On autumnal equinox the number of hours of daylight and darkness are equal.
7. In autumn do you turn your clocks ahead or back?
8. During which month does summer end and autumn begin?
9. Why do the leaves change colour in autumn?
10. Although some varieties are available year round, what fruit is freshest in the fall?

ANSWERS: (1) autumnal equinox (2) mid-Sept to mid-December (3) the full moon which occurs closest to the autumnal equinox (4) Libra; Scorpio; and Sagittarius (5) ragweed (6) True (7) Back (8) September (9) As the leaves loose chlorophyll, their other pigments are exposed. (10) Apples

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