

# The Able Times

*From the Desk of Michael Shapiro, President*



**January 2020**  
Volume 25 Edition 1

## Appreciation

Nurses' aides give most of the care that older people receive in their own homes. The aides do the most basic, intimate things; the waking, toileting, bathing, dressing, feeding, bedding down for the night and many other required vital tasks. It is their eyes, their voices, their manner and touch that form the texture of daily life for millions of dependent old people - many of whom suffer not only from declining mental and physical health, but also from simple profound feelings of loneliness and depression.

The work is not easy. Except to the patient and their family, the work is not always highly valued or appreciated. Because of the indifference our society has placed on this important work the reimbursement for these services is usually low and most agencies provide only the minimal pay and benefits.

Able recognizes and appreciates the hard work and dedication of our Caregivers. We value our caregivers, many of whom have been with us for more than 10 years and some over 20 years or longer. We are confident of our caregivers' skills and professionalism. We are confident that we are providing to our patients the best caregivers.

Providing the best wage we can and important benefits is Able's way of saying thank you for a job well done, for your loyalty and dedication. Able has provided health insurance since 1984, along with vacation pay, sick and personal day pay, 401k pension plan, annual bonuses, X-mas gifts and holiday parties, highest pay among local Home Health Care agencies and other important benefits.

Most companies' goals are to increase their profits and make the most money possible. Able's philosophy is different. Our philosophy is to provide the best services to our patients while also providing the best pay and benefits to our employees. By providing higher wages and benefits, we assure our patients' care from the best caregivers available. Moreover, we are committed to hire and retain the best caregivers. We measure our success by the quality of services we provide and the satisfaction of our patients, their families and our caregivers.

On behalf of Able, I would like to thank all our hard working and devoted caregivers, God bless.

## Apresiasi

Ayudantes de las enfermeras dan la mayor parte de el cuidado que las personas mayores (ancianos) reciben en sus propios hogares. Los ayudantes hacen las cosas más básicas, más íntimas; el despertar, el uso de el baño, el bañarse, el vestir, la alimentación, el preparamiento para la noche y muchas otras tareas vitales requeridas. Son sus ojos, sus voces, su manera y el tacto de el cual forma la textura de la vida de cada día para millones de ancianos dependientes. - muchos quién sufren no sólo de declinacion mental y salud física, pero también de sentimientos profundos causas de la soledad y de la depresión.

El trabajo no es fácil. Excepto para el paciente y su familia, el trabajo siempre no siempre es valorado ni se aprecia altamente. Debido a la indiferencia que nuestra sociedad ha colocado en este trabajo importante. El reembolso para estos servicios es generalmente bajo y la mayoría de las agencias proporcionan solamente pago y ventajas mínimas.

Able reconoce y aprecia el trabajo duro y el esmero de nuestro cuidadores. Valoramos a nuestros cuidadores, muchos quiénes han estado con nosotros por más de 10 años y algunos sobre 20 años o más de largo. Nos sentimos confidentes en las habilidades y profesionalismo de nuestros cuidadores. Somos confidentes que estamos proporcionando a nuestros pacientes los mejores cuidadores.

Proporcionar el mejor salario y las ventajas importantes es la manera de Able de decir les agradecemos por un trabajo bien hecho, por su lealtad y esmero. Able ha proporcionado seguro médico desde 1984, junto con pago de vacaciones, pago de enfermedad y días personales. plan de jubilación de 401 K, los bonos anuales, los regalos y las celebraciones de días festivos. El pago más alto entre Agencias de cuidado locales y otros beneficios importantes.

La mayoría de las metas de las compañías son aumentar sus beneficios y hacer la mayoría de dinero posible. La filosofía de Able es diferente. Nuestra filosofía es proporcionar los mejores servicios a nuestros pacientes mientras que también proporcionamos la mejores sueldos y beneficios a nuestros empleados. Proporcionando salarios y ventajas más altos le aseguramos a nuestros pacientes de los mejores cuidadores disponibles. Y estamos dedicados en contratar y conservar a los mejores cuidadores. Medimos nuestro éxito por la calidad de servicios que proporcionamos y la satisfacción de nuestros pacientes, de sus familias y de nuestros cuidadores.

A nombre de Able quisiera agradecer todo su trabajo duro y dedicados cuidadores, dios los bendiga.

### Inside this Issue

Able's Hall of Fame .....	2-3
Employee Excellence .....	3
News/Announcements .....	4
CareConnect – Exciting New Tool for Caregivers .....	4
Open Enrollment 2020.....	5
Benefits .....	5
Come Join Our Team.....	6
1st Quarter Inservices.....	6-7
Urgent Call In/Call Out Reminders.....	8

*Appreciation*  
is a wonderful thing:  
It makes what is excellent in  
others belong to us as well.  
Voltaire

# Able's Hall of Fame

## Congratulations to the Happy Couples!



*Harriett and Reverend  
Dr. James Gibbs tied the knot  
on November 1, 2019*



*Wedding bells rang  
for Jessica and Danny  
on October 25, 2019*



Marta Tineo Ventura and  
Eulogia Belen De Fontanez  
(pictured with Branch  
Manager Andy McAlpin)  
proudly display their  
certificates as graduates of  
Brooklyn's first ESL  
(English as a Second  
Language) Class.  
**CONGRATULATIONS!**

In March of 2018 my Mother required Home Care services for the first time in her 93 years...by the grace of God we were blessed with a PCA (Clarice Armstrong) who has been with us providing care for Mom ever since...As needs and schedules have changed, every caregiver provider that has been with Mom has been kind, compassionate and thorough in the care provided. Marjorie Delson has joined our "team" and is as wonderful as Clarice. The daily shift is split between the two of them and they work so well together as a team providing consistent, wonderful care for Mom, always able to adjust to her changing needs and abilities. Mom adores both of them and I feel so blessed to have them in our lives caring for Mom. I can honestly say that I do not worry about her when they are there.

All of the support staff is wonderful as well...I am always kept informed of changes by our scheduler, Nicola Hyatt. When changes need to be made at the very last minute due to unforeseen circumstances, Nicola is always able to get the shift covered and I am so appreciative of that.

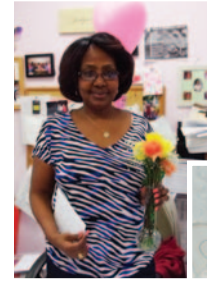
I also work in the healthcare field and am quite aware of the struggles in providing quality and consistent care for the benefit of our clients and their families...I now have an even greater appreciation of that being on the receiving end of the services.

On behalf of Mom, my son and myself I want to thank all of you for the care provided to Mom and the peace of mind provided to us.

God bless all of you for what you do. We are forever grateful.  
D. and E.R. (daughter and grandson of D.B.)

Thank you for your efficiency and patience while coordinating care for our mother in her home. Able Health Care made my mother very comfortable and well cared for and for this we are grateful! We were so fortunate to have Erin Usker these past few years. She has really become one of the family - gracious, kind, compassionate and so much more. Thank you all for what you do every day.

Gratefully, C.M. and the family of I.F.



## Agency Celebrations



## Testimonials from some of our December Aides of the Month

**Shirlee Samuels:** "I was trained as an HHA at Able and learned my job well. I love my job and if there is any issue the agency addresses it right away." (Hired 2018)

**Felicia Mercado:** "I am very happy at Able. Everyone is so nice – I want to stay at Able forever." (Hired 2005)

**Dormatie Seenarine:** "I have nice and happy patients and I'm very happy working at Able." (Hired 2006)

**Paulette Moore:** "Able is the only company that I worked with since I moved to the US, and I love working with such nice people – like Nancy and Lori." (Hired 2011)

**Micaina Borgelin:** "I have such great patients and I get to meet new people. Everyone is always so helpful at Able." (Hired 2019)

**Martha Mata:** "Able appreciates me. I am grateful for them and Jocelyne is always so nice and supportive. I am so happy working at Able." (Hired 2017)

**Alex Molina:** "Able truly makes you feel like family. Whenever there are issues, they are always accommodating. I am very happy to be a part of Able." (Hired 2008)





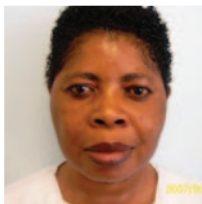
*Happy Holidays!*



*Season's Greetings*

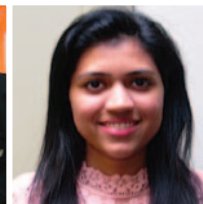
and Best Wishes for a Happy New Year from All of Us at Able Health Care Service!

## Employee Excellence



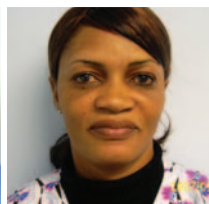
### October Aides of the Month

(L.-R.) Flaubert Sully, Karen Williams-Brown, Yonnette Lowenfield and Stella Mbah



### Employees of the 4th Quarter 2019

(L.-R.) Naomi Garcia pictured with Jocelyn, Linda McPhatter pictured with Marie and Anju John-Paul



### November Aides of the Month

(L.-R.) Shirlee Samuels pictured with Lina, Georgia Kirby, Kim Thompson and Gillian Smith



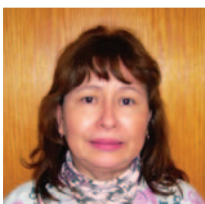
### December Aides of the Month

(L.-R.) Saint Mentor and Roy Ramdass

## December Aides of the Month - Joint Commission Survey

Able would like to honor the following home health aides for their outstanding performance during our Joint Commission Survey. The Surveyor commented that "all the aides were perfect, spot on". We appreciate your dedication, passion and hard work.

(L.-R.) Shirlee Samuels, Felicia Mercado, Dormatie Seenarine, Paulette Moore, Micaina Rose Marline Borgelin, Martha Mata, Alex Fernando Molina



# NEWS ANNOUNCEMENTS

## Minimum Base Pay Rate for 2020 –

NYC: \$15 Per hour. Nassau, Suffolk and Westchester: \$13 per hour.

**Know Your Leave Benefits** – Caregivers earn 1 hour for every 24 hours worked. Paid Time Off (PTO) is time you may use for vacation or other personal activities. Caregivers can accrue up to 10 days (80 hours) per year and can carryover up to 40 hours until March 31, 2020.

**NYC, Nassau and Suffolk County – Safe and Sick Leave** is time off for your own personal illness, injury

or health condition or that of a family member or for military exigency or for matters of safety. Caregivers can accrue up to 10 days (80 hours) per year. Employees may carry over up to 40 hours.

**White Plains** – Sick Leave is time off for your own personal illness, injury or health condition or that of a family member or for military exigency or for matters of safety. Caregivers can accrue up to 10 days (80 hours) per year. Employees may carryover up to 40 hours. For matters, related to domestic violence or human trafficking employees in need of Safe Leave should contact Human Resources. Able will accommodate up to 40 hours with proper documentation.

**Personal Leave** – all requests for non-paid, non-Medical leave of up to 30 days must be submitted in writing as soon as reasonably possible. Requests must include contact information (i.e. telephone or email address) during absence, start date and end date. Failure to provide notice may result in denial of leave.

**Paid Family Leave (PFL)** – Starting January 1, 2020, the number of weeks eligible employees can take to bond with a new child, care for a sick family member, or assist loved ones when a family member is deployed abroad on active military service increases to 10 weeks. Employees taking Paid Family Leave will receive 60% of their average weekly wage, up to a cap of 60% of the current Statewide Average Weekly Wage of \$1,401.17. The maximum weekly benefit for 2019 is \$840.7011. To apply for PFL or any other Leave Benefit (Family Medical Leave or Disability) inform your Supervisor or contact April Lopez.

**Clarity Commuter Benefits** – This program allows employees to set aside the cost of transportation before taxes are taken. It can be used on several types of public transportation (bus, subway, train or car service). It is a voluntary benefit for NYC employees. To enroll complete a Commuter Benefits form at your branch.

**Update Your Information/Stay Informed!** Able is developing a new & faster way to keep you informed – Textline. Avoid missing important news. Keep us informed of any address/phone #(s)/email changes. Please complete Employee Contact sheet for changes - submit by 12/15.

**Check your Tax Withholding!** Consult your tax preparer regarding changes to the new tax laws. Any adjustments will require completion of a new W-4 Employee's Withholding Certificate. W-2s will be mailed by January 31, 2020.

**ADP – The Fastest, Easiest Way to get your Able News!** The home page has links to the Able Times, Empower Retirement, new policies and much more. Employees can access pay statements and leave time balances. There is even an employee discount for movie tickets, theme parks, etc. To access ADP download the app through iTunes or Google; register; enter code 'ablehealth-12'; user id and password. (Your email address must be registered with Payroll).

**It is Influenza Season!** Protect yourself. Protect your family. Protect your Client. Free immunizations are available at Mobile Health. If you decline to take the immunization, you must wear a face mask - available at your Branch. Remember some cases require Aides to have a Flu Shot.

## Caregivers Holidays Observed 2020

**New Year's Day**  
Wednesday, 1/1/20

**MLK Jr. Day**  
Monday, 1/20/20

**Memorial Day**  
Monday, 5/25/20

**Independence Day**  
Saturday, 7/4/20  
Office closed on Friday, 7/3/20

**Labor Day**  
Monday, 9/7/20

**Thanksgiving Day**  
Thursday, 11/26/20

**Christmas Day**  
Friday, 12/25/20

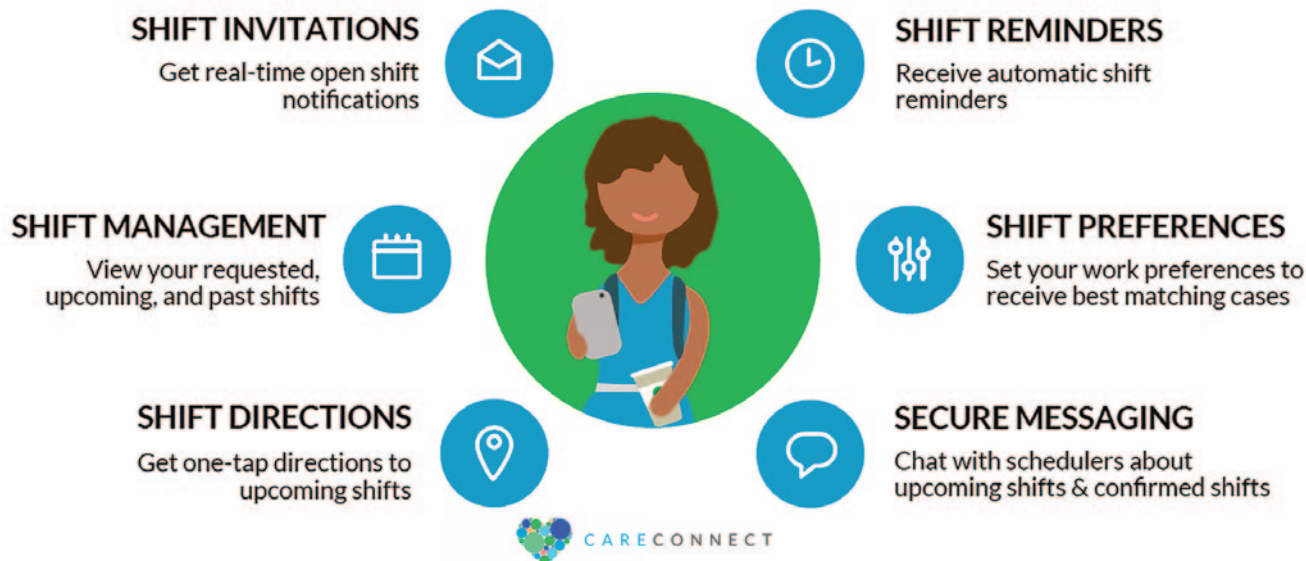
**New! Holiday Pay** will be compensated at time and 1/2.

Please request leave as early as possible so Coordinators can find replacements.

## Introducing an Exciting New Tool for Our Caregivers!

Within the next 2-3 weeks Able will be launching CARECONNECT, a mobile app designed to improve scheduling and communication between our aides and coordinators. Instructions will be provided shortly. A smartphone will be required to use the app.

**How Can Careconnect Help Me? CARECONNECT Will Help You Get More Shifts. Download Today!**





# Open Enrollment 2020

## OPEN ENROLLMENT TIME FOR ABLE HEALTH CARE BEGINS DECEMBER 1, 2019 AND ENDS DECEMBER 20, 2019...

We will continue to offer four levels of medical coverage through Emblem Health – HIP and 2 types of dental coverage through Guardian and Health Reimbursement. Summary Plan Descriptions are available at your Branch or by calling Human Resources. The following are other health insurance benefits not sponsored by Able:

**ESSENTIAL PLAN** - 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](http://www.newyorkstatehealth.ny.gov) or call 1-855-355-5777.

**MEDICARE** - Within three months of age 65 or older you may sign up for Medicare. For more information call 1-800-633-4227 or go to Medicare.gov. To join Emblem Health Medicare Advantage Plan through Able contact Human Resources.

**MEDICAID** - 1-800-541-2831 / **CHILD HEALTH CARE** - For information about Child Health Insurance Plan 1-877-543-7669.

BENEFIT COMPARISON	HIP Base Prime HMO	HIP Standard Prime HMO	HIP Medium/Low Prime HMO	HIP Medium/High Prime HMO
<b>IN NETWORK</b>				
Office Copay	\$30	\$25	\$20	\$15
Specialist Copay	\$75	\$40	\$20	\$15
ER Copay	\$500	\$50	\$50	\$35
Hospital Copay per Admission	\$2,000	\$500	\$250	No Charge
O/P Surgery Copay	\$750	\$75	\$125	No Charge
Prescription Copay	\$15 Tier 1 Only	\$15 Tier 1 Only	\$15/\$35/\$75	\$10/\$25/\$50
Out-of-Pocket Max-Individual/Family	\$6,600/\$13,200	\$6,600/\$13,200	\$6,600/\$13,200	\$6,600/\$13,200
<b>EMPLOYEE WEEKLY COST</b>				
<i>Weekly contribution based on working 130 hours or more per month:</i>				
	<b>BASE</b>	<b>STANDARD</b>	<b>MEDIUM/LOW</b>	<b>MEDIUM/HIGH</b>
Single	\$30.00	\$40.00	\$80.00	\$90.00
Employee/Child	\$210.00	\$240.00	\$300.00	\$320.00
Employee/Spouse	\$255.00	\$280.00	\$350.00	\$380.00
Family	\$480.00	\$520.00	\$620.00	\$660.00
<i>Weekly contribution based on working less than 130 hours but more than 80 hours in the previous month:</i>				
	<b>BASE</b>	<b>STANDARD</b>	<b>MEDIUM/LOW</b>	<b>MEDIUM/HIGH</b>
Single	\$85.00	\$90.00	\$120.00	\$140.00
Employee/Child	\$260.00	\$280.00	\$340.00	\$370.00
Employee/Spouse	\$300.00	\$320.00	\$390.00	\$420.00
Family	\$520.00	\$560.00	\$660.00	\$720.00

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

**Health Insurance** – Your health is important to us! We offer health insurance for you and your family with HIP. Prescription Benefits, vision and some dental coverage. HIP has an extensive network of doctors available near to your home or work. We offer four levels of coverage!

**401K Retirement Plan** – It's never too late to start saving for retirement. 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** – Affordable dental coverage for you and your family. The Guardian Dental plan offers two types of coverage. Dental cleanings and other services are at a discounted rate. Depending on your selection, Orthodontics may be included. Enroll today!

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

**Direct Deposit** – Receive your pay directly in your checking or savings account. Don't stand on long lines or pay check cashing fees. Receive your pay automatically. It's easy to enroll and see your pay statements on your mobile phone.

**Referral Bonus** – Refer a friend. You and your friend can each receive a bonus of \$150 each. Call your branch for details.

## Aproveche los muchos beneficios que se le ofrecen Able Health Care a través de un empleo

**Seguro Medico ¡Su salud es importante para nosotros!** Ofrecemos seguro de salud para usted y su familia con HIP. Beneficios de prescripción, visión y alguna cobertura dental. HIP tiene una amplia red de médicos disponibles cerca de su hogar o trabajo. ¡Ofrecemos cuatro niveles de cobertura!

**401k Plan de Jubilación** Nunca es tarde para comenzar a ahorrar para la jubilación. Elegible después de un año de empleo. El programa de jubilación y ahorro es siempre una ventaja. Participación es voluntaria. Puede aportar del 1% al 15% al plan en cada período de pago. El 401K plan de Able Health Care es una excelente manera de ahorrar para su jubilación.

**Plan Dental Integral** Cobertura dental asequible para usted y su familia. El plan de Guardian Dental ofrece dos tipos de cobertura. Las limpiezas dentales y otros servicios tienen una tarifa con descuento. Dependiendo de su selección, la ortodoncia puede ser incluida. ¡Inscríbete hoy!

**Beneficios de Viaje** Una tarjeta de débito que se puede usar para comprar pases de tránsito para el uso en los trenes, autobuses, trenes, ferry o UberPool de la Ciudad de Nueva York.

**Programa de bonificación por medio de referencia** Recomiende a un amigo o amiga para trabajar en Able Health Care. Usted y su amigo o amiga pueden cada uno recibir un bono de \$150. Para más información llame a su Sucursal de Able Health Care.



# Come Join Our Team

**JOIN US FOR AN EXCITING CAREER IN HEALTH CARE.** We are looking for compassionate and experienced HHA's. We offer Excellent Pay and Benefits - Choice of Shifts and Locations - Staff Aide positions available (car required) - Weekly paychecks

**NEW PAY RATES FOR 2020:** NYC, Queens, Brooklyn, Bronx Up to \$19.09/hr. Long Island and Westchester - Up to \$16.22/hr.

**BENEFITS INCLUDE:** 10 days sick and 10 days vacation annually; Commuter Benefit - up to \$1,000 per year to purchase Metro Card; Health Insurance available, Retirement Plans, Bonuses and more...

In addition to HHA's, we are also hiring PCA's, Nurses and Coordinators. For more information or to apply please visit our website at [www.ablehealthcare.com](http://www.ablehealthcare.com) or our Facebook page at [www.facebook.com/AblehealthcareNY](https://www.facebook.com/AblehealthcareNY).

## INSERVICE SCHEDULE 1ST QUARTER 2020

### LOCATION: BROOKLYN

### INSERVICE SCHEDULE TO BE DETERMINED

### LOCATION: WHITE PLAINS

Date	Time	Subject	Time	Subject
Thursday, 1/30	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Friday, 1/30	9:00 - 12:00	Special Needs	1:00 - 4:00	Hospice
Thursday, 2/6	9:00 - 12:00	Cardiac	1:00 - 5:00	OSHA/Skills
Tuesday, 2/11	9:00 - 12:00	VBP - CHF, Anemia, Respiratory Infections	1:00 - 4:00	Communication
Thursday, 2/13	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Tuesday, 2/18	9:00 - 12:00	HIV and STD's	1:00 - 4:00	LGBTQ
Thursday, 2/20	9:00 - 12:00	Dynamics of Aging	1:00 - 4:00	Working with Difficult People
Thursday, 2/27	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Friday, 2/28	9:00 - 12:00	Special Needs	1:00 - 4:00	Hospice
Tuesday, 3/3	9:00 - 12:00	Seizures and Strokes	1:00 - 4:00	N/A
Thursday, 3/26	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Friday, 3/27	9:00 - 12:00	Special Needs	1:00 - 4:00	Hospice

### LOCATION: HEMPSTEAD

Date	Time	Subject	Time	Subject
Thursday, 1/2	10:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Monday, 1/6	9:00 - 12:00	OSHA/Skills	1:00 - 4:00	Vital Signs
Tuesday, 1/7	10:00 - 2:00	OSHA/Skills	1:00 - 4:00	N/A
Monday 1/13	10:00 - 2:00	OSHA/Skills	1:00 - 4:00	N/A
Tuesday, 1/14	9:00 - 12:00	Alzheimer Disease	1:00 - 4:00	Value Based Payments #2
Wednesday, 1/15	9:00 - 12:00	Fall Prevention	1:00 - 4:00	Body Mechanics
Thursday, 1/16	10:00 - 1:00	Special Needs	1:00 - 4:00	N/A
Tuesday, 1/21	9:00 - 12:00	Transfers + Use of Hoyer Lift	1:00 - 4:00	Mental Illness
Wednesday, 1/22	10:00 - 1:00	Women's Health Issues	1:00 - 4:00	N/A
Thursday, 1/23	10:00 - 2:00	OSHA/Skills	1:00 - 4:00	N/A
Monday, 1/27	9:00 - 12:00	Value Based Payments #1	1:00 - 4:00	The Human Experience
Tuesday, 1/28	10:00 - 2:00	OSHA/Skills	1:00 - 4:00	N/A
Wednesday, 1/29	10:00 - 1:00	Cultural Competency	1:00 - 4:00	N/A
Thursday, 1/30	10:00 - 2:00	OSHA/Skills	1:00 - 4:00	N/A
Monday, 2/3	10:00 - 2:00	OSHA/Skills	1:00 - 4:00	N/A
Tuesday, 2/4	10am - 1:00	Home Safety – Emergencies	1:00 - 4:00	N/A
Monday, 2/10	9:00 - 12:00	Abuse and Neglect	1:00 - 4:00	Colostomy Care
Tuesday, 2/11	10am - 2:00	OSHA/Skills	1:00 - 4:00	N/A
Wednesday, 2/12	9:00 - 12:00	Preparing Modified Diets	1:00 - 4:00	Vision Health
Thursday, 2/13	10:00 - 2pm	OSHA/Skills	1:00 - 4:00	N/A
Monday, 3/ 16	10:00 - 2:00	OSHA/Skills	1:00 - 4:00	N/A
Tuesday, 3/ 17	9:00 - 12:00	Diabetes and Diet	1:00 - 4:00	Vital Signs
Wednesday, 3/18	10:00 - 1:00	Special Skin Care\ Dressings	1:00 - 4:00	N/A
Thursday, 3/19	10:00 - 1:00	Home Exercise Programs	1:00 - 4:00	N/A
Monday, 3/23	9:00 - 12:00	Activities of Daily Living	1:00 - 4:00	Care of the Cancer Patient
Tuesday, 3/24	10:00 - 2:00	OSHA/Skills	1:00 - 4:00	N/A
Monday, 3/30	10:00 - 1:00	Care of the Cardiac Patient	1:00 - 4:00	N/A
Tuesday, 3/31	10:00 - 2:00	OSHA/Skills	1:00 - 4:00	N/A

## INSERVICE SCHEDULE 1ST QUARTER 2020 (Continued)

### LOCATION: ISLANDIA

Thursday, 1/2	1:00 - 5:00	N/A	1:00 - 5:00	OSHA/Skills
Friday, 1/3	9:00 - 1:00	OSHA/Skills	6:00 - 9:00	N/A

### LOCATION: QUEENS

<i>Date</i>	<i>Time</i>	<i>Subject</i>	<i>Time</i>	<i>Subject</i>
Thursday, 1/2	9:00 - 12:00	Hospice	1:00 - 4:00	Special Needs
Friday, 1/3	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Wednesday, 1/8	9:00 - 12:00	Lifting and Transferring Patients	1:00 - 5:00	OSHA/Skills
Thursday, 1/9	9:00 - 12:00	Range of Motion and Positioning	1:00 - 4:00	Seizures and Strokes
Friday, 1/10	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Monday, 1/13	9:00 - 12:00	Dementia Care	1:00 - 4:00	Communication
Tuesday, 1/14	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Wednesday, 1/15	9:00 - 12:00	Care of the Diabetic Patient	1:00 - 5:00	OSHA/Skills
Thursday, 1/16	9:00 - 12:00	Nutrition	1:00 - 4:00	Respiratory Disorders
Friday, 1/17	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Tuesday, 1/21	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Wednesday, 1/22	9:00 - 12:00	Arthritis	1:00 - 5:00	OSHA/Skills
Thursday, 1/23	9:00 - 12:00	VBP-UTI, Electrolyte Imbalance, Sepsis	1:00 - 4:00	VBP-CHF, Anemia, Respiratory Infections
Friday, 1/24	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Monday, 1/27	9:00 - 12:00	Special Needs	1:00 - 4:00	Hospice
Wednesday, 1/29	9:00 - 12:00	Professionalism and Accountability	1:00 - 5:00	OSHA/Skills
Thursday, 1/30	9:00 - 12:00	Urinary Catheter Care	1:00 - 4:00	LGBT Patient
Tuesday, 2/4	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Thursday, 2/6	9:00 - 12:00	Malnutrition and Dehydration	1:00 - 4:00	Incontinence and Constipation
Friday, 2/7	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Monday, 2/10	9:00 - 12:00	Working with Difficult People	1:00 - 4:00	Lifting and Transferring Patients
Wednesday, 2/12	9:00 - 12:00	Cultural Diversity	1:00 - 5:00	OSHA/Skills
Friday, 2/14	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Tuesday, 2/18	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Wednesday, 2/19	9:00 - 12:00	Alzheimer's Disease	1:00 - 5:00	OSHA/Skills
Thursday, 2/20	9:00 - 12:00	Hospice	1:00 - 4:00	Special Needs
Monday, 2/24	9:00 - 12:00	Safety in the Home	1:00 - 4:00	Dementia Care
Friday, 2/28	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Wednesday, 3/4	9:00 - 12:00	Vital Signs	1:00 - 5:00	OSHA/Skills
Thursday, 3/5	9:00 - 12:00	Mutiple Sclerosis	1:00 - 4:00	Traumatic Brain Injury
Friday, 3/6	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Monday, 3/9	9:00 - 12:00	VBP-CHF, Anemia, Respiratory Infections	1:00 - 4:00	VBP-UTI, Electrolyte Imbalance, Sepsis
Tuesday, 3/10	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Wednesday, 3/11	9:00 - 12:00	LGBT Patient	1:00 - 5:00	OSHA/Skills
Thursday, 3/12	9:00 - 12:00	Special Needs	1:00 - 4:00	Hospice
Friday, 3/13	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Monday, 3/16	9:00 - 12:00	Seizures and Strokes	1:00 - 4:00	Range of Motion and Positioning
Tuesday, 3/17	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Wednesday, 3/18	9:00 - 12:00	Vision Loss	1:00 - 5:00	OSHA/Skills
Thursday, 3/19	9:00 - 12:00	Incontinence and Constipation	1:00 - 4:00	Malnutrition and Dehydration
Friday, 3/20	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Monday, 3/23	9:00 - 12:00	Disaster and Stress	1:00 - 4:00	Caring for Yourself
Tuesday, 3/24	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A
Wednesday, 3/25	9:00 - 12:00	Professionalism and Accountability	1:00 - 5:00	OSHA/Skills
Monday, 3/30	9:00 - 12:00	Incontinence and Constipation	1:00 - 4:00	Heart Health and Disease
Tuesday, 3/31	9:00 - 1:00	OSHA/Skills	1:00 - 4:00	N/A

**Web: [ablehealthcare.com](http://ablehealthcare.com)**

Brooklyn.....718-222-1200