

# The Able Times

From the Desk of Michael Shapiro, President  
& Sandra Weintraub, CEO



January 2021  
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## Thank You Caregivers Gracias Cuidadoras

We thank you, our Caregivers, and appreciate the continued compassionate care you provide to your patients each and every day, especially in this precarious time of the COVID-19 virus pandemic. You make it possible for your patients to stay in the comfort and safety of their own homes and out of hospitals and nursing homes.

As a Caregiver, you are responsible to 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 your eyes, your voices, your manner and touch that form the texture of daily life for millions of dependent seniors – 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 pay for these services is usually low and most agencies provide only the minimal pay and benefits. We disagree. We recognize and appreciate the hard work and dedication of our Caregivers. We value our Caregivers, many of who 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 wages 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, 401 K pension plan, annual bonuses, Christmas gifts and holiday parties, highest pay among local Home Health Agencies and other important benefits. In 2021 most of our Caregivers will find a well-deserved increase in their pay.

(Continued on page 6)

Les agradecemos a ustedes, nuestros cuidadores, y apreciamos la atención consecutiva y compasiva que brindan a sus pacientes todos los días, especialmente en este momento precario de la pandemia del virus COVID-19.

Usted hace posible que sus pacientes permanezcan en la comodidad y seguridad de sus propios hogares y fuera de hospitales y hogares de ancianos.

Como cuidador, usted es responsable de hacer las cosas más básicas e íntimas; el despertar, ir al baño, bañarse, vestirse, alimentarse, y acostarse y muchas otras tareas vitales requeridas. Son sus ojos, sus voces, sus modales y su tacto los que forman la textura de la vida diaria de millones de personas mayores dependientes, muchas de las cuales sufren no solo de deterioro de su salud mental y física, sino también de simples sentimientos profundos de soledad y depresión.

El trabajo no es fácil. Excepto para el paciente y su familia, el trabajo no siempre es muy valorado o apreciado. Debido a la indiferencia que nuestra sociedad ha puesto en este importante trabajo, el pago por estos servicios suele ser bajo y la mayoría de las agencias proporcionan solo el salario y los beneficios mínimos. No estamos de acuerdo. Reconocemos y apreciamos el arduo trabajo y la dedicación de nuestros Cuidadores. Valoramos a nuestros cuidadores, muchos de los cuales han estado con nosotros durante más de 10 años y algunos más de 20 años o más. Confiamos en las habilidades y el profesionalismo de nuestros cuidadores. Estamos seguros de que estamos brindando a nuestros pacientes los mejores cuidadores.

Brindar los mejores salarios que podamos y beneficios importantes es la forma de Able de agradecerle el trabajo bien hecho, su lealtad y dedicación.

Able ha proporcionado seguro médico desde 1984, junto con pago de vacaciones, pago por enfermedad y día personal, plan de pensión 401 K, bonificaciones anuales, regalos de Navidad y fiestas navideñas, el salario más alto entre las agencias locales de salud en el hogar y otros beneficios importantes. En 2021, la mayoría de nuestros cuidadores encontrarán un merecido aumento en su salario.

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New day.  
New thoughts.  
New strength.  
New possibilities.





# Able's Hall of Fame

## Aides of the Month



Ida Aaron



Rubie Callwood



Luz Munoz Baracaldo



Alice Arifin



Lucienne Fleury

### Employees of the 4th Quarter



Nicola Hyatt



Beverly Hazelwood

# HAPPY RETIREMENT

*To Whom It May Concern,*

*I am writing to inform you of my retirement resignation as a home health aide at Able Health Care, effective November 19, 2020.*

*I would like to express my gratitude and say thank you to management, administration staff and coordinators. My 30 years of working with Able Health Care has been a wonderful and rewarding experience. Thank you again for all your support.*

*Please contact me if you need any help with this transition*

*Sincerely,  
Carole Fleuriss*



*Congratulations and Best Wishes!*



The Islandia Branch wore pink in honor of **Breast Cancer Awareness Month** this past October.

**Nikki Gralla,**  
Recruitment Manager,  
visited  
**Grace Care Food Pantry**  
on October 15, 2020  
where she volunteered  
and promoted  
Able's services.





# Able's Hall of Fame

## To Whom It May Concern:

Ms. Ramona Rogers has been with our family as a caregiver for our special needs son since November 2008. We consider ourselves in the rare and fortunate position to have had Ms. Rogers be a part of our life in providing invaluable care to our son.

Prior to Ms. Rogers being assigned to our son's care, we were exhausted and frustrated, having been through a series of unreliable and unstable caregivers. Then Ms. Rogers began working with us, and our despair turned to comfort and relief, as her gentle and caring nature to our son and her earnest and conscientious attitude to her duties were immediately noted.

Throughout the years that Ms. Rogers has been the caregiver of our son, she has displayed the upmost care and consideration to our son, that only a parent could otherwise provide. She remained tenacious to his needs and prioritized his well-being in every aspect of her attention to him. We witnessed Ms. Rogers' ever-growing love for our son and the sense of security he developed with her.

As parents, we could tend to other responsibilities knowing with full confidence that when we could not be there, our son was safe with Ms. Rogers, receiving care tantamount to what we would offer. Ms. Rogers is fully trustworthy, respectful, and honest in her delivery.

After 12 years of taking care of our son, we made the difficult decision to place our son in a residential setting, and it is for this reason only that Ms. Rogers' service with us has come to an end. As life progresses and we all move on to new chapters in our lives, we are infinitely thankful that Ms. Rogers has been part of our son's and our lives. We would not have been able to provide the extent of support for him without Ms. Rogers by our side.

Should Ms. Rogers opt to remain in the caregiving service, whoever the beneficiary will be could not be more privileged to have such a gem of a caregiver. We wish Ms. Rogers the best, as she so deserves, in her next endeavours and remain available as a reference to further attest to her natural aptitude and commitment.

Sincerely,  
S. E. C. H.

## THE CAREGIVER

I wake them up, I get them dressed,  
I brush their hair so they look their best.  
I make their bed and wash their clothes,  
The little things that no-one knows.  
I hold their hand when they are scared,  
I talk to them when no-ones there.  
I give them a friend when they are alone,  
I treat them like family, one of my own.  
It is my privilege to have a share,  
In taking care of your family,  
when you can't be there.

*Author Unknown*

## Good Morning,

I wanted you to see this lovely email we got from one of our Hospice nurses regarding two of your staff. Please Thank them for an outstanding job.

I would just like to send Kudos to 2 outstanding aides presently placed in our community patient's homes. Perhaps their agency would appreciate this feedback as well.

*Juana Santana from Able on patient C. F. has been a Godsend. PCG very unsure this was a good match due to patient's mental status. It has proven to be absolutely wonderful. PCG raves about her. She is kind and gentle with C, whose condition is deteriorating and was highly resistant to any outside assistance initially. Juana is attentive to her needs and is ever present physically and emotionally for this patient. They have a special rapport.*

*Altagracia Sanchez from Able was assigned to M. A. on Monday. Patient went to IPU on Tuesday. I was so pleased by how immediate this aide embraced the patient and PCG in the short amount of time she and I were there. She jumped right in upon arrival, asked all the right questions, gathering phone numbers, patients' likes and dislikes, patients' abilities and the logistics of the home. She appeared caring and enthusiastic about her job, addressing the patient, attentive and comforting at the right times while I changed patients' dressing. I hope if patient returns from IPU we are able to place her again. Good vibe right from the start with her.*

Thx ladies...always nice to hear something other than complaints.



## Best Wishes for the New Year

*Wishing every day of the new year  
be filled with good health, happiness, peace,  
success and prosperity for all.*

## URGENT CLOCK IN & OUT REMINDER

As of 1/1/2021 New York State requires all Aides to clock in and out and to add tasks.

If you have any problems please contact your Branch Manager.

## NOTIFICACION URGENTE DE REGISTRACION DE ENTRADA Y DE SALIDA

A partir del 1/1/2021, el estado de Nueva York requiere que todos los asistentes registren la hora de entrada y la hora de salida y que agreguen las tareas.

Si tiene algún problema, comuníquese con su gerente de sucursal.

## 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 entrada y salida, y para entrar las tareas adecuadamente.

## 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.

**Depósito Directo** Reciba su pago directamente en su cuenta corriente o de ahorro. No se pare en colas ni pague tarifas de cambio de cheques. Reciba su pago automáticamente. Es fácil inscribirse y ver sus estados de pago en su teléfono móvil.

**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.

# Staying Safe During Covid-19

Please remember to stay safe, to always wear a mask in public or when close proximity to others, to social distance and wash hands often. We must remain vigilant to prevent the spread of COVID-19. The vaccine will be available soon, but we must be more careful now than ever before. The COVID-19 pandemic has become worse than it was last spring. The U.S. is recording a COVID-19 death count equal to Japan's total deaths since the virus appeared, over 2,000 deaths per day. So for your own protection, as well as others, continue to wear a mask, social distance and wash your hands frequently.

## Mantenerse Seguro Durante La Covid

Recuerde mantenerse seguro, siempre usar una máscara en público o cuando esté cerca de otros, de mantener distancia social y de lavarse las manos con frecuencia. Debemos permanecer atentos para evitar la propagación del COVID-19. La vacuna estará disponible pronto, pero debemos tener más cuidado ahora que nunca. La pandemia de COVID-19 se ha vuelto peor que la primavera pasada. Estados Unidos está registrando un recuento de muertes por COVID-19 igual al total de muertes en Japón desde que apareció el virus, más de 2,000 muertes por día. Entonces, para su propia protección, así como la de los demás, continúe usando una máscara, manteniendo distancia social y lávándose las manos con frecuencia.

**WASH YOUR HANDS**



**WEAR A MASK**



**KEEP YOUR DISTANCE**



## The Covid-19 Vaccine Will Soon Be Available La Vacuna Covid-19 Estará Disponible Pronto

All caregivers are strongly encouraged to receive the vaccine as soon as possible to avoid getting the disease and transmitting it to your patient, your family or others. The vaccine is safe because none of the COVID-19 vaccines currently in development in the United States use the live virus that causes COVID-19. There are several different types of vaccines in development. However, the goal for each of them is to teach our immune systems how to recognize and fight the virus that causes COVID-19. Sometimes this process can cause symptoms, such as fever. These symptoms are normal and are a sign that the body is building immunity.



While many people with COVID-19 have only a mild illness, others may get a severe illness or they may even die. There is no way to know how COVID-19 will affect you, even if you are not at increased risk of severe complications. If you get sick, you also may spread the disease to friends, family, and others around you while you are sick. COVID-19 vaccination helps protect you by creating an antibody response without having to experience sickness.

It typically takes a few weeks for the body to build immunity after vaccination. That means it's possible a person could be infected with the virus that causes COVID-19 just before or just after vaccination and get sick. This is because the vaccine has not had enough time to provide protection.

Due to the severe health risks associated with COVID-19 and the fact that re-infection with COVID-19 is possible, people may be advised to get a COVID-19 vaccine even if they have been sick with COVID-19 before. At this time, experts do not know how long someone is protected from getting sick again after recovering from COVID-19. The immunity someone gains from having an infection, called natural immunity, varies from person to person. Some early evidence suggests natural immunity may not last very long. We won't know how long immunity produced by vaccination lasts until we have a vaccine and more data on how well it works.

Se recomienda encarecidamente a todos los cuidadores que reciban la vacuna lo antes posible para evitar contraer la enfermedad y transmitirla a su paciente, su familia u otras personas. La vacuna es segura porque ninguna de las vacunas COVID-19 actualmente en desarrollo en los Estados Unidos usa el virus vivo que causa COVID-19. Hay varios tipos diferentes de vacunas en desarrollo. Sin embargo, el objetivo de cada uno de ellos es enseñar a nuestro sistema inmunológico cómo reconocer y combatir el virus que causa COVID-19. A veces, este proceso puede provocar síntomas, como fiebre. Estos síntomas son normales y son una señal de que el cuerpo está desarrollando inmunidad.

Si bien muchas personas con COVID-19 solo tienen una enfermedad leve, otras pueden contraer una enfermedad grave o incluso pueden morir. No hay forma de saber cómo el COVID-19 lo afectará, incluso si no tiene un riesgo mayor de complicaciones graves. Si se enferma, también puede transmitir la enfermedad a sus amigos, familiares y otras personas a su alrededor mientras está enfermo. La vacuna COVID-19 lo ayuda a protegerse al crear una respuesta de anticuerpos sin tener que experimentar una enfermedad.

Por lo general, el cuerpo tarda algunas semanas en desarrollar inmunidad después de la vacunación. Eso significa que es posible que una persona se infecte con el virus que causa COVID-19 justo antes o justo después de la vacunación y se enferme. Esto se debe a que la vacuna no ha tenido suficiente tiempo para brindar protección.

Debido a los graves riesgos para la salud asociados con COVID-19 y al hecho de que es posible una reinfección con COVID-19, se puede recomendar a las personas que se vacunen contra COVID-19 incluso si han estado enfermas con COVID-19 antes. En este momento, los expertos no saben cuánto tiempo una persona está protegida de enfermarse nuevamente después de recuperarse del COVID-19. La inmunidad que una persona obtiene por tener una infección, llamada inmunidad natural, varía de una persona a otra. Alguna evidencia preliminar sugiere que la inmunidad natural puede no durar mucho. No sabremos cuánto tiempo dura la inmunidad producida por la vacunación hasta que tengamos una vacuna y más datos sobre qué tan bien funciona.



# Random Acts of Kindness Day

Celebrated on February 17th each and every year, Random Acts of Kindness Day is a day where everyone has the opportunity to do something nice for a complete stranger, a family member or a coworker. This can be something as simple as paying for the person behind you as you wait in line or doing some other act of kindness for your fellow man or woman.

## History

This holiday originated in New Zealand as a day celebrated on September 1st, but has since become an international holiday. It is also a part of Random Acts of Kindness week—started by the Random Acts of Kindness Foundation.

Several studies have shown that kindness is indeed contagious. When a person does an act of kindness for another person, it makes the person receiving it more likely to do an act of kindness for someone else. This can unfold exponentially – like a ripple on a pond, so don't think your act of kindness doesn't matter because it does.

## Customs, Traditions And Celebrations

The only real custom associated with Random Acts of Kindness Day is to do something good for someone else. Every little bit of kindness helps to make the world a better place.

- Give an unexpected compliment.
- Donate flowers to a nursing home.
- Let someone cut in front of you in line.
- Put coins in an expired parking meter.
- Pay the toll for the car behind you.
- Bring treats to your local fire station.
- Donate your used clothing.
- Give someone your seat on a crowded bus or subway.
- Buy a warm meal for someone in need.
- Hand out disposable water bottles to people working outside on a hot day.
- Buy a gift card to hand to someone on your way out of the coffee shop.
- Offer to return a stranger's grocery cart to the front of the store.
- Give an extra tip and write an encouraging note along with it.
- Collect canned food for food banks and other charitable organizations.
- Write a thank you note to your mail carrier.
- Keep an extra umbrella in your car to give to someone stuck in the rain.
- Keep plastic bags filled with snacks and sample-size toiletries in your car to give to the homeless.
- Talk to a stranger at a party who looks like they don't know anyone.
- Slow down so someone can merge in front of you in traffic.
- Pick up a piece of litter on the street and throw it out.



## Thank You Caregivers | Gracias Cuidadoras

*(continued from cover)*



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 once again thank all our hard working and devoted Caregivers. God bless.

Los objetivos de la mayoría de las empresas son aumentar sus ganancias y hacer la mayor cantidad de dinero posible. La filosofía de Able es diferente. Nuestra filosofía es brindar los mejores servicios a nuestros pacientes al mismo tiempo que brindamos el mejor salario y beneficios a nuestros empleados. Al proporcionar salarios y beneficios más altos, aseguramos el cuidado de nuestros pacientes con los mejores cuidadores disponibles.

Además, nos comprometemos a contratar y retener a los mejores cuidadores. Medimos nuestro éxito por la calidad de los servicios que brindamos y la satisfacción de nuestros pacientes, sus familias y nuestros cuidadores.

En nombre de Able, me gustaría agradecer una vez más a todos nuestros cuidadores dedicados y esforzados. Que Dios los bendiga.

### ABLE'S 401(k) Program

We encourage our employees to participate in Able's 401K plan, administered through Empower Retirement. You must complete 1 year of service to enroll. The plan offers multiple investment options, loan provisions and much more.

To help promote financial wellness in the workplace, we have financial advisers available through Merrill Lynch. They are committed to helping our employees with objective, personalized advice and guidance with your 401K accounts and overall financial plan. Please reach out to them for any questions or concerns — they are here to help:

**Brett Berkman: (203) 3863-7641**

**Joseph Ilg: (631) 351-5129**

Please remember, Able has consistently provided a discretionary contribution to those that choose to participate. While this discretionary contribution is based on company profit and is not guaranteed, we will continue to provide every available benefit and resource to our personnel. We urge you all to take advantage of this benefit and reach out to our contacts at Merrill Lynch for assistance.





# How to be More Considerate at Work

Being considerate – caring about other people’s feelings as much as your own – may not come naturally to some, but it is a skill that can be honed and developed over time. Here are some simple steps you can take to become more considerate at work.

**Show up on time.** Be considerate of other people’s time. See to it that you’re on time for work, meetings and appointments. If something unforeseen happens, be sure to let people know, so that you don’t keep them waiting. By respecting other people’s time, you show that you value them as much as yourself. Plus, they may feel more inclined to return the favor in the future!

**Be deliberately empathetic.** It’s one thing to feel empathy for other people, but putting that feeling into action is another matter entirely. To be deliberately empathetic, you have to let your ability to walk in someone else’s shoes change what you do, whether that is changing your behavior to accommodate their feelings or providing tangible help in a tough situation.

**Don’t be afraid to apologize.** It’s mature and thoughtful to apologize for your mistakes, and is a crucial part of being considerate. If you said or did something that was uncalled for, say you’re sorry. If you had your facts mixed up, say, “You’re right, and thanks for correcting me,” and learn from it. It’s not a sign of weakness to admit when you’re wrong, but rather a sign of inner strength and humility.

**Smile a lot.** Smiling has a huge effect on other people. People naturally (and unconsciously) mirror the body language of the person they are talking to. When you smile at people, they will unconsciously return the favor and feel good as a result.

**Be polite.** Having good manners and being polite means going out of your way to make other people feel at ease and respected. It may sound simple, but a well-placed “please” or “thank you” can go a long way, and will also boost your reputation.

**Try to find a way for everybody to win.** Many people approach life as a zero-sum game. They think that somebody has to win and somebody else has to lose. Considerate people, on the other hand, try to find a way for everybody to win. That’s not always possible, but it’s their goal. If you want to be more considerate, stop thinking of every interaction with others as a win/lose scenario.

**Anticipate the needs of others.** Spot opportunities to be helpful. Try to anticipate what someone is going to need next. For example, show a new coworker around the office, or offer them a beverage. Learn to say, “How can I help you?” rather than, “Can I help you?”

**Think before you speak/act.** Don’t let your mood affect how you treat your peers. If you’re having a bad day, don’t let it show by being rude to them. Treat your coworkers with respect and thoughtfulness, even if you don’t feel like doing so. It’s the hallmark of emotional intelligence.

*Being considerate is good for your mental and physical health, your career, and everyone around you. On top of that, it just feels good.*

## Refer a Friend Bonus

To All Able Caregivers:

Able Health Care is pleased to introduce our **Refer a Friend Bonus Program**. If someone you refer gets hired, both you and your referred friend will each receive \$150.

To receive the bonus:

- Your referred friend must complete 200 hours of employment with Able Health Care.
- Your referred friend must track their hours and inform their branch when 200 hours are reached.
- Payment will be processed as long as you and your newly hired friend meet Able Health Care’s hiring guidelines, work continuously and are in good standing.
- Rehired employees are ineligible to participate.



A todos los Cuidadores de Able:

Able Health Care se complace en presentar nuestro **Programa de Bonificación por Referir a un Amigo**. Si alguien que usted refiere es contratado, ambos usted y su amigo referido recibirán cada uno \$150.

Para recibir la bonificación:

- Su amigo referido debe completar 200 horas de trabajo con Able Health Care.
- Su amigo referido debe llevar registro de sus horas e informar a su sucursal cuando llegue a las 200 horas.
- El pago será procesado siempre y cuando usted y su amigo referido recientemente contratado, cumplan con las directivas de contratación de Able Health Care, trabajando continuamente y estando en buena situación.
- Empleados recontratados no son elegibles para participar.

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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:**

- Queens .....718-779-7000
- Brooklyn.....718-222-1200
- Nassau .....516-933-7000
- Suffolk .....631-952-0500

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

- Queens .....718-458-0800
- Nassau .....516-933-7000  
516-292-0100
- Suffolk .....631-952-0500
- White Plains .....914-683-9400

**Recruitment Offices:**

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

**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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## 5 Tips For Shoveling Snow Safely



1. Get the latest forecast
2. Push don't lift
3. Wear breathable clothes
4. Wear warm boots
5. Drink water

Get the latest forecast at: [weather.gov](http://weather.gov)



**Educational Inservices**

To remain in compliance as an HHA you are required to attend 12 hours or 4 inservices each year. You can find a list of educational in-services presented at your local branch office on the ADP website. Call to make a reservation; dates may change. OSHA in-service is required once a year.