

The Able Times

From the Desk of Michael Shapiro, President

Continuing or Returning to Work Safely

Continuar o regresar al trabajo de manera segura durante Covid

While available vaccines have proven highly effective in controlling COVID-19 and its variants, the virus continues to spread — particularly among those unvaccinated. In these challenging times, we can still work or return to work safely by being vaccinated and continuing to take precautions. Those who are vaccinated are much less likely to get sick or need to go to the hospital or lose their lives from Covid. And the more people get vaccinated the fewer people will get Covid and pass it on to others.

In order to contain the pandemic President Biden has mandated home health workers to be vaccinated. In addition, the Centers for Medicare & Medicaid Services (CMS), in collaboration with the Centers for Disease Control and Prevention (CDC), announced recently that emergency regulations requiring vaccinations for nursing home workers will be expanded to include hospitals, dialysis facilities, ambulatory surgical settings, and home health agencies, among others, as a condition for participating in the Medicare and Medicaid programs. The decision was based on the continued and growing spread of the virus in health care settings, especially in parts of the U.S. with higher incidence of COVID-19.

“There is no higher priority for us than patient health and safety. As the Delta variant strengthens, the Biden-Harris Administration is committed to doing everything we can to keep patients, and those who care for them, safe,” said U.S. Department of Health and Human Services (HHS) Secretary Xavier Becerra. “There is no question that staff, across any health care setting, who remain unvaccinated pose both direct and indirect threats to patient safety and population health. Ensuring safety and access to all patients, regardless of their entry point into the health care system, is essential.”

At Able we also want our patients, caregivers and all employees to be safe and healthy. The only way to ensure this is to get vaccinated. You can get the vaccine for free at many locations including pharmacies such as CVS, Duane Reed or Rite Aide. Some NYC run vaccine sites are even offering vaccine incentives. Visit <https://www1.nyc.gov/site/coronavirus/vaccines/vaccine-incentives.page> to learn more. If you have difficulty finding a place to get the vaccine, please call your branch for more help.

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Mientras las vacunas disponibles han demostrado ser altamente efectivas para controlar COVID-19 y sus variants, el virus continúa propagándose, especialmente entre los no vacunados. En estos tiempos difíciles, todavía podemos trabajar o volver a trabajar de forma segura si nos vacunamos y seguimos tomando precauciones. Aquellos que están vacunados tienen muchas menos probabilidades de enfermarse o de tener que ir al hospital o perder la vida a causa de Covid. Y cuantas más personas se vacunen, menos personas contraerán Covid y lo transmitirán a otras personas.

Para contener la pandemia, el presidente Biden ha ordenado que los trabajadores de la salud en el hogar se vacunen. Además, los Centros de Servicios de Medicare y Medicaid (CMS), en colaboración con los Centros para el Control y la Prevención de Enfermedades (CDC), anunciaron recientemente que las regulaciones de emergencia

que requieren vacunas para los trabajadores de hogares de ancianos se ampliarán para incluir hospitales, instalaciones de diálisis, servicios ambulatorios, entornos quirúrgicos y agencias de atención médica domiciliaria, entre otras, como condición para participar en los programas de Medicare y Medicaid. La decisión se basó en la propagación continua y creciente del virus en entornos de atención médica, especialmente en partes de los EE. UU. Con mayor incidencia de COVID-19.

“No hay mayor prioridad para nosotros que la salud y la seguridad del paciente. A medida que la variante Delta se fortalece, la Administración Biden-Harris se compromete a hacer todo lo posible para mantener seguros a los pacientes y a quienes los cuidan”, dijo el secretario del Departamento de Salud y Servicios Humanos (HHS) de EE. UU., Xavier Becerra. “No hay duda de que el personal, en cualquier entorno de atención médica, que permanece sin vacunarse representa amenazas tanto directas como indirectas para la seguridad del paciente y la salud de la población. Garantizar la seguridad y el acceso a todos los pacientes, independientemente de su punto de entrada al sistema de atención médica, es esencial”.

En Able también queremos que nuestros pacientes, cuidadores y todos los empleados estén seguros y saludables. La única forma de asegurarse de esto es vacunándose. Puede obtener la vacuna de forma gratuita en muchos lugares, incluidas farmacias como CVS, Duane Reed o Rite Aide.

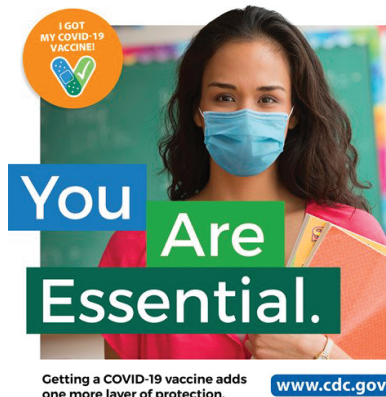
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The key to success is to focus on goals, not obstacles.



Able's Hall of Fame

Aides of the Month



Yves Hilaire
May 2021



Violet DeMaria
June 2021



Jeffrey Dennis
July 2021



Nina Case
July 2021



Michele Powell
August 2021

To Whom it may Concern:
This letter, unfortunately, is long overdue. When my wife, Rosemary M. passed away I knew I wanted to write to you about her aide, Nina Case. Since Rosemary died, I was consumed with grief and couldn't organize my thoughts.
When I realized I needed an aide to help care for Rosemary, I was untrusting of anyone who would come to my home. Nina arrived and after watching her care for my wife, I realized she was the perfect aide. Nina was caring and devoted to Rosemary. She always worked beyond my expectations and there was never a time when I had to ask Nina to do anything for her. Nina and Rosemary truly bonded and I believe her care extended Rosemary's life. Anyone who has Nina as an aide is extremely fortunate.
Sincerely, J. B.

Letter of Appreciation
A patient's daughter sent an email requesting HHA **Michelle Powell** be recognized for her excellence, professionalism and the support she gave not only the patient, but the family as well. She stated she is so grateful for Michelle and that she went above and beyond her expectations. Michelle was well liked by the patient and family and the patient's daughter really appreciated her support when her mom passed away.

Baby News

Emily Ann Baumann gave birth to this sweet bundle of joy, **John Thomas** on 8/5/21.



This little cutie, **Darion Dover** was born to Delina Y. Arriola Alvarez on 9/9/21.

Congratulations!

WORK PLACE SAFETY SLOGAN CONTEST!

Open to all Able employee's

Submit a safety slogan...something **short, catchy, sassy and memorable!**

If the Safety Committee chooses yours... **YOU WIN an Amazon gift card and bragging rights!**

Send submissions to Laura0@ablehealthcare.com by **October 22nd**

*Able Health Care
Celebrates its*



1976-2021

Joyce Parkes is Retiring

"It was a pleasure working for Able for the past 19 years. I have worked with some very lovely people but all good things have to come to an end.

I will miss you all and the good times we shared together as a team. The Good Lord has been with us through Covid-19 and we are still going strong. I wish you all many more years to come with good health and strength".



*Congratulations on your retirement!
Best wishes always!*



Able's Summer Pot Luck Picnic

(Corporate Office)



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.



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 periodo 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.

A Blueprint to Beat Cancer

From the American Institute for Cancer Research (AICR)

The American Institute for Cancer Research (AICR) is the leading authority on the links between diet, weight and physical activity, and cancer prevention and survival. The following 10 AICR Cancer Prevention Recommendations work together as an overall way of living healthy to prevent cancer. They provide a “Blueprint” to Beat Cancer” that people can trust, because they are based on evidence that has proved consistent for decades. A growing number of independent studies shows that the more of AICR’s Recommendations you follow, the lower your risk of developing cancer.

American Institute For Cancer Research 10 Cancer Prevention Recommendations

1. **Be a healthy weight**—Keep your weight within the healthy range and avoid weight gain in adult life.
2. **Be physically active**—Be physically active as part of everyday life—walk more and sit less.
3. **Eat a diet rich in whole grains, vegetables, fruits and beans**—Make whole grains, vegetables, fruits and pulses (legumes) such as beans and lentils a major part of your usual daily diet.
4. **Limit consumption of “fast foods” and other processed foods high in fat, starches or sugars**—Limiting these foods helps control calorie intake and maintain a healthy weight.
5. **Limit consumption of red and processed meat**—Eat no more than moderate amounts of red meat, such as beef, pork and lamb. Eat little, if any, processed meat.
6. **Limit consumption of sugar-sweetened drinks**—Drink mostly water and unsweetened drinks.
7. **Limit alcohol consumption**—For cancer prevention, it’s best not to drink alcohol.
8. **Do not smoke**—Not smoking and avoiding other exposure to tobacco and excess sun are also important in reducing cancer risk.
9. **For mothers: breastfeed your baby, if you can**—Breastfeeding is good for both mother and baby.
10. **Following these Recommendations**—is likely to reduce intakes of salt, saturated and trans fats, which together will help prevent other non-communicable diseases.



Patient Satisfaction is our Top Priority



Able’s mission is to ensure our patients receive the care they need with respect and compassion. If for any reason you are not completely satisfied, please call your branch. They will help you. If you are still not satisfied for any reason, please call our administrative office for assistance. All our phone numbers are listed on the back page of this newsletter.

Here are some key tips we want to follow to ensure patient satisfaction:

Tip #1: Create a Top-Down Patient-Centered Culture

A key driver of patient satisfaction occurs when leadership teams and staff members collectively share a high priority on the needs of patients and their families. Patient-centered care starts at the top of the organization. We want our caregivers to be more mindful of the needs of the patient, so we need our leadership team to create an environment to make it happen.

Tip #2: Understand That Little Things Are Big

Sometimes the simplest things can have the biggest impact. Caregivers, remember to always make eye contact with your patients. Take the time to listen carefully to them. Sit at their level (especially if the patient is bed-ridden) rather than stand or hover over them. Your role as a Caregiver is not just about function; it’s also about purpose. Function describes the “what” of your job: setting reminders for medications, helping your patient go for a walk, making your patient a meal. Purpose, on the other hand, is so much bigger. Purpose involves remembering your patient is a person – someone who may feel vulnerable or overwhelmed and desperately wants to be treated with dignity and respect.

Tip #3: Know What Makes Patients Upset

Below is a list of the top 10 patient complaints reported by Home Care Pulse, which conducts satisfaction research for the home health industry:

1. Confusion in communication across caregivers
2. Lack of caregiver punctuality
3. Inconsistent quality of care
4. Caregivers on their phones during visits
5. Lack of caregiver training for expected tasks
6. Cultural differences and language barriers
7. Lack of discounts for longer shifts
8. Inflexible pay schedule
9. Being charged time and a half on holidays
10. Not being informed if a caregiver calls in sick

While not every complaint is easily resolved – or even within our ability to resolve – understanding these hot-button issues can help us avoid them.

Tip #4: Teach All Staff How to Respond to a Complaint

Few things escalate a bad situation faster than a service provider who treats a complaint with disdain. Resolving patient issues means getting rid of defensiveness and, instead, knowing how to apologize when confronted by a patient or family member upset with what they perceive to be a problem. Be empathetic. Sometimes, the right approach is as simple as listening to the complaint, paraphrasing it back to the patient or family member to ensure the staff member understands the situation, and empathizing. Statements like “No wonder you’re upset!” or “I’m so sorry that happened” can go a long way to diffuse the moment and put the patient or family member at ease.

Remember patient satisfaction is always our top priority!

Beware of Scams Targeting Seniors

From Legislator Steve Rhoads

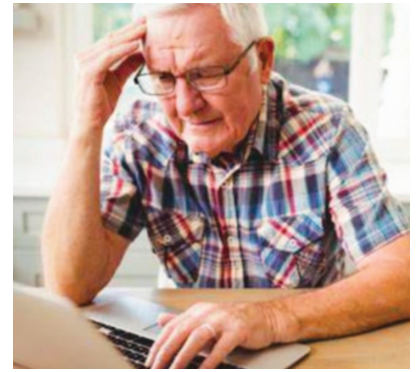
Each year, millions of seniors fall victim to some type of financial fraud or confidence scheme. Savvy criminals gain their targets' trust mostly by communicating with them directly via computer, phone, and the mail.

Below is an overview of some of the top scams currently targeting seniors as well as some important tips to help you avoid becoming a victim and steps to take while reporting this type of activity.

If you or your loved one have been scammed or are concerned that you might be the target of a scam, don't be afraid to talk about it with someone you trust. Seek help because doing nothing could have huge financial consequences.

Top 5 Senior Scams

1. **Government Imposter Scams** — Callers pose as government employees from the IRS, Social Security Administration or Medicare and threaten arrest or prosecution unless you agree to immediately provide funds or other payments.
2. **Grandparent Scams** — A caller will say something along the lines of: "Hi Grandma or Hi Grandpa, do you know who this is?" When the unsuspecting grandparent uses the name of the grandchild the scammer assumes the fake identity. The fake grandchild then asks for money to solve some unexpected financial problem (overdue rent, car repairs, jail bond) and will beg the grandparent not to tell anyone.
3. **Medicare/Health Insurance Scams** — Perpetrators may pose as a Medicare representative to get you to give them personal information, or they will provide bogus services for elderly people at makeshift mobile clinics, then bill Medicare and pocket the money.
4. **Computer Tech Support Scams** — A pop-up message appears on a computer or phone, telling you that your device is compromised and needs fixing. When you call the support number for help, the scammer may either request remote access to your computer and/or that you pay a fee to have it repaired.
5. **Phishing Scams** — These usually involve emails or text messages that look like they are from a company you know or trust like a familiar bank, credit card company, or an online store. Phishing emails or texts request your personal information, such as a log-in or Social Security number to verify your account or ask that you update your credit card payment. Then that information is used to steal your personal and financial information.



Protect Yourself

- Recognize scam attempts, end all communication with the perpetrator.
 - Search online for the contact information (name, email, phone, etc.) and the proposed offer. Others have likely posted information about the scam.
 - Resist the pressure to act quickly. Scammers create a sense of urgency to produce fear and lure victims into immediate action.
 - Never give or send any personally identifiable information, money, jewelry, gift cards, checks, or wire information to unverified people or businesses.
 - Make sure all computer anti-virus and security software and malware protections are up to date. Use reputable anti-virus software and firewalls.
- Disconnect from the internet and shut down your device if you see a pop-up message or locked screen. Pop-ups are regularly used by perpetrators to spread malicious software.
 - Be careful what you download. Never open an email attachment from someone you don't know and be wary of email attachments forwarded to you.
 - Protect your identity. Immediately contact your financial institutions to place protections on your accounts and look for suspicious activity if a criminal gains access to your device or account.

How to Report a Scam

If you have encountered an attempted scam or if you become a scam victim, call the Crime Stoppers tip line at 800-577-TIPS. All calls remain anonymous. You can also report scams to the Federal Trade Commission at <https://reportfraud.ftc.gov/#/>

When reporting a scam – regardless of the dollar amount – include as many of the following details as possible:

- Name of the scammer and/or company; Date of contract; Method of communication/payment.
- Phone numbers, email addresses, mailing addresses, and websites used by the perpetrator.
- Where you sent funds, including wire transfers and prepaid cards; instruction you were given.

(Continued from front cover)

Continuing or Returning to Work Safely

Able has the highest net pay rates, as well as excellent benefits. If you've been out of work because of Covid and would like to return, please call your branch to find out how you can be reactivated. If you have relatives or friends who would also like to return to work please refer them to Able. If they are certified you can receive a referral bonus. And they will receive better pay and benefits. We also offer free training and a mentoring program.

Continuar o regresar al trabajo de manera segura durante Covid

Algunos sitios de vacunas administrados por la ciudad de Nueva York incluso ofrecen incentivos para las vacunas. Visite <https://www1.nyc.gov/site/coronavirus/vaccines/vaccine-incentives.page> para obtener más información. Si tiene dificultades para encontrar un lugar para recibir la vacuna, llame a su sucursal para obtener más ayuda.

Able tiene las tasas de pago neto más altas, así como excelentes beneficios. Si ha estado sin trabajo debido a Covid y desea regresar, llame a su sucursal para averiguar cómo se puede reactivar. Si tiene familiares o amigos que también quisieran regresar al trabajo, refiéralos a Able. Si están certificados, puede recibir una bonificación por recomendación. Y recibirán mejores salarios y beneficios. También ofrecemos entrenamiento gratuito y un programa de tutoría.

COVID-19 Vaccination Requirement

Effective as of October 7, 2021, all Able employees and persons conducting business on behalf of Able must comply with Federal and NYS Department of Health mandates requiring COVID-19 vaccination.

For information about COVID-19 and where you can receive the vaccine, go to NYS DOL COVID-19 website <https://am-i-eligible.covid19.vaccine.health.ny.gov/>.

Employees taking the vaccine during work hours are eligible to receive up to 4 hours of COVID Vaccination PTO for each injection. To qualify you must notify your supervisor of the appointment. Then provide a copy of the vaccination card to Compliance or Human Resources (Administrative Staff only). Proof of 1st dose COVID-19 vaccination must be submitted to the branch or Human Resources by October 7, 2021.

Persons who decline vaccination must complete a Declination of COVID-19 Vaccination form. Declinations based on a medical condition are subject to review and medical certification from a licensed physician or certified nurse practitioner. The certification must contain the nature and duration of the medical exemption. All paperwork must be submitted prior to the due date for consideration. Non-compliance may result in termination of employment.

All employees are reminded to follow Able's Airborne Infectious Disease Prevention Plan that requires wearing a mask (with or without COVID vaccination).



Requisito de vacunación COVID-19

A partir del 7 de octubre de 2021, todos los empleados de Able y las personas que realicen negocios en nombre de Able deben cumplir con los mandatos federales y del Departamento de Salud del Estado de Nueva York que exigen la vacunación COVID-19.

Para obtener información sobre COVID-19 y dónde puede recibir la vacuna, visite el sitio web NYS DOL COVID-19 <https://am-i-eligible.covid19vaccine.health.ny.gov/>. Los empleados que toman la vacuna durante el horario laboral son elegibles para recibir hasta 4 horas de PTO de vacunación COVID por cada inyección. Para calificar, debe notificar a su supervisor de la cita. Luego, proporcione una copia de la tarjeta de vacunación al departamento de Cumplimiento o Recursos Humanos (Solamente los trabajadores Administrativo). El comprobante de la primera dosis de la vacuna COVID-19 debe enviarse a la sucursal o a Recursos Humanos antes del 7 de octubre de 2021.

Las personas que rechacen la vacunación deben completar un formulario de rechazo de la vacunación COVID-19. Las denegaciones basadas en una afección médica están sujetas a revisión y certificación médica de un médico con licencia o una enfermera especializada certificada. La certificación debe contener la naturaleza y duración de la exención médica. Todo el papeleo debe enviarse antes de la fecha de vencimiento para su consideración. El incumplimiento puede resultar en la terminación del empleo.

Se les recuerda a todos los empleados que deben seguir el Plan de prevención de enfermedades infecciosas transmitidas por el aire de Able que requiere el uso de una máscara (con o sin vacuna COVID).

A Closer Look at How COVID-19 mRNA Vaccines Work

COVID-19 mRNA vaccines give instructions for our cells to make a **harmless piece** of what is called the “spike protein.” The spike protein is found on the surface of the virus that causes COVID-19.

1. **First**, COVID-19 mRNA vaccines are given in the upper arm muscle. Once the instructions (mRNA) are inside the muscle cells, the cells use them to make the protein piece. After the protein piece is made, the cell breaks down the instructions and gets rid of them.
2. **Next**, the cell displays the protein piece on its surface. Our immune systems recognize that the protein doesn't belong there and begin building an immune response and making antibodies, like what happens in natural infection against COVID-19.
3. **At the end of the process**, our bodies have learned how to protect against future infection. The benefit of mRNA vaccines, like all vaccines, is those vaccinated gain this protection without ever having to risk the serious consequences of getting sick with COVID-19.

Facts About COVID-19 mRNA Vaccines

They cannot give someone COVID-19.

- mRNA vaccines do not use the live virus that causes COVID-19.

They do not affect or interact with our DNA in any way.

- mRNA never enters the nucleus of the cell, which is where our DNA (genetic material) is kept.
- The cell breaks down and gets rid of the mRNA soon after it is finished using the instructions.





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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**

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

**Able Health Care
 Licensed Home Care Agency**

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

Recruitment Offices

Queens929-487-1428
 Brooklyn.....929-480-6643
 Nassau516-464-6213
 Suffolk631-904-0825
 Westchester.....914-688-1838
 Bronx929-526-2253

Editorial Policy

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

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

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BENEFITS OF PISTACHIO



- Boosts immune system
- Gives relief from constipation
- Improves body's metabolism
- Reduces risk of heart attacks & strokes
- Aids in wound healing & cellular growth

Beneficial for digestion & intestinal health

www.organicfacts.net

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 inservices presented at your local branch office and on the ADP Homepage. Call to make a reservation; dates may change. OSHA in-service is required once a year.