

The Able Times

From the Desk of Michael Shapiro, President

Home Health Aides; an important role in home care

Able's Home Health Aides play a very important role in health care. And it can be very rewarding, especially when you work for an organization like Able Health Care which truly values every employee.

Being a Home Health Aide can be very rewarding but also very difficult and challenging at times. Home Health Aides often work closely, one-on-one with their patient. Home Care workers often have

flexibility in their hours and job locations. Home Care can be very satisfying for 'people persons', an opportunity to make a difference in their patient's lives.

Home health work isn't for everyone. Being an aide means

being responsible for your patient. To constantly monitor the condition of your patient and report changes to your patient's nurse supervisor in the event intervention may be required. Your patient may have CHF, and require additional monitoring for changes in their condition.

When your patient is at home they don't have the immediate resources that are available in a hospital and it often falls on the Home Health Aide to closely monitor their patient for any changes that may signal a problem and report them to the nurse or their agency.

Home Health Aides also need the skills they may use every day. Each patient has their own requirements. Your patient may require a hoist or assistance to get in and out of bed. To do this you must understand how to use a hoist or know proper body mechanics to assist your patient in and out of bed or into a wheel chair. Your patient may require the use of assisting devices such as a walker or a commode. As a Home Health Aide you must be familiar with these devices in order to assist your patient with them. Aides need to understand and follow the plan of care specifically developed for their patient.

Excellent interpersonal and social skills are required to work in patients' homes. Working in the patient's home requires the ability to work tactfully and diplomatically with the patient's family members and the particular family dynamic. Home Health Aides must also be sensitive to the different ethnicities and cultures you are likely to encounter.

Home care providers who love their jobs say one of the greatest joys of being an aide come from their patients. Unlike working in an institution such as a nursing home or hospital working in the patient's home allows the opportunity to develop a close and caring relationship.

Our Home Health Aides are highly trained, professional and experienced, so they know what needs to be done and do it. Our patients are appreciative and they welcome our caregivers, look forward to seeing your friendly face, your knowledgeable hand, and your empathetic ear to help patients remain independent in their homes where they have lived many years, raised their families and have their memories. Able wishes everyone a very Happy and Healthy New Year.



January 2015
Volume 19 Edition 1

Inside this Issue:

Able's Hall of Fame	2
Obamacare in 2015	3
Holiday Parties	4
Preventing Falls	5
Benefits	6
Inservices	
1st Quarter 2015	7

"No joy can equal the joy of serving others."

- Sai Baba



From the Desk of Walter Kaltenbach, Chief Executive Officer

As another year passes we can reflect on all the changes that have come to pass for New York's healthcare delivery system. While the medical advances and innovations we see are astounding, as a society we are just beginning to learn how to navigate the new government regulations and changes to health insurance. It is a time of both excitement and uncertainty.

In the midst of all these changes, we at Able Health Care Service are working diligently to embrace the changes and expand our reach. Able Health Care Service has embraced innovation and collaboration. Over the past year, we have worked with several managed care organizations and hospitals

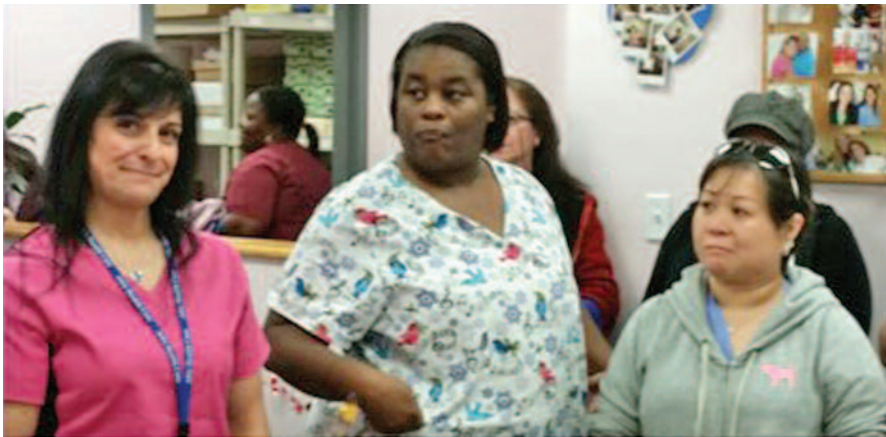
to develop inter-disciplinary programs to improve the lives of people in the communities we serve. Our unique privilege is to be there when people need us the most – physically, emotionally and spiritually. The heart of what we do every day at Able Health Care Service is helping patients and their families make the most of their life. We wish to recognize and thank all our employees for their tireless efforts making it possible for New Yorkers to stay in their homes – where they receive thoughtful and compassionate care for illness and/or developmental disabilities that may otherwise require services in a facility.

Wishing everyone a very Happy and Health New Year.

Able's Hall of Fame

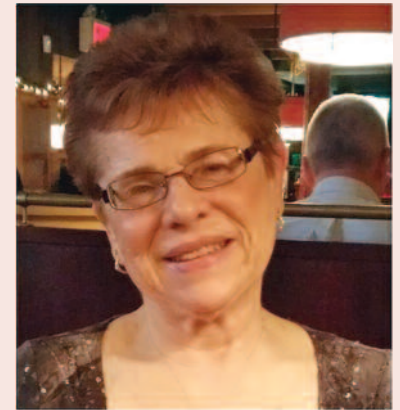


Take a Bow!! Thanks to our Aides from Hicksville



Able thanks our dedicated staff aides. Thank you for also being available to help our patients and for your willingness to go anywhere at anytime when their regular aide cannot be there. Thank you for your compassion and caring service.

We would like to honor 3 amazing ladies. Elaine Hargrove, Ruth Basemore and Brontie Corea. These ladies are assigned about 4 to 5 patients a day and go beyond their job duties to assure these patients are well taken care of. When Good Shepherd Hospice discontinued doing business with these 3 aides at their previous agency the nurse was so fond of them she requested them to register with Able Health Care just so she could keep them. They chose to be part of the Able Health Care family and we are so grateful to have such dedicated caregivers. Today we honor you. Thank you for all your hard work and dedication.



Charlotte Renda our Recruiter in Hempstead is retiring!! CHEERS to you. We appreciate your many years of professionalism and your dedication to great customer service.



The Islandia Staff dressed for the occasion!! Very Festive!

OBAMACARE IN 2015



2014 was a great year for medical insurance where we were able to offer many plans and options, and this has continued into 2015. Even though Easy Choice is no longer in business, we have many HIP options at low cost and we hope you will take the time to review them and make a selection soon.

Our programs are also much more generous than union programs. Unions ask the employers to contribute over \$2.50 into their benefit funds and only the employees who take the coverage get any benefits. At Able, we offer \$3.00 per hour for anyone who does not need our coverage, so that you can get the increased pay, instead of sending it to a union health fund.

Anyone working less than 130 hours per month can use this \$3.00 per hour to find coverage on the NYS Healthcare Exchange (1-855-355-5777), often at a significant discount. But, you will need to act before 2/15/15 to be enrolled this year. If you work full time (more than 130 hours per month), your BEST low cost option is through our Able HIP programs.

On March 23, 2010, President Obama signed into landmark piece of legislation into law, known now as the Affordable Care Act. Some people, including the President have adopted the name "Obamacare" to identify the program.

Under Obama-care, most American Citizens and Permanent Residents and lawful Temporary Residents in the US must be



insured or pay a penalty when they file an income tax return. The penalty in 2015 is the greater of \$325 per uninsured adult, and \$162.50 per uninsured child in your household, or 2% of your household income above approximately \$10,000. The maximum penalty in 2015 is \$975 and the penalty will be increasing again in 2016. **Urgent** – the deadline for enrollment is 2/15/15.



Fortunately, there are many places you can go to apply for coverage without health questions:

Able's Health Insurance Program – for Full Time Employees, we provide 4 plan options including 2 affordable options through HIP. Call us at 1-516-394-3223

Medicaid – For information on income eligibility, call 1-855-355-5777

Medicare – If you are 65 or over, or permanently disabled, you can reach out to Medicare at 1-800-MEDICARE

New York State of Health Marketplace – NYS has a great source of coverage on its exchange and the information about coverage cost and pricing is available at www.nystateofhealth.ny.gov or 1-855-355-5777. The enrollment period is NOW and ends on February 15, 2015. The site is also available in French, Russian, Chinese, Haitian Creole, Korean and Spanish.

Child Health Plus and Children's Medicaid – 1-800-698-4KIDS.

The key point is that everyone needs to take action and get insured to avoid penalties and to assure coverage and continued good health. Under Federal Law, all programs include free checkups, including regular primary care check-ups, gynecologist, preventive mammograms at age 40, preventive colonoscopies at age 50. Using these free services under your health plan will keep you healthy and happy!

Able's Holiday Parties



Islandia Holiday Party

There was a full house in Islandia!! A good time was had by all. Thank you Islandia



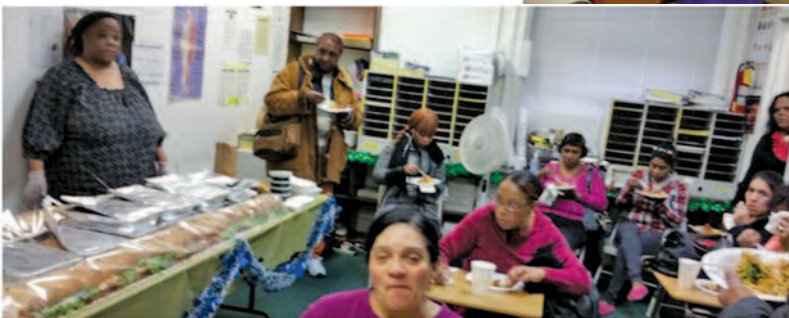
The Queens caregivers had a wonderful time at this years holiday party.



We look forward each year to hear from Mr. Shapiro. We are always inspired by his words of wisdom and his genuinely heartfelt message and appreciation of our work.



Hicksville Caregivers listening attentively to the information being given regarding updated Medical Insurance. Able has been providing Medical Insurance to their Caregivers since 1984.



MMMM the Food tastes better in Brooklyn!!! So said the Brooklyn Caregivers as they enjoyed the Holiday Lunch. We appreciate our Brooklyn Caregivers and thanks to the Staff who ensured that all were well fed.

Steps to Avoid an Accident*

Preventing a fall, and the resulting injuries, isn't simply a matter of being more careful. Indeed, experts who have studied falls wish that people would take measures to protect themselves much as they do against heart disease or viral infections.

Judy A. Stevens, an epidemiologist at the Centers for Disease Control and Prevention, stressed **the importance of exercise**. Among those who do fall, she said, "if you're in better physical condition, you're less likely to be injured."

Regular exercise classes can help, especially those that include balance drills, such as standing on one foot, or working with Bosu balls, the squishy hemispheres seen at gyms.



The regular practice of tai chi has also been found to help. Tai chi involves very slow, purposeful movements in coordination with breathing and muscle activity, which in turn affects respiration, balance, and gait.

At The Sequoias-Portola Valley, a retirement facility 35 miles south of San Francisco, 12-week tai chi programs are offered twice a year. Before and after, participants are tested for how many times they can rise from a chair without using their arms. Dr. Kati Murray, a geriatrician who is medical director of The Sequoias, said they saw marked improvement after the tai chi.

Dr. Lewis A. Lipsitz, a professor of medicine at Harvard, said he saw similar results at two facilities run by Hebrew SeniorLife, where he is vice president of academic medicine. "If only we could put tai chi in a pill," he said.

Integrating balance and strength work into daily life — standing on one foot while brushing your teeth, for instance, or simply putting one foot in front of the other — can help as well.

Several studies have shown that vitamin D, which can improve muscle strength and balance, helps reduce falls. Also, remaining appropriately hydrated, particularly on hot days or for people at risk for low blood pressure (a main cause of dizziness), is important.

People on multiple medications can be at especially high risk of falling. Psychotropic drugs such as antidepressants, antipsychotics and benzodiazepines are most clearly implicated in falls. Antidepressants "can directly affect your balance," said Dr. Mary Tinetti, a geriatrician at Yale who studies falls.

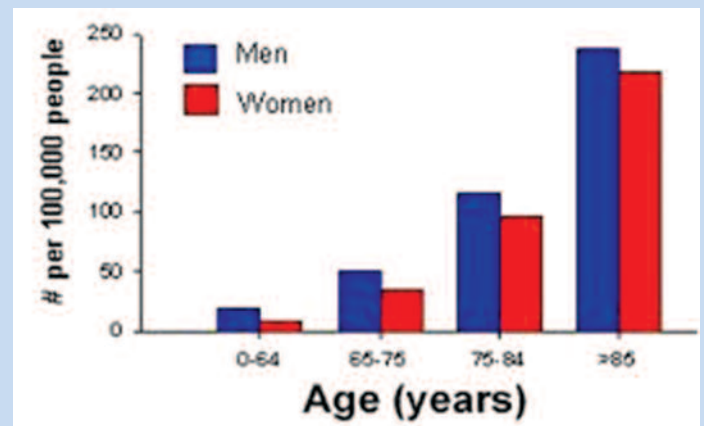
Across the nation, places like The Sequoias are trying to reduce the number of falls among their increasingly elderly residents while satisfying people's desire to live life as they choose.

Blood pressure medication, used by 70 percent of people over 70, can cause dizziness when blood pressure drops too much, and is another oft-cited culprit in falls. A study in *JAMA Internal Medicine* last April found that among older people with hypertension, the risk of serious fall injuries — fractured bones, brain injuries or dislocated joints — was significantly higher for those who took hypertension drugs than those who did not.

Given such findings, Dorothy Baker, a research scientist at the Yale School of Medicine, recommends that elderly patients discuss their drugs with their primary care physician, with an eye toward reducing dosages or eliminating medications that might not be necessary.

Sleep medication, for instance, can cause a wobbly gait. "Instead of taking sleeping pills, people can drink warm milk, or listen to talking books or soft music," said Patricia Quigley, a fall prevention expert at the James A. Haley Veterans Affairs hospital in Tampa, Fla. And for patients taking diuretics for disorders such as high blood pressure and heart failure, Dr. Quigley said, they should take the medication during the day rather than in the evening, to avoid unnecessary nighttime trips to the bathroom.

Reducing the number of tripping and slipping hazards at home also helps prevent falls. Scatter rugs should be removed, for instance, and floors and stairways kept clear of obvious threats like shoes and toys.



Also, people should have their eyes checked at least once a year and wear single-vision glasses while out on walks, as bifocal and progressive lenses can cause missteps, according to a study published in the *British Medical Journal* in 2010.

Dr. Tinetti warned that excessive tentativeness can actually increase the risk of falling. "People who are more cautious cut down on their activity," she said, "which makes their balance worse, their strength worse, and reflexes that prevent falls worse."

* New York Times Nov. 3, 2014

Notice of Changes in Health Insurance Benefits

Easy Choice To Cancel Plans in NYS on 1/1/2015 – For employees enrolled in our Easy Choice plan options, the insurer is pulling out of all business in NYS and will not renew our coverage in January of 2015. There will be no interruption of benefits before this date and all insured employees will be able to finish the year, so there is no concern of benefit cancellation now. As with every year, we will be reviewing the options for next year and will have new affordable plans to select from.

EmblemHealth Settles Mental Health Denial Investigation with NYS – In a decision announced on 7/10/2014, any employee on HIP who experienced difficulty in receiving Mental Health, Substance Abuse or any other Behavioral Health service in the past 3 years, EmblemHealth (HIP's parent company) has settled with NYS and will offer relief to members. They are reviewing all claim denials and will be sending letters to impacted members. However, if you believe you were improperly denied benefits, NYS Attorney General's Office has set up a Health Care Bureau Helpline at 1-800-428-9071. Mental Health impacts, by NYS estimates, 1 in 4 citizens, while only 11% seek help. Your health insurance programs, Medicaid, Medicare and coverage on the NYS Healthcare Exchange are REQUIRED to provide mental health services in the same manner as any other illness. So, please use your benefits and seek help, if you need it.

Take advantage of the many Benefits offered to you through employment with Able Health Care.

- **Health Insurance**-Eligible after three months of employment. 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% to 15% to the plan each pay period. The Able Health Care Service, Inc. 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.
- **Group Whole Life Insurance Policy** - at affordable rates through a payroll deduction plan. This program gives you the opportunity to purchase quality Life Insurance for yourself and your family at discounted group rates. There will be no physicals. Whole Life builds cash value that you can borrow against and if you wish to transfer you may.
- **Direct Deposit** is available for your convenience.

Tome provecho de los muchos beneficios ofrecidos por su empleo con Able Health Care.

Seguro Medico Elegible después de tres meses de empleo. Medicamentos, visión, y algunas partes de dental.

401k Plan de Retiro Elegible después de un año de empleo. Plan de retiro y ahorros siempre es algo bueno. Participación es voluntaria. Usted puede contribuir de 1% a 15% al plan cada pago. El 401K plan de Able Health Care es una excelente manera de ahorrar para su retiro.

Plan Dental Integral Hay opciones de muchos dentistas a costos rebajados. Muchos de los tratamientos sin algunos costos. Puede elegir de cuatro planes, uno incluye ortodontista. Comentarios de personas que tienen el plan han sido excelentes. Aprovéchoslos.

Grosos de Seguro de Vida a precios asequibles a través de plan de deducción de la nómina. Este plan te da la oportunidad de comprar seguro para tu y tu familia a precios descontados. No hay requisitos para tomar un examen médico. Whole Life acumula valor en dinero, y también puede tomar ese dinero prestado si usted.



PRST STD
US POSTAGE
PAID
Permit #1
Bethpage, NY

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 . 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 experience articles, 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.

Inservice Schedule on page 7 for January, February and March 2015

To remain in compliance as an HHA you are required to attend 12 hours or 4 inservices each year. The informative and educational inservices listed on the previous page will be presented at your local branch office. Call to make a reservation, dates may change. OSHA inservice is required once a year.



“Love one another and help others to rise to the higher levels, simply by pouring out love. Love is infectious and the greatest healing energy.”

Sai Baba