

**SUPPORT
FOR HOME®**

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SEPTEMBER 2011

INSIGHT

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CAROLE BARTOLOTTO, MA, RD, SHARES GREAT ADVICE ON SALT CONSUMPTION

Article from Kaiser Permanente© partners in health e-newsletter

The 2010 U.S. Dietary Guidelines* recommends only 1,500 milligrams of salt per day for African-Americans, people who are over 50, and those who have high blood pressure, diabetes, or chronic kidney disease. For everyone else - including children - up to 2,300 milligrams per day should be the maximum. This is less than 1 teaspoon.

Yet the average American consumes between 3,500 and 5,000 milligrams of sodium per day. And, sea salt is no healthier than table salt.

As part of a healthy lifestyle, reducing the sodium you consume can lower your blood pressure in a matter of weeks. Learn how you can lower your salt intake by [watching our video about healthy grocery shopping](#).

Also, follow these suggestions for a healthier, low-salt diet:

- Season food with lemon juice, wine, herbs, and spices instead of salt.
- Eat fewer processed, packaged, and canned foods.
- Cook at home more and eat out less often. Restaurant foods often hide high levels of salt - as shown in the table below.
- Eat more fresh foods such as vegetables, fruits, whole grains, beans, peas, and lentils.
- Prepare fish, chicken, and meats without salt.

Even a small decrease in sodium can lower your risk for heart attack or stroke. And don't worry: Your taste buds will get used to less sodium in just a few weeks.

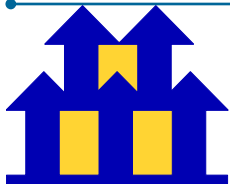


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If any of our readers have announcements of interest to elders, their families or other organizations that they would like to have us include in future issues of the INSIGHT newsletter, please drop us a line by mail or email (carlotta@supportforhome.com), or just give us a call.

Support For Home®
www.supportforhome.com
1333 Howe Avenue, #206, Sacramento, CA 95825
Phone: 916.482.8484/530.792.8484 Fax: 916.564.6847



Smokey Ham & Corn Salad

Ingredients

- 1/3 cup reduced-fat sour cream
- 2 tablespoons distilled white vinegar
- 1 teaspoon paprika, preferably smoked (see Shopping Tip)
- 1/4 teaspoon salt
- 8 cups trimmed frisée, (about 1 large head) or 8 cups mixed salad greens
- 1 medium tomato, diced
- 1 cup fresh corn kernels, (from 1 large ear; see Tip)
- 1 cup croutons, preferably whole-grain
- 3/4 cup diced ham, (about 4 ounces)



Preparation

Whisk sour cream, vinegar, paprika and salt in a large bowl. Add frisée (or salad greens), tomato, corn, croutons and ham; toss to coat.

Tips & Notes

Shopping Tip: Smoked paprika is a spice made from ground smoke-dried red peppers. It's available in some large supermarkets with other spices and at tienda.com.

Tip: To remove corn from the cob, stand an uncooked ear of corn on its stem end in a shallow bowl and slice the kernels off with a sharp, thin-bladed knife.

Nutritional Information

Servings Per Recipe: 4

Amount Per Serving:

- Calories: 182
- Total Fat: 7g
- Cholesterol: 23mg
- Sodium: 679mg
- Total Carbs: 20g
- Dietary Fiber: 6g
- Protein: 13g

Source:
www.eatingwell.com

Thank You Board
We would like to thank those who referred clients to us this month.

Compassionate Relocations
(916) 966-8745

Sutter VNA & Hospice
916-388-6255

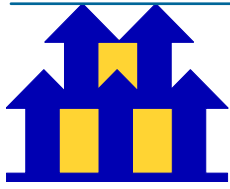
Advanced Home Health
916-978-0744

Sudoku

Source:
<http://www.sudoku.ws/easy-13.htm>

	7							5
	2	6		5		4	7	
		3	8		6	1		
		5						2
			7	8				
4						3		
		2	9		7	5		
	8	7		6		2	3	
3								9

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Support For Home Blog 9/1/2011: California Law For Home Care

In providing home care in California, one of the most important laws that agencies such as [Support For Home](#) must observe is Wage Order 15. This regulates “Wages, Hours and Working Conditions in the Household Occupations.” If you are a glutton for legal language, you can read the entire Wage Order 15 [on-line](#).

The gist of Wage Order 15, relative to the provision of home care in California, is that “personal attendants” are exempt from overtime provisions. It is only with this exemption that extended hours home care can be provided to those who need assistance with Activities of Daily Living (ADLs) and Instrumental ADLs at anything resembling “reasonable” costs.

Many elders and others dependent on Home Care Aides require 24-hour support. If “personal attendants” did not receive an exemption from overtime provisions of wage and hour law, home care would be virtually impossible for many, many folks. Let’s look at what costs to elders would be for 24-hour care, if personal attendants were not exempt from overtime provisions. NOTE: In the numbers below, the only increase in cost is that associated with Home Care Aide wages. As a baseline, you need to know that our rates for 24-hour care usually range from \$300 to \$315. We can only afford those rates because of the personal attendant exemption under Wage Order 15.

Without that exemption, if the “normal” hourly rate for home care, for example is, let’s say, \$23 per hour, any hours above eight (8) would have to include overtime rates for the Home Care Aide involved. That would increase the rate per hour by about 30%, to about \$30 for hours 9-12 of the 24 hour shift. After 12 hours in a shift, labor law requires paying twice the normal wage rate per hour. That means the cost per hour in this scenario would go from \$23 to \$36.75, meaning hours 13-24 cost a total of \$441. That brings the total cost (without the Wage Order 15 exemption) of the 24 hour shift to \$745 — an impossible number. Unfortunately, simply using three Home Care Aides to cover the 24 hours does not make the situation much better. A cost of \$23 per hour for 24 hours is \$552; still incredibly high for all but a very few clients. So, the personal exemption is a critical component of affordable home care in California — critical to elders and disabled who need help.

That is the good that Wage Order 15 brings to home care. It allows home care agencies, including ours, to provide 24-hour care at a much lower cost to clients and families than would otherwise be the case. Unfortunately, most home care agencies, in our opinion, abuse the application of Wage Order 15 — and thereby abuse their employees. What is going on at most home care agencies, in our reading of the law, violates Wage Order 15, and we honestly do not understand why they do it or how they get away with it.

So, what am I talking about? While Wage Order 15 exempts personal attendants from overtime provisions and schedule restrictions, it indicates that such personal attendants providing 24-hour care need to be paid for all 24 hours. That includes time taken for meals or sleeping. Basically, the argument is that if the personal attendant were not truly on duty for the full 24 hours, they would not be at the client’s home. The personal attendants would be off living their own lives, sleeping in their own homes at night. Instead, they are spending all 24 hours available to the client. They must, thus, be paid for all 24 hours in the shift.

At [Support For Home](#), we follow this law. We wish every home care agency did. It means that our employees are paid 35% to 50% more than employees of other home care agencies with which we are familiar — and, believe me, we have looked long and hard for other agencies that pay their employees what we feel very strongly is the *right* wage. We have not found them. We are proud to be paying our employees more than other agencies. We are less proud of our colleagues at other home care agencies, who we believe should be matching us. Your thoughts?

Best wishes, Bert

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**Flowers For Seniors
August 17, 2011
Davis Healthcare Center**



We are delighted to have Davis Healthcare Center participate as the August 2011 recipient of Flowers For Seniors. Once again, we see that The Brightest Light Is A Smile©.



We want to thank the wonderful elders for the joy they gave us and for being very special people.

Flowers For Seniors thanks Strelitzia Florist, Support For Home, Davis Healthcare Center, and Serving Our Seniors for making this event a success.



Serving Our Seniors
Your "Local" Resource For *Every Senior Lifestyle!*

www.servingourseniors.net

How can you get involved:

Our goal is to sign up a few other organizations that provide goods or services to our senior population. Support For Home will work together to receive contributions from great florists like Strelitzia and organize distribution.

So many of our elders grew up with and still have a love for gardening, from flowers and plants to raising their own vegetables. We want to provide a splash of colorful memories to their days. If you would like to join us, let us know. You can give us a call or send an email to the program at: flowers@supportforhome.com.

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