

WERE YOU THERE BACK IN THE DAY?



Speaking of back in the day...See Page 14!

CONTENTS

Presidential Pondering	3
Board/Committee Chair Profiles	4-5
Trustee's Report	6
Stay-at-Home Dads and Children of Dr. Moms-article	9
SDS Summer Dental Symposium	11-12
Your Questions Answered	13-14
Guess the Famous Face Contest!	15
How to Handle Staff Drama-article	16
SDS Global Travelers	17-18
Dr. Alan Kaye, L.A. Dental Society-article	19
CDA Cares—Ventura	21-22
CEA Employer's Update	23
New Members/Calendar of Events	24
Classifieds	26

**Published by the
Stanislaus Dental Society**

Mailing Address:
2401 E. Orangeburg Ave.
Ste. 675-319

Modesto, CA 95355

Physical address:
2339 St. Pauls Way
Modesto

Ph: (209) 522-1530

Fax: (209) 522-9448

Email: sdsdent@thevision.net

Questions or comments about the content of this publication may be directed to:

Editor: Toshi Hart, DDS

Editorial Manager: Robin Brown

Your contributions in the form of articles, photos and/or ideas are greatly appreciated. The APEX editorial staff is interested in articles of general membership interest. This can include an accomplishment, interesting hobby, innovative idea, volunteer effort, etc. Please feel free to submit an article or call for an interview. All articles are subject to editorial review.

Cover: Pictures reprinted with the permission of the Facebook site, Do You Remember?

Presidential Pondering



Greetings friends and colleagues!

2016 appears to be moving at an alarming rate.

As summer approaches with hotter and longer days I'm sure many of you are busy planning, if not already enjoying, your summer with family and friends.

Just like many of you, your local dental society is busy working on your behalf.

Last month we hosted a well-attended lecture by Dr. Alan Budenz on anesthesia. More recently, we hosted our 2nd Annual Dental Symposium. Our goal is to build on the success of our inaugural symposium and to provide our valued members with as many quality local dental continuing education units as possible. Special thanks go out to all who helped make it another success.

Your board recently met with the City of Modesto. As part of the clean water act, a federal rule is in process that will make amalgam separators mandatory. Our discussion with the city representatives centered on the regulation, certification and inspection processes. The City is in the early stages of the process and is looking to partner with our dental society in creating guidelines.

On a state level, CDA has been busy representing our profession. CDA was instrumental in securing a 10% rate cut reversal of Denti-Cal programs.

Regarding the legal battle with Delta Dental, a superior judge issued a preliminary ruling IN FAVOR of CDA. This will allow CDA to pursue legal action on behalf of its members instead of individual dentists fighting the battle on their own. For those that are not familiar with the issue, CDA is fighting Delta Dental's attempt to reduce and limit Premier reimbursement rates and amend provider agreements in order to cut reimbursement rates by 8-12%. According to CDA President Ken Wallis, there are many steps in litigation, but CDA has successfully held off reimbursement cuts for 2 1/2 years.

In closing, I want to leave you with one of my favorite quotes from the late Dr. Jim Pride (UOP instructor, dentist and Pride Management founder):

"If it's going to be, it's up to me."

This simple yet powerful statement speaks volumes to dentists about self-responsibility and personal initiative as the key to gaining control over their practices, profession and lives.

In order for organized dentistry to continue to protect and represent OUR profession, it needs to be reciprocated with YOUR involvement. *WE* are all needed to resist the changes that are continuously forced upon us. *WE* must shape the future of our profession. When you are ready to join, please contact Robin Brown or contact any of our board members.

Special thanks go out to all of those before me who have served and helped shape our wonderful profession into what it is today.

Thank you,
Nicholas Poblete, DDS

2016 SDS Officers

President
Nicholas Poblete, DDS

President-Elect
Wesley Wong, DDS

Treasurer
Dean Brewer, DDS

Secretary
Amanda Farley, DDS

Editor
Toshi Hart, DDS

Trustee
Michael Cadra, DMD, MD, FACS

Immediate Past President
Sean Mullins, DDS

2016 Committee Chairs

Bylaws
Matt Swatman, DDS, MSD

Media Relations
Bruce Valentine, DDS

Community Health
Cesar Acosta, DDS

Continuing Education
Jacob Barber, DDS

Ethics
Dr. Michael Shaw, MD, DDS

Forensic Odontology
& State Emergency
Garry L. Found, DDS

Legislative
Andrew P. Soderstrom, DDS

Membership
Amanda Farley, DDS

Peer Review
Jennifer Leon-Guerrero, DDS

Program
Wesley Wong, DDS

Well-Being
Michael Shaw, MD, DDS

Toll Free Numbers

ADA. . . (800) 621-8099
CDA. . . (800) 232-7645
TDIC . . (800) 733-0634
Denti-Cal Referral
.....(800) 322-6384



Dr. Nicholas Poblete-President was born in San Francisco and raised in Daly City. I immigrated to the Central Valley in 2001 and am married to April, a Hughson native, and have four children ages 7 and younger. My hobbies include home-roasting coffee from Central America, playing tennis, and watching Golden State Warrior playoff games at Kimoto Sake and Sushi.

Dr. Wesley Wong-President-Elect was born and raised in Los Angeles. I received a B.S. and M.S. degree from UC San Diego and then attended and graduated from UOP Arthur A. Dugoni School of Dentistry in San Francisco. Circumstances provided my wife, Karen, and I an opportunity to make a home in Modesto. Now after 18 years of practicing dentistry, I am greatly involved with my kids and their passion for playing hockey. Not only do my kids play hockey, but I play in an adult roller hockey league in Ripon. I also enjoy golf. Other interests include being a foodie and traveling to find unique and odd bites.



Dr. Dean Brewer-Treasurer My wife, Amanda, and I graduated from Loma Linda in 2004. We share a practice in Modesto that used to include my father, SDS retired member Dr. Keith Brewer. I enjoy surfing, skiing, golfing, and most of all, spending time with my wife and 2-year-old son.

Dr. Amanda Farley-Secretary I have been practicing in Modesto for 2 years. I graduated from Oakdale High School in 2005, Chico State in 2010 with a BS in Biology, UOP in 2013 with my DDS, and did a GPR at SUNY Stony Brook. I purchased the practice of the greatly-missed Dr. Michael Gerber and have been thoroughly enjoying the practice! I am currently the sitting Secretary for the SDS Board and look forward to representing SDS with the CDA going forward in the coming years and beyond. In my spare time I like to go to concerts, baseball games (Go Giants!), and try new places to eat.



I am entering my 25th year of practice and have lived in Modesto for 16 years where my husband Mark was raised. I am from San Francisco and received my BS in Biochemistry from Cal Poly, San Luis Obispo in 1989, my DDS from UOP class of 1992, and completed a GPR at the VA Hospital in Palo Alto in 1993. I was the founding Dental Director of the Alliance Medical Center Dental Clinic in Healdsburg as a National Health Service Corp Loan Repayment Program Recipient. I was featured on the cover of CDA Update and from the article was invited by Dr. Bob Venn (who has recently retired) in 2001, to take over his General Practice Limited to Children where Mark just happened to be a former patient. We have raised two teenage girls and my hobbies include travel, reading, and golf.

SDS Committee Profiles



Dr. Michael Cadra-Trustee has been volunteering time, talent and treasure in Nicaragua, performing pediatric craniomaxillofacial surgery as well as reconstructive surgery for adults disfigured by trauma or developmental defects for the past 10 or so years. The group was founded following the end of the Sandinista Revolution. MPO-USA (Maxillofacial-Plastico-Orthodontica) has the mission of teaching local Oral and Maxillofacial Surgeons as well as Plastic Surgeons how to perform the surgeries that we commonly perform. The team goes twice a year, usually for 7-10 days at a time, to teach and provide services. The follow up as well as screening for new patients is done by a very well-trained local plastic surgeon. Usual weeks have 200 procedures completed.

Surgeons are credentialed by the Nicaraguan government and Universidad Nacional Autonoma de Nicaragua, Leon's medical school.

It was a pleasure to have Jake Neary, son of John Neary, MD, DDS as well as my son, Erik Cadra on the last trip. Jake will be starting medical school at LSU Shreveport and Erik is starting dental school at Tufts School of Dental Medicine, Boston.

Dr. Jacob Barber-Continuing Education Chair is in private practice with Drs. Baker and Cadra at Greater Modesto Dental Implant & Oral Surgery Center. Dr. Barber did the 2+3 program at UOP and then completed his oral surgery training at Highland Hospital in Oakland. Dr Barber enjoys traveling with his wife Katie and his 1-year-old daughter, Brooke. He is an avid swimmer and cyclist.



Dr. Jennifer Leon-Guerero-Peer Review Chair Dentistry has been an important and wonderful part of my life for almost 30 years. I am so thankful for my career choice. It has also given me the opportunity to do many things I enjoy; the most important being spending time with my family, my husband Everett, and my 2 sons Nicholas and Cameron. I also love the time I spend with my church, including dental humanitarian missions. I have valued my involvement with Peer Review and have a strong belief that it is very important to our members.

Dr. Cesar Acosta—Community Health Chair grew up in Livingston, CA and graduated from Livingston High School in 1994. He continued his education at UC Davis where he completed a double major with a BS in Biochemistry and a BA in Economics in 1999. From UC Davis, Dr. Acosta continued his studies at the University of Las Vegas Nevada, School of Dental Medicine. He graduated with his Doctorate in Dental Medicine in 2006. He continued his studies at UNLV and also earned his Masters in Business Administration in 2007. After graduating from UNLV, Dr. Acosta began practicing family and cosmetic dentistry in Las Vegas, NV. He dedicated his time in Las Vegas to restoring and creating beautiful smiles in private practice and teaching two days a week at the University of Nevada Las Vegas, School of Dental Medicine. Dr. Acosta and his family moved back to Turlock, California in May, 2008 shortly, after the birth of his twins, where he has been practicing since.



Dr. Michael Shaw—Ethics and Well-Being Chair Practicing Oral and Maxillofacial surgery for 29 years has allowed me to appreciate just how fortunate I am. I still love what I do as a profession but my primary love in life is with my family; my wife Tamara, three wonderful children and eight grandkids. My two favorite places away from home to spend time and to photograph are the coast and St. Thomas. I spend time (probably too much time) with my passion for cars and radio control hobby. Anything that can be controlled either in the air, on water, or on the land is just fine; however, helicopters and fixed-wing aircraft are my favorites. Each day-either at work, home, or away-is a new adventure of which learning and personal enrichment is a huge component. Having learned some things thus far, I look forward to all life has to offer in the future.

Trustee Report-by Dr. Michael Cadra, Trustee



At the June meeting of the CDA Board of Trustees, the trustees participated in several “housekeeping” sessions including training in fiduciary responsibilities, maintaining a respectful working environment, and Equal Employment Opportunity training.

The highlight of the meeting was a presentation by Dr. Jayanth Kumar, our new State Dental Director. Dr. Kumar briefed us on the State Oral Health Plan Development Process. As it stands, the plan is complete and has been forwarded up the chain of command to be approved by the Department. It is clear that Dr. Kumar hit the ground running and has great plans to improve the dental public health in California.

Highlights of the plan include:

- Development of a Oral disease burden document
- State oral health plan development
- Oral health surveillance system
- Development of partnerships with organized dentistry and local health departments

Focus will be placed on:

- Advancement of oral health in public policy and research
- Integration of oral health and primary care
- Prevention and early intervention in pregnancy and children.

In other actions, the Trustees approved \$60,000 to be used for polling for support of Sugar-Sweetened Beverage Tax Initiatives in San Francisco and Oakland.

The trustees previewed the Volunteer Leadership Organizational Health Assessment 2016. These results will be available to the local components in the near future. Bottom line is that the volunteer leadership is very healthy but there are several areas in which we can improve. These areas will be acted on by a committee of the BOT and include improved communication with components and the HOD, and building stronger connections with components on communication, leadership pipelines and collaboration around issues and processes.

"The objective of the Stanislaus Dental Society shall be: to encourage the improvement of the oral health of the public, to promote the art and science of dentistry, to encourage the maintenance of high standards of professional competence and practice, and to represent the interests of the members of the dental profession and the public which it serves."

Stanislaus Dental Society Goes (to the)Nuts!

June 2016-Full House!



Congratulations!



Dr. David Woodruff and Maryanne are excited to introduce, Moira Elizabeth Woodruff, born January 14, 2016, 7lbs, 6oz. Maryanne is doing well and her brothers are already looking out for her.



Stay-at-Home Dads and Children of Dr. Moms, by Toshi Hart, DDS SDS Editor

As a Dr. Mom, I agree wholeheartedly with the article that, 'Dentistry Affords Future Dr. Moms Flexibility to Navigate Motherhood' by Dr. Jeanette MacLean. I have been fortunate enough to have had the benefit of a part-time schedule and have a supportive husband who took care of our children. We are part of the growing number of Dr. Moms and Stay-at-Home Dads who have transposed traditional roles as a commitment to our families.

I feel so blessed to be able to practice dentistry with the ability to heal and care for my patients. I can think of no other profession where the results are nearly immediate and can be life changing in just one appointment. As dentists, we are also small business owners which presents an additional array of challenges. Dentistry is a profession that can be entirely consuming of mental and physical energy.

My husband is an architect but when the decision came as to who would stay home with the kids, he willingly took up the challenge which allowed me to fully concentrate on my practice and also have the very best care for our children. For the past 16 years while my 3-year-old and newborn girls grew up, I went to work and my husband took great care of the kids.

Occasionally, my heart would ache. I have memories of my oldest daughter waving good-bye to me, running from window to window as I drove away to work in the morning. To this day when my youngest would fall or get hurt, she will ask for her daddy first. The tradeoff was I never had to worry about the children and their care. They were in their dad's competent hands, but he had the hardest job in the world.

These men have either placed their careers on hold or modified their line of work where they are essentially the primary caregivers in a family. Although a role not for every man, those who have chosen to wade through these uncharted waters tend to gravitate and bond with other families where this arrangement works well. The friendships we have made with other Dr. Moms and Stay-at-Home Dads have been built on years of mutual support and camaraderie as we raised our families alongside each other. This arrangement has allowed each of our families an abundance of family time; sharing a unique bond and lifelong friendships.

This reversal of traditional family roles can have a huge benefit for the children as well. Children of Dr. Moms see women as strong, competent, business women, and primary income earners. Girls especially, view their mothers and other women in powerful positions and this fosters a new generation of confident women and men.

The epitome of this trend is when I took my daughter to a medical appointment where there was a substitute physician as our regular female physician was on vacation. My daughter was in awe that a man stepped into the room and very innocently exclaimed, "Mommy! Can you believe that men can be doctors too?"

Dentistry has certainly come a long way from the origins of male-dominated field. To those new Dr. Moms and their spouses, I am here to tell you as my own daughter sails off to college; that the journey is well worth every step. The traditional family unit may function a little different but it works for many and the benefits of Dr. Moms, Stay-at-Home Dads, and their children are enormous.

*Article, *Dentistry Affords Future Dr. Moms to Navigate Motherhood*, was included in the May 25, 2016 ADA Morning Huddle.

This family photo is at my daughter, Karina's high school graduation from Gregori. She will attend Belmont University in Nashville, Tennessee in the fall as a Music Therapy major in Cello with merit and talent scholarships. My youngest daughter, Kambria will be a sophomore at Gregori and will attend the Center for Creative Youth Summer Institute at Wesleyan University, Connecticut in visual art. My husband, Mark is an architect and designed our home which combines Mediterranean and Japanese architecture.



In Memorandum

William E. Tonge, DDS

5/2/1930-3/27/2016

SDS Member 54 years



Harmanpreet Dhaliwal, DDS

12/12/1971-07/09/2016

SDS Member 3 years



Amalgam Separators

In 2014, as part of the Clean Water Act, the Environmental Protection Agency announced proposed amalgam separator standards for dental offices across the country with a tentative rule implementation of 2015. The federal rule is intended to make amalgam separators a requirement across the country. The implementation date has changed several times as the agency felt it needed more time to address the regulatory burden the rule would create. The ADA has been working with the EPA to make sure that dental stakeholders are involved in the regulatory process and that the rules won't be unduly burdensome on dental professionals. Currently, the expectation is that the standards will be in effect as of December, 2016. The City of Modesto's Environmental Compliancy division, being pro-active, invited Stanislaus Dental Board members to a meeting to discuss the city's draft Dental Amalgam Ordinance asking for their advice in how to best initiate Best Management Practices for dental offices. The meeting between the SDS board and the City of Modesto Environmental Compliancy Division was very positive as they requested feedback regarding potential impact to dentists. The city is recommending a Self-Certification Program for dentists to demonstrate that they are in compliance and will soon start the process of a Dental Amalgam General Permit and Ordinance. If you have any concerns, please contact board President, Dr. Nicholas Poblete or the SDS office, 522-6033.



Studio 32
Dental Laboratory

Tara Chapman

studio32dentallab@yahoo.com



Phone: (209) 491-0662

Fax: (209) 491-0662

Summer Dental Symposium 2016!

What an exciting day June 10th was for our dental society! The Summer Dental Symposium was a huge success with over 130 attendees, 28 vendor representatives and 10 speakers. The morning kicked off with breakfast supplied by Commonwealth Catering who was recently featured on the hit TV show, 'Diners, Drive-Ins, and Dives' and it was delicious. We had multiple speakers from all over the country present to our dental society members. 3M sponsored multiple hands-on courses in which participants were able to make temporary crowns as well as take impressions. The pathology course offered by Dr. Darren Cox from UOP was once again sold out this year with an attentive audience. At the end of the day we held our raffle drawing and handed out over \$3,000 in prizes. Congratulations to all our winners. We hope to see everyone again next year. Thank you to everyone who participated and made this great day happen!

Jacob Barber, DDS—Stanislaus Dental Society, Continuing Education Chair







New overtime rules to take effect

The U.S. Department of Labor released new Fair Labor Standards Act (FLSA) rules that require employers to pay overtime to employees who earn salaries less than \$47,476 per year, beginning Dec. 1, 2016.

What does this mean for California practice owners? Currently, a full-time employee classified as an exempt, salaried employee must be paid a minimum salary of two times the current minimum wage of \$800 per week, or \$41,600 per year, and must perform exempt work (performance of office or non-manual work directly related to the management or general business operations of the employer or the employer's customers) at least 51 percent of the time.

In most cases, employees should be considered nonexempt, hourly wage employees unless they clearly meet the "duties test" of the executive, administrative or professional.

Effective Dec. 1, the new federal salary requirements are higher and will require employees to be paid a minimum salary of \$913 per week or \$47,476 per year. To complicate things further, California employers will need to pay close attention to and adjust salaries over the next several years as the minimum wage increases and the Department of Labor's estimated automatic increases effect the minimum salary threshold. As of now, the new federal salary basis of \$47,476 is higher than California's salary basis (currently, \$41,400; \$43,680 as of January 2017).

In 2019, California employers with 26 or more employees will need to meet the \$49,920 per year salary threshold – this will likely be higher than the federal amount. These numbers will change over the years ahead, with minimums adjusted for inflation, so it's important to monitor and keep track of the current salary thresholds.

California practice owners will need to review the duties test to determine that employees clearly meet the job duties of an exempt position and either increase employee salaries to be compliant with these new regulations or reclassify employees as nonexempt, hourly employees.

Newly classified nonexempt employees must understand that they are now required to record their working hours (including any "off the clock" work), and take appropriate meal and rest breaks within standard guidelines.

In addition, employers will be required to pay these employees at a rate of not less than one-and-a-half times their hourly rate for any hours worked in excess of eight hours a day or 40 hours in a workweek.

CURES Registration Assistance



Video tutorials to assist member dentists with the Controlled Substance Utilization Review and Evaluation System (CURES 2.0) registration process are now available on the California Department of Justice Attorney General website. Go to <https://oag.ca.gov/cures/publications>

All prescribers in California with U.S. Drug Enforcement Administration registrations are required to register by July 1 to access California's prescription drug monitoring program, designed to aid prescribers and dispensers in identifying fraudulent or drug-seeking activity by a patient. Dentists are strongly encouraged to consult CURES when considering a controlled substance prescription for a new patient or a patient suspected of drug dependency.

Prescribers must have updated browsers to access the CURES 2.0 system. To access CURES 2.0, dentists are required to use Microsoft Internet Explorer Version 11.0 or greater, Mozilla FireFox, Google Chrome or Safari.

To register for CURES 2.0 visit oag.ca.gov/cures.



California Legislation would Streamline Denti-Cal Enrollment*

The California Dental Association is supporting legislation (AB 2207) that would require the state to expedite the dental Medicaid (Denti-Cal) provider enrollment process, which would in turn help bring more dentists into the system.

The bill would create a dental-specific enrollment form and discontinue the requirement that providers resubmit an enrollment application deemed incomplete if the missing information is available elsewhere within the application packet. It would establish an automatic enrollment process for providers already commercially credentialed by either a dental fee-for-service contractor or an administrative services contractor.

Under the proposed legislation, providers who have not submitted a claim in more than 12 months would be disenrolled from Denti-Cal. The bill also would build upon program monitoring processes to better identify areas where access and utilization can be improved. It would establish data reporting and evaluation requirements for the recently launched Dental Transformation Initiative that is part of the larger "Medi-Cal 2020" improvement enterprise.

**Article taken from the ADA's Government and Public Affairs Update, July 11, 2016*

Medicare Part D - Opt-In? Opt-Out?

A lot of dentists have questions on the opt-in/opt-out options for Medicare through the Centers for Medicare and Medicaid Services (CMS). You may have received an email or fax telling you that you need to apply or opt-in. Here is a simple explanation of your options:

1. **Opt-in** - You enroll as a Medicare provider and you agree to accept assignment on all Medicare claims.

CMS-855i Enrollment Form

2. **Opt-out** - You agree **not** to submit any claims to Medicare, like periodontal surgeries, bone or tissue grafts, oral surgeries, etc. **HOWEVER your patient's medication will still be covered by Medicare if you opt-out.** (This is that Part D that you keep hearing about) **Opt-Out Instructions** with Noridian,

<https://med.noridianmedicare.com/web/jeb/enrollment/opt-out>

3. After opting out you have one more option, becoming a **Medicare Ordering / Referring Provider**. What is that? Medicare Advantage through the ACA has started to offer dental coverage through companies like Anthem, Aetna and Humera. If you have a lot of senior patients with this type of coverage you can become an ordering/referring provider which means you can submit claims to Medicare for reimbursement but are not a provider. **CMS-8550 Ordering / Referring Form**,

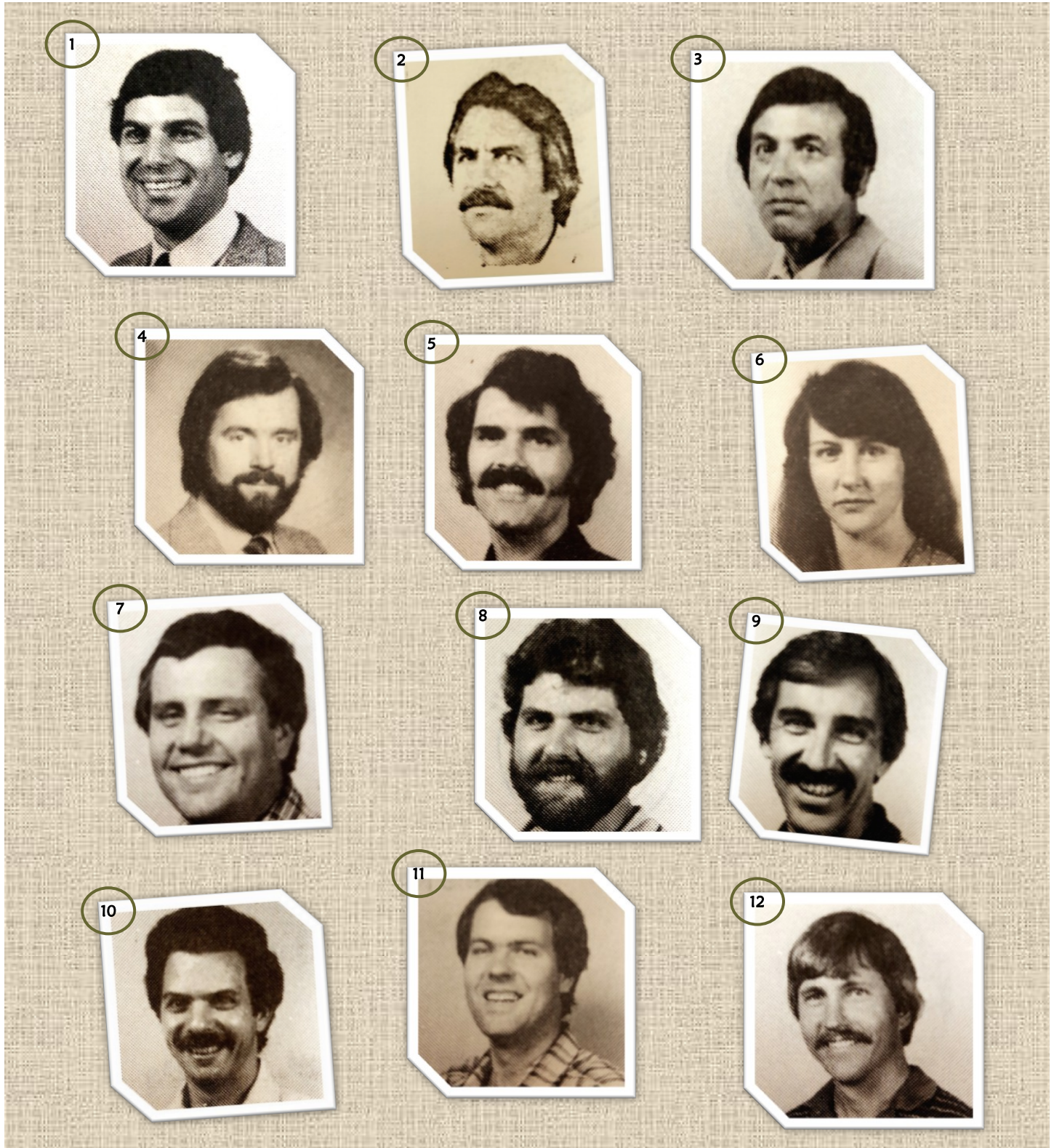
<https://www.cms.gov/Medicare/CMS-Forms/CMS-Forms/downloads/cms855o.pdf>

If you choose to do nothing by the deadline, Feb. 1, 2017, your senior patients with Medicare will not get coverage on medications you prescribe and will pay out of pocket. (Processing of paperwork can take up to 4 months, according to CMS)

Congratulations to Dr. Robert McCulla, winner of the SDS Logo Contest! The logo is currently in the workshop being tinkered with. Look forward to seeing the new SDS logo soon!

Guess the Famous Face Contest!

Guess what I found? A SDS directory from 1983-84! How many of these faces look familiar? How about playing Guess the Famous Face? The SDS member dentist who can guess all of the faces below will be entered into a drawing for a \$50 Amazon Gift Card. You can download the entry form from the front page of our website, www.stanislausdental.org. Just click the link under Hot Topics and Updates and either fax, 522-9448 or email, sdsdent@thevision.net, the completed form back to the SDS office. The deadline for the drawing is August 1.





How to handle staff drama in the dental practice

Reprinted with permission from California Dental Association

Drama in the workplace creates an energy-draining work environment that no one enjoys. In the dental office, gossip can run at high levels if the owner dentist has not set standards and policies that prohibit this type of behavior, and if staff is focused on personal issues instead of the patients, serious problems can occur.

Patients can feel it when there is drama between employees. This has a negative effect on the overall customer service experience. In a worst-case scenario, this will drive patients out of the practice even if they like the dentist. As the leader of the practice, the dentist must replace the negative energy with positive and good energy, according to CDA Practice Advisor Shaun Pryor.

“The phrase ‘follow the leader’ applies in most cases of excessive dental office drama. If the dentist is showing signs of anxiety over a situation, the staff will usually follow, taking cues from the dentist,” Pryor said. “Most dramatic flare-ups between co-workers involve harsh language and are highly emotional. A reasonable culture of problem-solving needs to be established and implemented by the owner dentist.”

Pryor recommends that dentists do not display any frustration or aggravation because as the leader, it is their job to handle these situations in a calm, professional manner.

“Don’t take things to an extreme, and watch your body language,” Pryor said. “You have the power to control your own emotions.”

It is important and recommended that dentists have an established office policy manual (view the CDA Practice Support Sample Employee Manual at cda.org/practicesupport). Staying consistent with all employees in establishing clear, reasonable policies makes the difference between a smooth-running practice and one that’s plagued with employee-related angst.

If it gets to a really bad point, employee discipline may be necessary. Employee discipline is one of the hardest, but necessary, components of practice ownership and employing staff. It is human nature to avoid confrontation. As a leader, it is important to set the ground rules from the first day of employment by including this in the employee manual. Creating an atmosphere of collaboration, mutual respect and trust early on can reap long-term rewards for the employee, the dentist and, ultimately, the practice. Employees who have a sense of ownership and investment will often perform in a manner that enables the practice to flourish and grow.

Dentists should also conduct performance evaluations regularly.

“Schedule the meeting well in advance, either annually or semiannually. You can choose to conduct the evaluation on your employee’s anniversary or you can set a month each year for all employee evaluations,” Pryor said.

Some offices prefer to separate their performance evaluation from their salary review. For example, January is the formal performance review for all staff and July is the review of salary with any possible increases. Topics such as office drama can be brought up during these performance evaluations. Dentists should stay factual and fair during these discussions, by only commenting on information that they observed, not what they have heard.

“Focus on performance, not personality. For instance, if the employee is confrontational, discuss how the employee’s behavior affects his/her performance and be sure to have specific examples,” Pryor said. “This is the time you would want to use any notes from the employee’s personnel file regarding documented incidents. Never compare one employee’s performance to that of another employee during the evaluation.”

For more information, view the “Employee Discipline” resource and the “Performance Evaluations - A Necessary Component for Employee Management (zip file)” resources on cda.org/practicesupport.

Copyright © 2015 California Dental Association

Dr. Philip Openshaw Goes to Uganda



A team of dentists and dental hygienists affiliated to The Church of Jesus Christ of Latter-day Saints recently conducted a week-long service to the people of Uganda, based at the Mulago School of Dental Health in Kampala.

During the exercise, the core team comprised of two dentists and three dental hygienists from the United States of America carried out dental assessments, filled dental cavities, extractions, cleaning of teeth and training of both dentists and dental students on best practices of the trade.

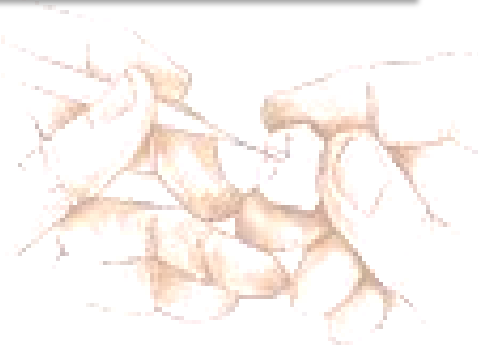
Dr. Openshaw from California, who led the team, said that he got his inspiration from an observation he made years ago as a young missionary of the Church when he served in South Africa. At the time, he noticed the great need that existed for dental services, even among his companions. He felt impressed to make a contribution whenever he got the opportunity. Since completing his dental training, he has returned to Uganda six times now to offer his valuable service. A daughter to Dr. Openshaw coordinated the clinical efforts.

Such efforts by volunteers such as these go a long way in making a positive contribution to the improvement of dental health in Uganda.

Dr. Michael Cadra and Erik Go to Nicaragua



Erik Cadra and Michael Cadra In Nicaragua



Child with Sturge Webber Syndrome and eyelid tumor



Erik is starting dental school at Tufts





3 year old with Teratoma in sublingual space



Contents of Teratoma



FLK2 Treacher Collins syndrome



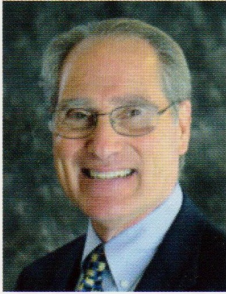
Erik Cadra and plaque naming clinic honoring John Dann and those that have participated over the past 25 years



Teratoma post-op. Yes, that is bed 9 in the room



The full team 4 dual degree OMS, 2 RN's and a Dental Student 2B (Erik) and a medical student 2B



By Alan Kaye, DDS, President

PRESIDENT'S MESSAGE

Too many dentists are making bad choices to overcome what they view as negative trends in our profession. I am by no means an expert in predicting the future. However, I write this based on my over 40 years of private practice experience coupled with years of working in government and hospital administrations as well as many legal encounters.

So what are we witnessing at the moment? In California, dentistry currently looks like a free-for-all.

1. Advertising is out of control.
2. General practitioners are using several techniques to keep their specialty production in-house, many times misleading patients about the need for specialty care because they are deciding the type of specialist to deliver a particular service.
3. There appears to be overuse of Cone Beam utilization.
4. Specialists are engaging in procedures historically not part of their specialty.
5. And if that weren't enough, the latest court rulings are forcing us to say, in the state of California, "Buyer Beware!"
6. As for the immediate future, you may start to hear the term "Super GP" being used. I hope that this new title will not represent a "jack of all trades, master of none!"

There was an article that appeared in the LA Times several weeks ago dated May 20, 2015, by Terri Lively entitled "329 California Dentists Suspected of Profiting From Unnecessary Dental Treatments on Kids." Does that sound like a familiar story to you? Whether or

**"Too many dentists
are making bad
choices to overcome
what they view as
negative trends in
our profession."**

not the dentists involved are found guilty, there is plenty of unnecessary treatment going on and the State will attempt to stop it one way or another. In fact, dentistry is starting to feel the effects already by how the Denti-Cal and Medi-Cal programs are trying to manipulate the way anesthesia will be delivered in the future.

All of this abuse will only lead to more regulation of our profession. Are we collectively killing the goose that laid the golden egg? Is this what we can expect as the profession morphs into corporate dentistry? Will this spell the death of private practice? Will we be using emergency rooms as our personal specialists to handle complications? Don't forget that specialists are many times your enablers, and unfortunately that helps promote the continued reluctance to stop performing procedures that are over your heads.

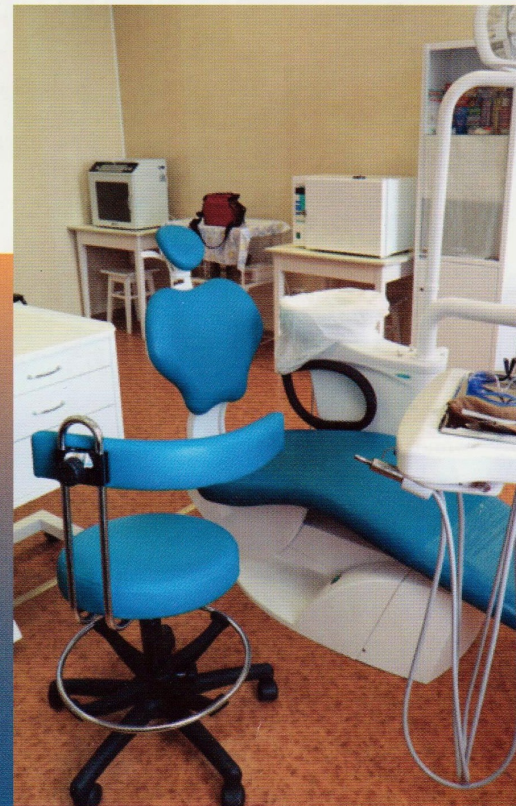
I get the sense that our profession is rudderless, drifting in the abyss, not

knowing what is ethical or legal.

A perfect environment for unethical behavior! When I was in dental school, we were always told to treat patients as if they were our mothers, and of course, they hoped we all loved our mothers! But that statement is still valid today. Treat your patients as if they are part of your family.

At this time, I would like to say I have enjoyed being your president this past year, and I hope I have made a difference. We faced many new and old issues these past few months and along with the help of our staff, under the leadership of Teresa Chien, I anticipate an imaginative and progressive future. Dentistry is on the cusp of change and it is not always easy to read the future. We can only give it our best effort and with a little luck, get beneficial results.

Wishing all of you a wonderful upcoming holiday season and a Happy New Year! ■



SDS Dentists Hold Annual Donated Dental Clinic in Turlock



CDA Cares Ventura provides \$1.5 million in Care

Thank you to the SDS members and their staff who represented the Stanislaus Dental Society at CDA Cares Ventura where 1,394 volunteers provided approximately \$1.5 million in oral health care services to 1,884 underserved people.



Impact of the most recent CDA Cares event in Ventura:

\$1.5 million in dental services
1,884 people
11,583 procedures
1,394 volunteers

CDA Cares total impact:

\$14.6 million in dental services
17,965 people
103,843 procedures
14,312 volunteers

CDA Cares Stockton

Saturday, October 15, 2016
Sunday, October 16, 2016
San Joaquin County
Fairgrounds

CDA Cares San Mateo

Saturday, April 22, 2017
Sunday, April 23, 2017
San Mateo Event Center

I'm a
cda.cares
volunteer.

how much this means to
me! (And so many
others, also, I'm sure!)

That a stranger would do
this for me, means so much!
Not only are you making
me happier, more comfort-
able and more confident, you
are strengthening my belief in
human kindness! ♪ I don't
know what your spiritual
beliefs are, but I believe
you're earning jewels for your
crown in heaven!

God bless you!

You're a gift! ♡

The Employer's Update



New FLMA Poster & Employer Guidebook Unveiled

Printed with permission of the California Employers Association

The Department of Labor will require employers to post a new FMLA notice in their workplaces, the agency announced on Monday, April 25. The DOL also unveiled a new guide to help employers administer the FMLA's requirements.

The new poster offers little in the way of substantive changes—thus, employers can still use the current poster if they so choose—but the revised version has been reorganized for clarity, Helen Applewhaite, DOL's Branch Chief for FMLA.

The DOL's Employer's Guide to the Family and Medical Leave Act aims to "provide essential information about the FMLA, including information about employers' obligations under the law and the options available to employers in administering leave under the FMLA," according to the agency. (Nowak notes that the agency consulted him, along with other key FMLA practitioners, for feedback on the document before releasing it.)

The user-friendly document:

- Follows the FMLA regulations and the course of a typical leave request in a relatively orderly manner;
- Contains easy-to-follow flowcharts so that employers can better understand the typical FMLA process, including a "Road Map to the FMLA" that provides an overview of the FMLA process;
- Includes "Did You Know?" sections to give employers a heads-up on some of the lesser-known provisions and nuances of the FMLA regulations;
- Highlights user-friendly charts and explanation of the medical certification process, including what information is required in certifications;

Provides an overview of military family leave, which (as Nowak notes) "often can be a bit overwhelming to employers attempting to navigate this portion of the FMLA."

Download the New FMLA Poster, <https://www.dol.gov/whd/regs/compliance/posters/fmlaen.pdf>

Download the new FMLA Employer's Guide, <https://www.dol.gov/whd/fmla/employerguide.htm>

SDS Members by the Number

Total: 272

Active - 230 / Market Share – 84%
(Recent graduate-reduced dues members)

RDO-0 / RD1-6 / RD2-8

New Members!

Venkateswarlu Kadiveti, DDS
General Dentist
Golden Valley Health Center
200 C St.
Patterson 892-6302
UCSF, 2014

Hyo Kang, DDS
General Dentist
1801 Tully Rd. Ste. C1
Modesto 526-3370
Dr. Daryl Bica's practice
Boston University, 2007

Clara Mendez, DDS
General Dentist
Salida Dental Group
5708 Pirrone Rd.
Salida, 543-3888
Loma Linda, 2015

Raman Singh, DDS
General Dentist
Sierra Dental Care
3801 Pelandale Ave. Ste. B9
Modesto, 575-2400
International, 1993

Scott Smith, DDS
Dual Member w/ Merced DS
Periodontist
1065 Colorado Ave. Ste. 2
Turlock, 632-5744
UCSF, 1989

Janice Kaeley, DDS
Periodontist
No known practice address

SDS 2016 Event Calendar



<u>August</u>	18	Friday	SDF Annual Dinner
<u>September</u>	1	Thursday	SDS Board meeting
	5	Monday	Labor Day - (office closed)
	8-10	Thurs-Sat	CDA Presents - S.F. - (office closed)
	15	Thursday	Staff Appreciation
<u>October</u>	10	Monday	Columbus Day (office closed)
	13	Thursday	SDS General Membership Meeting
	15-16	Fri-Sat	CDA Cares - Stockton
	20-25	Thurs-Tues	ADA HOD - Denver, CO
<u>November</u>	3	Tuesday	SDS Board meeting
	10-13	Thur-Sun	HOD - Newport Beach - (office closed)
	11	Friday	Veteran's Day (office closed)
	24-25	Thurs-Fri	Thanksgiving holiday - (office closed)
<u>December</u>	8	Thursday	SDS Member Mixer
	12/23-Jan 2	Fri-Mon	Winter Holiday - (office closed)



San Joaquin Dental Society
Golf Tournament
to Benefit

****CDA Cares Stockton 2016****

Friday, August 26, 2016

Registration: 9:30AM - 12:30PM

Tee Time: 12:30PM

Dinner & Awards: 6:00PM

Driving Range
Sponsored by



TOURNAMENT LOCATION

BROOKSIDE COUNTRY CLUB
3603 ST. ANDREWS DR., STOCKTON, CA

REGISTRATION DEADLINE

REGISTER BY FRIDAY, AUG. 12, 2016

RULES

- PREPAID RESERVATIONS ONLY
- NO JEANS

TOURNAMENT FORMAT

- SCRAMBLE

\$160 ENTRY FEE

- GREEN FEES & CART
- TEE CONTESTS AND PRIZES
- BOXED LUNCH
- ONE MULLIGAN
- ON COURSE REFRESHMENTS
- POST AWARDS DINNER WITH WINE

\$150 GREEN/TEE SIGN SPONSORSHIP

- WE PROVIDE SIGNAGE ON A TEE OR GREEN
- SPECIAL RECOGNITION IN PROGRAM

PUTTING CONTEST

11:00AM - 5:00PM - \$10 per Putt

Join us for
dinner even if
you don't golf!

SJDS GOLF TOURNAMENT REGISTRATION FORM

Registration Deadline - Friday, August 12, 2016

Golfers: \$160 x _____ # of Players.....\$ _____
Dinner Only: \$ 55 x _____ # of Attendees.....\$ _____
Green/Tee Sponsor: \$150 x _____ # of Green/Tees.....\$ _____
Mulligans: \$ 10 x _____ # of Additional Mulligans.....\$ _____

	First and Last Name	Company	Phone #	Email	Boxed Lunch Choice
1					<input type="checkbox"/> Turkey <input type="checkbox"/> Veg
2					<input type="checkbox"/> Turkey <input type="checkbox"/> Veg
3					<input type="checkbox"/> Turkey <input type="checkbox"/> Veg
4					<input type="checkbox"/> Turkey <input type="checkbox"/> Veg

Name of Dinner Guest(s) (First and Last) _____

☐ I cannot participate but wish to show my support for CDA Cares Stockton with a contribution of \$ _____
Name _____ Phone # _____

Payment Method:

_____**GOLFERS:** Check (Make Payable to San Joaquin Dental Society).....Total Amount Enclosed \$ _____

_____**SPONSORS/DONATIONS:** Check (Make Payable to CDA Foundation with memo "SJ Advised Fund").....
.....Total Amount Enclosed \$ _____

_____**Credit Card:** ☐ Visa ☐ MasterCard Card # _____ Exp. _____

CANCELLATION POLICY: Full refunds will be provided only upon written notification to SJDS by August 12, 2016, less \$25 administration fee per cancellation. No refunds will be granted after this date; substitutions only. **NO REFUNDS FOR NO SHOWS.**

Please return with payment to: SJDS, 7849 N. Pershing Ave., Stockton, CA 95207 or
FAX to 209-951-1321* (Questions? Call 951-1311)

**Faxed reservations must include credit card payment*

Classifieds



•Full-time associate for Modesto practice. Contact Dr. Wesley Wong, (209) 577-0777 or email, employment@qualitydentists.com.

•Full-time associate for Modesto practice. Office hours are Tuesday-Friday, 8:00am-6:00pm
Contact Dr. Nandan Patel, email pdcds@gmail.com.

•Associate-part-time/full-time, for Modesto practice, Monday-Friday 8:00am-5:00pm
Contact Dr. Soe Wynn (209) 238-9994.

•Private practice seeking associate to join our team. Excellent pay package. This individual should be professional, have excellent communication skills, organized, efficient, professional chair-side manner and want to provide quality care. Experience in restorative, endo, extractions a must.
Located in Turlock, CA

Contact info: dentist_360@yahoo.com Office (209) 668-3311 (ask for Mary)

•Downey Park Professional Center Suite for Sale: 1213 Coffee Rd. Suite M - Suite is 1,509sf. with four operatories and room for expansion, and is listed for sale by owner, Jack Holt, DDS. Go to the following website for more information, <http://professionalcentermodesto.com/suites-for-sale/>. If interested, contact the broker listed on the website or Dr. Jack Holt (209) 484-8224 (cell).

The above Classified ads are also listed on the SDS website, stanislausdental.org.
SDS offers its members free advertising related to their practice including, member employment, equipment to buy or sell and practice sales or purchases.
For more information, contact Robin at the SDS office, 522-6033.



1301 L Street Ste. I
P.O. Box 693
Modesto, CA 95353
Ph: 209.529.6000 ext.1
Fax: 209.238.3311
www.bvins.com

Lynn Bondy-Villa

lynn@bvins.com

Employee Benefits • Workers' Comp • Business Insurance • Classic Autos

WCLI 7 CE Credits

OFFER YOUR PATIENTS MORE IN-HOUSE PROCEDURES *While Generating Revenue*

Friday, October 21, 2016 • 8:30am to 4:30pm

Fresno, CA (Location details coming soon)



In this **full-day seminar** you will learn how to simplify the dentistry in your practice, minimize chair time, and increase case acceptance with a patient-preferred, minimally invasive treatment option.

Course Objectives:

- ❖ Learn how to increase case acceptance and patient retention by offering a minimally invasive treatment option.
- ❖ Discover what three procedures will positively impact practice growth and patient reported outcomes.
- ❖ Treat single- and multiple-quadrant cases in a single patient visit. Fewer shots equals increased production.
- ❖ Learn top-trending, minimally invasive clinical applications including REPAIR periodontitis protocol and pediatric dental applications.
- ❖ Discuss additional clinical applications which will provide a foundation for practice growth and return on investment.

Tuition: \$149.

Want your CE for only \$10?

Schedule an in-office presentation prior to the course and tuition is only \$10.

Call your BIOLASE Account Manager today for further details:

Kevin Tuckman (415) 500-5752 ktuckman@biolase.com

Register today at **events.wcli.org** under the Seminars tab. This seminar is designed for all skill levels. Breakfast and lunch will be provided.

For questions, call M-F 8am-4pm PST: (800) 616-1553

Featured Speaker:

Michael Koceja, DDS



Dr. Michael Koceja graduated from Marquette University School of Dentistry in

1986. He served 8 years in the United States Navy Dental Corp where he completed a Periodontal Fellowship in 1991 in San Diego. He received his laser certification in 2000, and has since achieved mastership level in the World Clinical Laser Institute.



WCLI is designated as an Approved PACE Program Provider by the Academy of General Dentistry. The formal continuing education programs of this program provider are accepted by AGD for Fellowship, Mastership and membership maintenance credit. Approval does not imply acceptance by a state or provincial board of dentistry or AGD endorsement. The current term of approval extends from 1/1/2015 to 12/31/2016. Provider ID# 218642

Cancellation policy: Full refunds will be given for cancellations received in writing within 2 weeks of course date; cancellations within 2 weeks will not be refunded. Refunds are limited to registration fees only; not including airline, hotel or other associated fees.



The World Clinical Laser Institute is the world's largest dental laser organization with over 19,000 members.
For more information, visit **wcli.org**

Co-Partnership with

BIOLASE