

# MOUTHPIECE

smcds.com



## In This Issue:

- Message From Our President
  - Dental Practice Operations Re-Imagined
  - COVID-19 Vaccination Requirements
  - CDA Resources for Cal/OSHA COVID-19 Compliance and Other Regulations
- and much more.....



# 2020-21 Member Events Calendar

See upcoming events at [www.smcds.com](http://www.smcds.com) for details and registration.

New / revised course info highlighted in **bold text**

## MARCH

DATE	DAY	TYPE	TOPIC	SPEAKER/CONTACT	LOCATION	TIME
4	Th	CE1	SMCDS Member Symposium <i>Hormone Balancing: The Missing Link to Oral Health</i>	Suzanne M. Valente, DDS	Webinar	6:30-8:30 P
9	Tu	G	SMCDS Leadership Meeting	President: Brad L. Hart, DDS	N/A, Zoom	6:30-8 P
16	Tu	PM	Preventing and Managing Conflict: How to Optimize Your Patient Relations	Ali Oromchian, JD, LL.M & Arthur W. Curley, JD	Webinar	6:30-8 P
22	M	RCE	BLS CPR Renewal Course	Stephen R. John, DDS	Webinar	6-7:30 P
24	W	CE2	Musculoskeletal Disorders and Ergonomics	Noëlle Santucci, DDS, MA, RDH & Justin Jellin, DPT	Webinar	6:30-8:30 P
26	F	RCE	Infection Control ■ CA Dental Practice Act ■ Cal-OSHA	Marcella K. Oster, RDA	Webinar	8:15-2:45 P
30	TU	RCE	BLS CPR Renewal Course	James V. Aicardi	Webinar	6-7:30 P

## APRIL

1	Th	SCCE	<b>SMCDS Study Club</b> Topic: <i>Orthodontic Management of Impacted Teeth</i>	<b>Sara A. Andrews, DDS, MS</b>	<b>Webinar</b>	<b>6:30-8:30 P</b>
2	F	H	SMCDS Office Closed	SMCDS Office Closed		
6	Tu	G	SMCDS Executive Board Meeting	President: Brad L. Hart, DDS	N/A, Zoom	6:30-8 P
10	Sa	PS	<b>Practical Planning for Long Term Care</b>	<b>Michael D. Wong, CLTC, DDS</b>	<b>Webinar</b>	<b>10-11 A</b>
12	M	RCE	BLS CPR Renewal Course	Richard A. Fagin, DDS	SMCDS	6-7:30 P
15	Th	CE1	It's New, But Is It Any Better? An Update on Local Anesthesia	Alan W. Budenz, DDS, MS	Webinar	6:30-8:30 P
20	Tu	RCE	BLS CPR Renewal Course	Richard A. Fagin, DDS	Webinar	6-7:30 P
22	Th	FMB	<b>Meet Our Business Members</b>	<b>Multiple</b>	<b>Webinar</b>	<b>6:30-7:30 P</b>
29	Th	PM	<b>HR Boot Camp</b>	<b>Michelle Corbo, PHR</b>	Webinar	<b>6:30-8 P</b>

## MAY

1	Sa	FMB	Shredathon: Document Shredding, eWaste, & Lead Foil Disposal	Jim Aicardi 650.637.1121	SMCDS	9-12 P
3	M	PG	Confidential assistance for drug & alcohol abuse	BAWB - Edward Graham 209.601.4410	TBA	7-9 P
4	Tu	RCE	BLS CPR Renewal Course	Stephen R. John, DDS	Webinar	6-7:30 P
6	Th	CE1	<b>Orthodontic Management of Cleft Lip &amp; Palate</b>	<b>Sneha Oberoi, DDS</b>	<b>Webinar</b>	<b>6:30-8:30 P</b>
11	Tu	G	SMCDS Leadership Meeting	President: Brad L. Hart, DDS	N/A, Zoom	6:30-8 P
13-16	Th-Sa	CE1/2	CDA Presents: Anaheim	Multiple	Webinar	Multiple
19	W	CE1	Dental Impactions	Ronald M. Roncone, DDS, MS	Webinar	6:30-8:30 P
24	M	RCE	BLS CPR Renewal Course	Richard A. Fagin, DDS	Webinar	6-7:30 P
25	Tu	RCE	BLS CPR Renewal Course	Stephen R. John, DDS	Webinar	6-7:30 P
31	M	H	Memorial Day Holiday	SMCDS Office Closed		

EVENT TYPE	
AR	Allied Dental Relations
CE1	Core CE
CE2	20% CE
CO	Community Outreach
FMB	Free Member Benefit
G	Governance

EVENT TYPE	
H	Holiday
HWS	Hands-On Workshop
L	Leadership
NDS	New Dentists Social
PG	Personal Growth
PM	Practice Management

EVENT TYPE	
PM1/4	Pract Mgmt 1=New Dent 4=Life Active
PS	Professional Success
PS1/4	Prof Success 1=New Dent 4=Life Active
RCE	Required CE
S	Social Event
SCCE	Study Club CE



### 2021 Executive Board

**President:** Brad Hart, DDS  
**President Elect:** Purvi K. Zavery, DDS, MS  
**Treasurer, Secretary:** Pinal M. Viraparia, DDS  
**Immediate Past President:** Ben Yount, DDS  
**2019 Past President:** Sara A. Andrews, DDS, MS  
**CDA Trustee:** Benson Wong, DDS  
**Executive Director & Editor:** Nakia Brandt

## MOUTHPIECE

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### Publisher

San Mateo County Dental Society  
525 Veterans Blvd, Suite 102  
Redwood City, CA 94063  
650.637.1121  
info@smcnds.com  
www.smcnds.com

 facebook.com/SMCDS

 twitter.com/SMDentalSociety

### Editor

Nakia Brandt  
Executive Director  
nakia@smcnds.com

### Advertising Coordinator

James V. Aicardi  
Operations Specialist  
jim@smcnds.com

### Membership Coordinator

Mike Aicardi  
Membership Specialist  
mike@smcnds.com

### Printer / Designer

Press Print, Inc.  
888.463.3102  
info@press-print.net

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# President's Message

Brad Hart, DDS

As many leaders have said for the last ten months, they didn't expect to deal with what they did in 2020. I too did not expect my Presidency to be so affected by a virus, but adversity can bring opportunity.

I always thought that someday I would step up and volunteer to be San Mateo County's dental society President, but a few things had to happen before I answered that call. Like many of my fellow University of the Pacific School of Dentistry graduates, I can remember Dean Dr. Arthur Dugoni speaking to us as students and explaining how we should step up to be the future leaders of our profession. He said we should find a cause and that will lead us. I waited 36 years for a cause, but nothing came. I kept hoping for some divine help but no ideas, nothing.

My father was a physician and during his career he became the President of the San Mateo County Medical Association (SMCMA). As a memory of his Presidency the SMCMA gave him a portable radio complete with a brass plate that read "Ward L. Hart, MD President of the San Mateo County Medical Association." I remember the pride he had in that radio as he listened to his favorite sporting teams; Stanford Football & Basketball, San Francisco 49ers, Golden State Warriors and the San Francisco Giants.

When I was asked if I wanted to be on the Leadership Council with possibly leading up to becoming President-Elect and President, I said "sure". I figured it was now or never and I would have to have my cause come to me. Well, I didn't ask for the COVID 19 virus but bingo, it gave me a cause!

*continued on next page*

I can see three things that I want our dental society to focus on in 2021. First, was how can our society's dentists and staff get vaccinated? Nakia worked hard to create a relationship with our San Mateo County Health Department. I am proud to say that we have achieved that goal. We are also working to provide opportunities for you to volunteer to administer the vaccine and help our community.

Second, the dental society finalized the contract to purchase our new headquarters in San Carlos. There will be some remodeling to ensure we are in compliance with the latest commercial codes, but my ultimate goal with it is to have a workable space for our dental society's staff, as well as being a place all of our members can be proud of. I was asked to be on the board back when we purchased the society's first building and I remember how financially strapped the society became. With every effort I will focus on moving SMCDS into our new home while not putting our society into a financial hardship and I am proud to report that we are currently in a great financial place.

Third, with the disruption of COVID, there could be choppy water ahead in terms of membership numbers. Being a part of the 2020 CDA House of Delegates meeting last fall, CDA was concerned about a potential membership drop in 2021. The dental society will need to focus on retaining our members by keeping them engaged. I remember early in my dental career how I questioned the value paying the dues to be in organized dentistry. It was a lot of money when I was an associate and during that time Dr. Dugoni wrote an article for the Mouthpiece stating all the benefits we received for our membership and what a bargain it was. Every following year, I would remember that article and begin writing my

annual check. This year, I think about how hard Nakia and the staff worked to keep us informed and the great personal messages our Past President Ben Yount wrote to give us hope. Their hard work kept us up to date on the latest information to guide us through what could only be called, a really bad storm. Our dental society informed us on new government programs, new requirements and lots of continuing education webinars to either: get us ready to return to practice, or receive the required Ce's to renew our dental licenses. As traumatic as it's been, having knowledge on how to navigate through the storm has been a great value. It is now easy for me to rationalize my membership in organized dentistry. I will work hard to be transparent with the society members and show the value of the programs that the society offers. The Leadership Council has decided to decrease the amount of General Membership Meetings to four this year, but this was decided in 2019 before "the storm" hit. With a reduced number of meetings, there is a plan for stronger General Membership Meetings with big names in dentistry presenting us with pertinent information and techniques we can bring back to our offices.

As our Past President Ben displayed his gift for writing, it is definitely a weakness for me. I have constantly said I became a dentist so I wouldn't have to write for a living. I really was clueless because my clinical notes required me to write a lot every day. My biggest worry about being President is just writing these quarterly messages, but when it comes to standing in front of an audience (which is a fear for most) it has never been a problem for me. I'm not sure how I feel about leading Zoom GM meetings, but I'll do my best until it is safe to meet in-person again!

So here's to a great, Healthy Year.

Brad



# Trustee's Message

Benson Wong , DDS

I am honored and privileged to be CDA Trustee for the San Mateo County Dental Society. Many of you may have heard my name around before having served on the SMCDS Board since 2008, eventually becoming Treasurer 2010-2015, then President in 2017. Meanwhile I have served on the Audit Committee at CDA, and have been a Delegate at the CDA and ADA House of Delegates. Over the past few years I have been working very closely with Carliza Marcos, our outgoing Trustee and newly elected CDA Secretary (congratulations Carliza!). She has been a great mentor to me which led to my decision to run for CDA Trustee.

What exactly is a CDA Trustee? In my early years on the SMCDS Board, I never really knew what the CDA Trustee's role was until my later years in leadership. The Board of Trustees at the CDA is essentially the Board of Directors and has fiduciary responsibility for the CDA. As Trustee, I am one of the Board members. The current structure has it where each component dental society may have one or two representatives on the Board depending on the size of the component. Even though we are representatives from the individual components, as Trustee we have a responsibility to make decisions based on what is best for CDA as a statewide association. Sometimes the decisions made by the Board may go in a different direction from what the local components want but the Board has to

consider the greater good for the association. However, as Trustees we do bring the viewpoint of our local component to share with CDA leadership so there is some representation in that respect.

As a new Trustee, I have only attended a few meetings so far. The biggest topic of discussion has been statewide COVID vaccination efforts and how dentists and their staff have been able to receive vaccinations. With the recent waiver from the Dental Board, dentists are now allowed to administer COVID vaccinations. The CDC has provided a training course for healthcare providers which now allows dentists to obtain certification to administer the vaccine. I have volunteered at a vaccination clinic at the Dugoni Pacific School of Dentistry and it was so worthwhile to feel like I am contributing to helping others get out of this very difficult time. I encourage those of you willing to volunteer for the vaccination clinics please certify yourself and register with the San Mateo County so you can be notified when your services are needed.

<https://smcgov.knack.com/volunteers#volunteer-home/>

Please stay safe and healthy. If you have any questions or concerns please feel free to reach out to me. You can call/text me at 650-219-7531, or email [bhwongdds@gmail.com](mailto:bhwongdds@gmail.com).



# New Members

# Welcome!

*Join us in celebrating 8 new members contributing over the course of the fourth quarter of 2020, through the first quarter of 2021, to the voice that is SMCDS - 659 strong ...*

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**Kenny Lee, DDS**  
UCSF - 2020 - GP

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**Ching-Wen Chang, DDS**  
UCSF - 2016 - GP

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**Suzette M. Villanueva, DDS**  
International - 1987 - GP

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**Jennifer J. Hom, DMD**  
Temple Univ. - 2014 - GP

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**Clare H. Lee, DDS**  
UCSF - 2020 - GP

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**Alexander M. Lew, DDS**  
UOP - 2019 - GP

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**Ashley Koh, DDS**  
UOP - 2019 - GP

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**Julia J. Peo, DDS**  
UCSF - 1994 - GP

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# Thank You!

**to 15 Advertisers Business Members  
Exhibitors Sponsors Study Clubs**

who have generously supported our continuing education, professional success, practice management, workshop/clinical programs this past quarter.

**TDIC Insurance Solutions**

**Vantage Wealth Management - Tom O'Brien**

**C-Dental X-Ray, Inc.**

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**Yaeger Dental Supply**

**Roam Commercial Realty**

**California Life and Disability**

**Bank of America Practice Solutions**

**Rectangle Health**

**Swiss Monkey**

**Bayside Realty Partners**

**California Dental Association**

**Dental Power Placement Service**

**Michael Lam, MD**

**Northern California Practice Sales**

# 2021 Membership Renewal:

Keep SMCDS Strong – Renew Now! - Before the **drop date of 3/31/21**



**Good news! NO increase in SMCDS member dues for 2021.**

IF you haven't paid yet, act NOW to avoid **having your membership dropped after 3/31/21**. You can still do your part to **keep your society's business running efficiently by paying before the drop date**.

**Discounted/waived dues are available for:**

- retirees ■ post-graduate students ■ dental school faculty members ■ federal employees ■ active military duty
- serving full-time for a charitable organization
- temporary/permanent disability
- financial hardship ■ medical illness
- leave of absence from dentistry

■ **If you're not sure** about **why** you should renew and need reassurance of member benefits and the **power of organized dentistry**, please e-mail [mike@smcds.com](mailto:mike@smcds.com).

■ IF you run into any snags in the process, call *CDA Membership* at **800.232.7645** or *Mike* on the SMCDS member line **650.637.1131**.

## **CHOOSE AUTOPAY TODAY!**

When you renew online, sign up for autopay. Equal monthly payments will be automatically deducted from your chosen checking or savings account, and your membership will automatically renew each year. See full details at [cda.org/autopay](http://cda.org/autopay).



# SMCDS BUSINESS MEMBER

# Wall of Fame



**VANTAGE**  
WEALTH MANAGEMENT

Premier 2021 - 2015

**Vantage Wealth Management**

[vantagewealthmgmt.com](http://vantagewealthmgmt.com)

Tom O'Brien, CFP®, CLU®, CHFC®

Financial Advisor

650.638.9600

[tom@vwmgmt.com](mailto:tom@vwmgmt.com)



**California Life and Disability**

[califeltc.com](http://califeltc.com)

Michael Wong, CLTC, DDS

650.502.1511

[mike@califeltc.com](mailto:mike@califeltc.com)



Platinum 2021 - 2015 | Silver 2014

**C-Dental X-Ray**

[www.cdental.com](http://www.cdental.com)

Julia Peck

Operations Manager

650.207.0478

[japeck@cdental.com](mailto:japeck@cdental.com)



**Bank of America**

[www.bofa.com](http://www.bofa.com)

Platinum 2021 - 2020



CJ Williams

Vice President Healthcare Financing

206.549.8369

[calvin.williams@bofa.com](mailto:calvin.williams@bofa.com)

Forrest Wiederman

Vice President Dental Financing

925.278.3343

[forrest.wiederman@bofa.com](mailto:forrest.wiederman@bofa.com)



Platinum 2021 - 2015 | Silver 2015

**Yaeger Dental Supply**

[www.yaegerdental.com](http://www.yaegerdental.com)

Tim Yaeger, Jr.

President

650.888.1402

[Yaegerdental@gmail.com](mailto:Yaegerdental@gmail.com)



Platinum 2021 - 2020

**Rectangle Health**

David Fitzgerald

Sales Representative

314.677.0891

[dfitzgerald@rectanglehealth.com](mailto:dfitzgerald@rectanglehealth.com)



Endorsed 2021 - 2010

**TDIC Insurance Solutions**

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Blair Tomlinson

Sales Manager

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[blair.tomlinson@cda.org](mailto:blair.tomlinson@cda.org)



Platinum 2021 - 2020

**Roam Commercial Realty**

[www.roamcommercialrealty.com](http://www.roamcommercialrealty.com)

Foad Ahmadi

650.483.0993

[foad@roamcommercialrealty.com](mailto:foad@roamcommercialrealty.com)



Platinum 2021-2016

**Dental & Medical Counsel, PC**

[www.dmccounsel.com](http://www.dmccounsel.com)

Ali Oromchian, Esq.

925.999.8200

[ao@dmccounsel.com](mailto:ao@dmccounsel.com)



Platinum 2016-17, 2021

**Swiss Monkey**

[www.swissmonkey.io](http://www.swissmonkey.io)

Christine Sison

CEO

916.500.4125

[christine@swissmonkey.io](mailto:christine@swissmonkey.io)

SMCDS BUSINESS MEMBERS acknowledged on this *Wall of Fame* contribute in meaningful ways\* throughout each year of their membership to our society's fiscal health, industry intelligence, and community presence. \*Event sponsorships, educational seminars / workshops, table clinics with timely dental industry / small business information, special product offers / pricing discounts, products and services relevant to your professional success and the oral health of our community. BUSINESS MEMBERSHIPS are an important source of non-dues revenue that has helped SMCDS to increase and improve member programs without raising SMCDS dues for more than a decade. We count on Business Members to engage professionally with members - as consultants focused on identifying and fulfilling your needs. In exchange, we encourage you to consider SMCDS BUSINESS MEMBERS as **preferred providers** when in the market for products and services.

Membership Levels: Premier \$5,500 Platinum \$4,000 Gold \$2,900 Silver \$2,100



# Dental Practice Operations. Re-Imagined.

## *How COVID-19 May Change the Front Desk Role and the Use of Remote, Specialized Teams*

- Christine Sison, BA, MS. CEO, Swiss Monkey

As the dental industry re-emerges from COVID-19 and with social distancing measures in effect, dental practices are looking for ways to become more efficient. The concept of using remote or virtual teams for traditionally in-office tasks is not only appealing, but in some cases may become a necessity.

### *Why now?*

The cost of dentistry just got more expensive. To deliver the same procedure is now going to cost practice owners more as new PPE and safety precautions become the new norm. In addition, some offices are likely to see fewer patients due to new protocols between appointments. While sharing the cost between the practice, patients and insurance carriers is ideal, the reality is uncertain. Many practices have contractual obligations with insurance that “disallow” additional fees to patients and there is no assurance reimbursement will increase. Further, many practices may fear the patient response to passing on these costs.

The current climate is forcing practices to re-imagine how everyday dental tasks are done and what cost containment measures they can take. For example, how does a practice continue to do accounts receivable and billing when shelter-in-place is in effect? How does the simple activity of delivering treatment plans in a small consult room change in a social distancing climate? New practice and business models will need to emerge to adapt to the changing times.

### *What are the benefits of remote and specialized teams?*

The use of remote, specialized teams or virtual front desk services have multiple benefits.

- It can reduce the number of people physically needed in the office. This is ideal as offices need to comply with social distancing guidelines now – and possibly in the future.
- When you outsource certain tasks, an in-office team can focus on revenue generating work like effective treatment planning and scheduling to goal. What work can be done better if you give your team more time?
- There is a tremendous benefit to the patient experience. Team members can now provide undivided attention to a patient vs. trying to do things that do not need to happen in the office. This becomes especially important during a time where patients want to feel that additional sense of safety and attention from their dental provider.

- From a business perspective, outsourcing reduces the cost of payroll taxes and benefits normally associated with an employee.
- Finally, some offices simply do not have the time, talent, or expertise available in-house to do the work. Finding resources beyond their current team is necessary.

### *What areas or tasks can be outsourced to a specialized team?*

Now more than ever, practice owners should take a step back and look at ways they can re-engineer their current operations. Below are some examples of work that can be handled effectively outside of the office:

- Strategy development and practice management
- Accounts receivable and billing
- Hygiene recare services
- Confirmation calls and schedule auditing
- Insurance verification
- Marketing
- Staffing and HR services
- Collection services
- Legal and CPA services

Many practice owners already do some combination of the above. Not all work should be handled outside of the office, but a lot can be done remotely if it is integrated and managed properly. In addition, remote services can be used as either permanent or interim complements to an office. At Swiss Monkey for example, offices that lose a front desk person or have someone on medical leave, may want to outsource specific tasks until they find someone or until that person comes back.

*Want to learn more about how specialized, remote teams work or virtual front desk services?* Contact Swiss Monkey at 916-500-4125 or [christine@swissmonkey.io](mailto:christine@swissmonkey.io).



Christine Sison is the CEO of Swiss Monkey, a staffing and virtual front office services company and has managed a dental practice for over 10 years. She has her Bachelors in Neurobiology from UC Berkeley and a Masters in Health Policy and Management from the Harvard School of Public Health. Prior to her work in dentistry, she conducted brain tumor research at UCSF, assisted in the integration of IT into clinics and hospitals, and later led the development of community-wide systems, including telemedicine efforts.

# COVID-19 Vaccinations and Team Requirements

*by Ali Oromchian  
Dental & Medical Counsel  
HR for Health*



As the COVID-19 vaccine becomes more widely available, you must consider how you will roll out the vaccination to your team, as they are bound to have questions about what you will and will not require—so you need to understand your rights and obligations as an employer.

Below we answer some of the most common questions that dental practice owners may have regarding COVID-19 vaccination.

## **Can I require that my team get the COVID-19 vaccination?**

Dental practice owners can require that their team get the COVID-19 vaccination. However, there are several caveats that you should consider if you want to mandate the vaccination.

For example, you need to have protocols to deal with potential side effects and risk factors related to getting the vaccine. Keep in mind that if your team member experiences side effects from the vaccination, they will likely still qualify for federal or state benefits if they cannot work for a period of time. Additionally, it is recommended that you stagger the vaccine distribution within your team in case your team members experience adverse effects at the same time.

## **When would employees be exempt from required vaccinations?**

Certain exemptions may apply to employees so they can avoid having to get the vaccination, even if you impose a mandate.

**Medical concerns:** Certain health risk factors may make it unsafe for your team members to receive a vaccination, such as allergies, a compromised immune system, or pregnancy. If they have a qualifying disability under the

Americans with Disability Act (ADA) or state discrimination statutes, then they may not be able to safely get the vaccination, which would qualify them for an exemption.

**Sincerely held religious beliefs:** Some of your team members may have religious beliefs that prevent them from getting the COVID-19 vaccination.

If a team member requests to be excluded from the vaccination requirement, then you must engage in the interactive process with the team member to determine if you can make a reasonable accommodation for their exemption request.

## **If my team gets vaccinated, can I forego COVID-19 protection protocols?**

No. Even if every team member is vaccinated, you must still take precautions to protect team and patients from the coronavirus. OSHA requirements and state laws implementing safety requirements in the workplace will remain in effect.

## **Do I need to pay team members for the time and cost to get the COVID-19 vaccination?**

If you have a voluntary vaccination policy, then you do not need to pay them for the expense of the vaccination or the time away from work. However, you may want to consider picking up some of these costs to encourage them to get vaccinated.

## **What kind of legal exposure will I have if a team member refuses to get vaccinated?**

Currently, there is no full legal analysis available on potential liability if a team member refuses to get vaccinated and COVID-19 spreads to others. There could be liability in some circumstances, which stresses the importance of educating and encouraging your team to get vaccinated. Even a waiver of liability from patients or other team members may not be entirely sufficient for warding off liability.

# Compliance with COVID-19 related Cal/OSHA, and other regulations: CDA resources can help

*Reprinted with permission from California Dental Association*



Dentists have contacted **CDA Practice Support** with questions about a letter they received from the California Department of Industrial Relations that provides “a list of critical requirements related to COVID-19” that may apply to the business owner and workplace. Those requirements span Cal/OSHA, the Labor Commissioner's Office and the Division of Workers' Compensation.

The letter states that the DIR “will take action if an employer is found to be in violation of the law.”

CDA's Clinical Care Workgroup, which was formed in April 2020 to assist dentists in getting back to practice safely during the pandemic, published several resources over the last year that can help dentists comply with the requirements outlined in the DIR letter, including the **Cal/OSHA COVID-10 Emergency Temporary Standards**. Three key CDA resources to assist with Cal/OSHA and public health compliance are:

## **COVID Addendum to IIPP 2020:**

- In lieu of developing a new written prevention program for COVID-19, dentists can use this customizable COVID-19 prevention plan as an addendum to the practice's current injury and illness prevention plan. The addendum is intended to comply with the Cal/OSHA COVID-19 prevention regulations. The addendum covers risk assessment of work areas and tasks; identification and evaluation of exposures to COVID-19 health hazards; accommodation for employees with conditions that put them at increased risk of severe COVID-19 illness; infection-prevention training for employees; and other required elements.

## **Reporting Symptoms, Exposure or Positive Test for COVID-19:**

- Dentists can use this form to track employees' symptoms of, exposure to or positive test for COVID-19, as required by the Cal/OSHA COVID-19 prevention regulations. Specifically, employers must provide COVID-19 testing to workers who are exposed to the coronavirus at the workplace and to notify their local public health department when outbreaks or multiple COVID-19 infections occur at the worksite. The form includes all the required reporting tracking and reporting elements and instructions for completing them.

## **Required Notice of Potential Exposure to COVID-19:**

- This resource explains what employers must do to comply with the requirement to provide, within one business day, written notice to employees of potential exposure to COVID-19. The notice must include specific information, including employee leave options and the business's antiretaliation and antidiscrimination protections for employees. A downloadable “notice of exposure” template is included.

The DIR letter also reminds California employers that workers who have COVID-19 symptoms are eligible for paid sick leave and may use paid sick leave for themselves or a family member's diagnosis, care or treatment of a health condition or for preventive care. Employers must display a notice of paid sick leave in a place where it can be read easily in the workplace.

Also, through March 31, employers can voluntarily provide emergency paid sick leave or emergency paid FMLA leave under the Families First Coronavirus Response Act. Dentists can reference the CDA Practice Support resources *The Employer Guide to FFCRA* and *FFCRA documentation checklist*.

Finally, to help members comply with Senate Bill 1159 signed last September by Gov. Gavin Newsom, CDA published “California employers have COVID-19 reporting obligations to determine workers compensation presumption.” The article defines “disputable presumption of COVID-19 injury” and outlines the employer reporting requirements. Reporting assistance is available for The Dentists Insurance Company policyholders.

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## PROFESSIONAL LIABILITY

# Dentistry isn't like anything else.

### **Better protection is built just for dentists.**

The Dentists Insurance Company was founded by dentists, to protect only dentists, and is led by your peers.

In fact, TDIC's **Professional Liability** coverage follows the scope of practice, which means you're protected for the administration of the COVID-19 vaccine.\*

See more ways you benefit from exceptional protection at every stage of practice:




- One-on-one guidance by Risk Management analysts
- In-house claims team and razor-sharp legal team
- Higher limits for specialties with higher exposures

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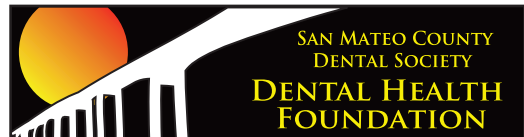
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 – Register & Pay Online – [www.smcds.com](http://www.smcds.com) on Events Calendar


**Th 4/1** Sara A. Andrews, DDS, MS **Orthodontic Management of Impacted Teeth**  
 6:30-8:30pm  
 LIVE Webinar  
 2 Core CE



**SMCDS Study Club**

**Course Description**  
 Learn how to identify signs for ectopic eruptions, what orthodontics can do to prevent, and to manage tooth impactions.

**Sa 4/10** Michael Wong, CLTC, DDS **Practical Planning for Long Term Care**  
 10-11am  
 LIVE Webinar




**Professional Success**

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**Course Description/Learning Objectives**  
 The need for long term care will affect 7 out of 10 Americans, but only 1 of those families will actually pre-plan for it. We hope to show you how to be that family. In this webinar we will provide practical information on planning for long term care by discussing:

1. Exactly, what is long term care and where people use it.
2. The financial impact on finances and the physical/emotional toll long term care takes on partners and children.
3. How to mitigate the financial risk using long term care insurance options.
4. We break down the insurance options to understand what works best for your family and income. Please bring your long term care questions.

**Th 4/15** Alan W. Budenz, DDS, MS **It's New, but is it Any Better? An Update on Local Anesthesia**  
 6:30-8:30pm  
 LIVE Webinar  
 2 Core CE




**GM Meeting**

This lecture is designed for anyone who wishes to expand their understanding of the newest pharmacologic agents and delivery techniques of local anesthesia. A wide range of techniques and alternative anesthesia modalities will be presented, including compounded topical formulations, buffering of local anesthetics, computer-controlled delivery systems, and more! This course combines the latest innovations in local anesthesia with the best newer techniques for delivery.

**Learning Outcomes**


- ◆The common causes of local anesthesia failures and how to better overcome these failures
- ◆How to achieve more effective and predictable anesthesia for any dental treatment procedure
- ◆The science behind new anesthetics and techniques that are now available in the dental marketplace or that are currently being researched
- ◆How to apply the latest anesthetic agent technology to your daily practice, and describe new trends in achieving profound patient comfort
- ◆Learn which materials should be used to properly restore dentitions plagued with the effects of erosion, abrasion, GERD and bulimia

**Th 4/22** **Meet our Business Members**  
 6:30-7:30pm  
 LIVE Webinar




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Ali Oromchian  
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**Event Description**  
 Join us for an informative and fun evening with our business members.  
**This event is free and exclusive to SMCDS members only.**  
 Hear from our experts on real estate, practice purchases and start ups, practice sales, practice financing and much more!  
 The event includes:

- ◆ Business Member Services Presentations
- ◆ Breakout Groups for small group discussion with expert Q&A.
- ◆ Drawing with Prizes!