

MOUTHPIECE

smcds.com



In This Issue:

- Message From Our New President
- COVID-19 Exposure Flowchart
- Creating Culture in Today's Dental Office
- Recommended Employee Handbook Updates
and much more.....



San Mateo County
DENTAL SOCIETY

2022 Member Events Calendar

See upcoming events at www.smcds.com for details and registration.

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

F E B R U A R Y						
DATE	DAY	TYPE	TOPIC	SPEAKER/CONTACT	LOCATION	TIME
1	Tu	SCCE	Bay Area Aesthetic Masters - Ken Hovden, DDS	Details & to register: baaestheticmasters.com	SMCDS	6:30-8:30 P
8	Tu	G	SMCDS Leadership Meeting	President: Purvi K. Zavery, DDS, MS	N/A, Virtual	6:30-8 P
24	Th	CE1	CDT Updates – What's New and Not So New	Lisa Greer, Dental Benefits Analyst	Webinar	7-8 P
M A R C H						
1	Tu	SCCE	Bay Area Aesthetic Masters - Ken Hovden, DDS	Details & to register: baaestheticmasters.com	SMCDS	6:30-8:30 P
8	Tu	G	SMCDS Leadership Meeting	President: Purvi K. Zavery, DDS, MS	TBA	6:30-8 P
10	Th	SCCE	SMCDS Study Club Topic: Digital Dentistry	Jerome Peck, DLXT	SMCDS	7-9 P
25	F	RCE	Infection Control ■ CA Dental Practice Act ■ Cal-OSHA	Marcella K. Oster, RDA	Webinar	8:15-2:45 P
A P R I L						
1	F	H	SMCDS Office Closed	SMCDS Office Closed		
5	Tu	SCCE	Bay Area Aesthetic Masters - Ken Hovden, DDS	Details & to register: baaestheticmasters.com	SMCDS	6:30-8:30 P
9	Sa	PS	Transition to Practice Ownership	Calvin Williams, Forrest Wiederman, Ali Oromchian, & Foad Ahmadi	SMCDS	9-12P
12	Tu	G	SMCDS Executive Board Meeting	President: Purvi K. Zavery, DDS, MS	TBA	6:30-8 P
29	F	HWS	Digital Solutions with Custom Abutments & Narrow Diameter	Peter Karsant, DDS	SMCDS	8-4 P

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





San Mateo County DENTAL SOCIETY

2022 Executive Board

President: Purvi K. Zavery, DDS, MS

President Elect: Pinal M. Viraparia, DDS

Treasurer, Secretary: Oanh T. Le, DDS

Immediate Past President: Brad Hart, DDS

Executive Board Member: Sara A. Andrews, DDS, MS

Executive Director & Editor: Nakia Brandt

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President's Message

Purvi Zavery, DDS, MS

This is my first president's message and what an honor it is to be your 2022 SMCDs President! My name is Purvi Zavery and I want to give you a little background on who I am and the road I took to become the leader of our component. An undisclosed number of years ago I attended the International Dental Program at The Arthur A. Dugoni School of Dentistry and went on to complete my Masters of Science in pediatric dentistry at University of California, San Francisco. I am now a pediatric dentist with my own private practice in San Carlos. I am a mother to two beautiful girls and wife to my husband, Amit. I love dentistry and the opportunities it presents to establish relationships with the people in our community. This extends to the people within our close knit community of dentists and our supporting staff. Since 2016 I have served on the SMCDs board and knew that one day I wanted to be your fearless leader.

Now in 2022 we have all been through quite a journey! Over the past couple of years I found myself wondering who to trust. Everybody had an opinion, but we at the dental society took it upon ourselves to be an organization that values evidence-based research. We deciphered the rapidly changing information from multiple governing bodies and disseminated the most current recommendations to our members and even non-members to better the dental community and the thousands of patients we serve. I depended on our community of like-minded dentists to navigate the endless number of decisions that had to be made and it was not easy, but with a little help from our friends we prevailed. And even though it's not over and new variants are constantly on the rise, we can do this! Nakia, Jim, and Mike have worked tirelessly to get us all up to speed to stay current with recommendations from CDC, CDPH and SMCH. I'm so grateful for all their hard work.

2022 promises to be very exciting. Our dental society moved into its new home in San Carlos on January 7 and we can't wait to host an open house sometime soon. We were

hoping to organize a ribbon cutting and party in January or February, but looking at the current Omicron rates we have decided to postpone until the coast is clear. Stay tuned for an update.

We are also pleased to inform that we are working with Canada College to offer a 6-week hybrid DA program. We all have been impacted with the lack of available members' clinical and non-clinical staff and this will relieve some pressure. The hope is that this program will encourage people curious about dentistry to give it a try and learn the basics in assisting. Your job will be to hire these eager assistants and inspire them to stay within the profession we love. The Front Office High School Summer Internship Program has been going well. The offices that have participated in this program have benefited from having these interns and some of them have graduated high school and continued to work in these practices! We hope the current staffing shortage is temporary so it reduces the stress so that you can be productive and impactful for years to come.

Zoom webinars have become the norm, but nothing replaces in person events. We had our first in person general membership November 2021 and it was a success. We are looking forward to seeing everyone in person this year as we're optimistic that all of the general membership meetings can be held in person in 2022. We have a great lineup of speakers that are going to present on a variety of topics and we will have some online events as well.

Lastly, I want to thank all of the individuals on the leadership council who volunteer their time. I am excited to be part of what will be a fun year, and I will continue to keep the Society's best interests at heart with any of the challenges we'll face.

Be safe, be well, and be kind. Cheers to a healthy, happy, and successful 2022.



Past President's Message

Brad Hart, DDS

And just like that, it is over. I have been told that your age is the speed in miles per hour your life is traveling. By the time you're reading this, I have become the Immediate Past President. I have been told by past presidents, it is the best position on the Executive Board. I can't wait to find out.

I am guessing every past president established goals they wanted to achieve during their Presidency. For my era of COVID presidency, I had three goals to achieve. First, I wanted our dental society to get vaccination access for members. With the hard work by our Executive Director Nakia, the dental profession was added to the eligible healthcare groups for COVID vaccines at the San Mateo Event Center vaccination site by the second week of January. By now I think most of us have received our second doses along with the booster. My second goal was to keep the dental society's annual budget from going into the red financially. There were early projections last year indicating possible 10-20% declines in statewide membership and our dental society's budget relies heavily on our membership revenue. We still had salaries, rent and expenses to pay along with possible rising costs of remodeling our new dental society headquarters. With some arm twisting and searching for alternative sources of revenue, Nakia, Jim and Mike were able to maintain the membership numbers and supplement it with commercial sponsorship and grants. The third goal, was to ensure the purchase and remodel of our new dental society office was completed within the allocated budget. Even with the materials shortage and cost increases, we were able to complete the project within a couple of weeks of our projected finish date and within the budget. These were goals necessary to keep our dental society in a healthy financial state.

I thought in my last President's message, I would share a few tips members have shared with me during my career. Dr. Julius Guccione taught me during my early impressionable years how to ladder bonds. I realize that municipal bonds currently do not have a very high return rate but they can be considered slightly better because the interest income generated from the municipal bonds is tax free. They are not a get rich quick scheme but also not a go broke scheme. Dr. Roger Tennyson taught me that your body has only so much dentistry in it. You can work extremely hard when you're

young but you will likely breakdown at an earlier age. He suggested not working so hard chasing money and to enjoy the journey more. My father, who was a medical Internist, taught me that I should expect my great memory will leave me in my sixties. He noticed it around 65 years old and as I near that age, I am noticing the same. I can't remember who taught me the last tip however, you need to have something else to be passionate about other than dentistry. Someday you will need to walk away from dentistry and require something else to be excited about.

What else am I passionate about? First and foremost is skiing. Being a dentist has allowed me to ski most of the western US and Canadian ski resorts. Our previous, dental society winter seminars traveled to various ski resorts. Since it was discontinued, I have been trying to fill in the gaps and visiting lesser known ski areas. When the pandemic fades away, my next contribution to our society will be to run another winter seminar. I'll send more details about that in the future. Second, I am trying to visit as many National Parks as I can. I think I am up to 48 parks out of 63. The list seems to grow annually. I tend to gravitate to open spaces and visiting parks to get a deeper understanding of their significance excites me. That comes from my undergraduate degree in Geology. The more challenging parks to visit are in Alaska. They require more money to hike and a bit of youth, so I better start planning. If any one of you have an interest in visiting any particular national park, I keep paper files on the parks I have visited. I will be happy to share my personal experiences. I have also visited several of the monuments, historical sites, seashores, lakeshores and memorials that make up our National Park System. Lastly, I have my family's original owner 1969 fiberglass ski boat and my dad's original owner 1957 Ford Thunderbird to keep my hands and mind active.

In closing, I want to thank our Executive Board and Leadership Council for their time, countless ideas, and support to our dental society. I cannot thank enough our staff, Jim and Mike for their help in keeping our society running smoothly. Lastly, I want to thank Nakia for her guidance and support. That made my time as President so enjoyable. We are really lucky to have such a great Executive Director to lead our dental society. Thanks for reading and wishing all a Happy, Healthy New Year!

2021 COVID President,
Brad



Trustee's Message

Benson Wong , DDS

Your CDA leadership has been very busy this past quarter. The Board of Trustees met several times and then we had the House of Delegates in November. The big topics were budget and change in CDA governance structure which I will go over below.

CDA had to pivot in March, 2020 when everything shut down. The Board of Trustees had to make some difficult decisions to cut spending when the Anaheim and San Francisco CDA Presents meetings were canceled in 2020. The income from CDA Presents is a large source of income for CDA that directly helps keep membership dues stable. In fact, CDA dues have been stable at \$605 since 2014 with that year being the only dues increase in the last 20 years. That is from very good budgeting but also from sources of non-dues revenue. What is non-dues revenue? It is income that CDA receives that is not directly from the membership dues we pay. When we look at the total annual expenses for CDA and divide it by the number of dues paying members, the actual amount for a CDA membership would be \$1,532 but in reality we pay only \$605. The "discount" off the full dues is coming from non-dues revenue. I'm bringing this up because the Presents meetings offset \$387 of our dues and without that income from the Presents meetings, we are at a budget shortfall. The Board of Trustees just approved \$2.5

million from our reserves or savings to balance the budget for 2022. It is not prudent to keep spending from our savings so there may need to be some changes in 2023. No one knows what those changes will be yet so we will have to see what CDA will decide to do.

Which brings us to our next topic of a change in CDA governance structure. I mentioned in my previous message in July that the House of Delegates would be voting in November on whether to make a change to the Board structure of CDA. This past November, the CDA House of Delegates narrowly voted in favor of the new Board structure in a contentious meeting with a lot of debate. The current Board of Trustees is made up of 50 members. The new structure will have a Board of Directors of 17 members and a Board of Component Representatives made up of 32 members. Board of Directors will be making fiduciary decisions for CDA while the Board of Component Representatives will be working more closely with the local components and address membership needs. The last Board of Trustees meeting was held on Friday, January 28, 2022. During this meeting we found out that I was elected to be on the new Board of Directors. This will be my last message as Trustee and I look forward to continuing in my new role and representing California dentists well.

Brittlan Ave.

Industrial Way

Whipple Ave.

Veterans Blvd.

Convention Way

525 Veterans

939 Laurel

Laurel St.

Move It!

North

We've Moved!

 **San Mateo County**
DENTAL SOCIETY

as of January 2022

939 Laurel St., Unit C, San Carlos
6 min north of our current office



San Mateo County
DENTAL SOCIETY

This year started with a move to our new location...
Stop by and see **YOUR** new office!



Retirements

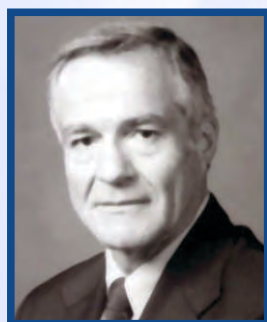


Kurtis R. Finley, DDS & Kathryn A. Jurosky, DDS – Palo Alto Endodontists and SMCDs members of 20+ years have retired.

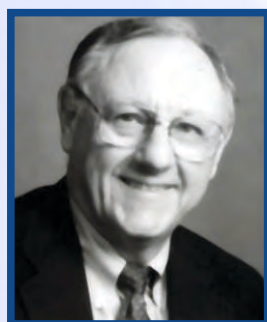


Philip G. Winters, DDS – San Mateo General Dentist and SMCDs member of 38 years has retired and sold his practice to SMCDs new member dentist **Miguel DeLeon**.

In Memoriam *We are saddened by the loss of ...*



Robert C. Frates, DDS – Belmont General Dentist and SMCDs member of 66 years - passed away. Dr. Frates graduated UCSF in 1954 and practiced in Belmont before retiring in 1990. He received the SMCDs Board of Directors Award in 1971 and SMCDs Distinguished Service Award in 1980.



Ronald Marena, DDS – San Carlos Orthodontist and former SMCDs member - passed away October 16. Dr. Marena graduated UCSF School of Dentistry 1960. Upon graduating dental school, he entered private practice while also staying on the faculty of the Dental School through 1963. He completed an Orthodontic Residency in 1965 at the University of Oregon School of Dentistry. He practiced Orthodontics for 38 years, until retiring in 2003. During this time, he frequently donated his services to the Shriners' Hospital for Children.



Morris Wong, DDS – received his dental degree from the University of the Pacific in 1967. Dr. Wong practiced general dentistry for over 40 years in South San Francisco and was a proud member of the San Mateo Dental Society his whole career. A lifelong teacher, he was a pre-clinical and clinical instructor at UOP for over 4 decades, training hundreds of students. Services will be held February 25. Please contact his son, Jonathan, at drwong@integratedperiodontics.com or 415-640-1107 for more information.

New Members

Welcome!

Join us in celebrating 14 new members contributing over the course of the second half of 2021, through the first quarter

Mario B. Antonioni, DDS
Univ. of MI - 2019 - GP

Bernice A. Bamgbade, DDS
Univ. of TX - 2020 - GP

Miguel A. DeLeon, DMD
LECOM - 2020 - GP

Shalaka S. Desai, DDS
UOP - 2021 - GP

Adam P. Fagin, DMD, MD
Harvard - 2014 - GP

Jessica L. Huang, DDS
USC - 2021 - GP

Nelishah Jiwani, DMD
Boston Univ. - 2012 - GP

Anna M. Ratiner, DMD, MMSc
Harvard - 2003 - GP, Harvard - 2006 - Endo

Christina M. Roberts, DDS
UCSF - 2020 - GP

Ma Kriselda N. Sayoc, DMD
Univ. of the East - 2005 - GP

Susan K. Snyder, DMD, MD
Boston - 2011 - GP, Univ. of KY - 2017 - O&MS

Mason Y. Tian, DDS
NYU - 2021 - GP

Howard C. Tsoi, DMD
Midwestern Univ. - 2020 - GP

Derrell L. Washington, DDS
UCSF - 2019 - GP

Thank You!

to 16 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.
Dental & Medical Counsel
Yaeger Dental Supply
Roam Commercial Realty
California Life and Disability
Bank of America Practice Solutions
Rectangle Health

Swiss Monkey
Bay Area Aesthetic Masters
California Dental Association
Dental Power Placement Service
Komet USA
Michael Lam, MD
Northern California Practice Sales
Ultradent Products, Inc.



Please join the SMCDs Leadership in welcoming our newest members. Your support is essential in helping them be a member of the SMCDs family. Take a moment to introduce yourself when you see them at an upcoming General Membership meeting (they wear yellow daisy name tags). Their first GM Meeting is FREE, complete with dinner, CE, and a free drink. Our personal new member interview gives you a sneak-peek into who they are...



Mario B. Antonioni, DDS
General Practice
Pacific Coast Dental
1279 Linda Mar Shopping Ctr.
Pacifica, CA 94044
Univ. of MI - DDS - 2019

What brought you to San Mateo County? I moved to San Mateo County to live by the ocean in Pacifica. I'm originally from Madison, WI, but after doing an AEGD program at UCLA I realized I never wanted to leave California.

What is your favorite part of working in dentistry? I love being able to help those who are fearful and anxious about their dental work to overcome their fears and get through dental procedures.

What do you like to do in your spare time? In my free time I like doing a variety of outdoor activities, including hiking, camping, biking, SCUBA diving. I also enjoy traveling and learning about other cultures. Most of all, I like spending time with my partner and dog June Bug. Unfortunately June Bug isn't interested in SCUBA diving with us.



Nelishah Jiwani, DMD
General Practice
Gorrell Smiles
809 Cuesta Dr., Ste. 205
Mountain View, CA 94040
Boston Univ. - DMD - 2012

What brought you to San Mateo County? Moved here from Canada about 4 years ago when my husband got a job in tech. Love the weather and all the places to visit.

What is your favorite part of working in dentistry? My goal is to help everyone walk away being able to smile confidently. It made a huge difference to my own self-esteem and I want to give people that confidence in themselves.

What do you like to do in your spare time? Hiking, travel, rock climbing, trying new restaurants.



Anna M. Ratiner, DMD, MMSc
Endodontics
San Carlos Endodontics
1028 Laurel St.
San Carlos, CA 94070
Harvard - DMD - 2003
Harvard - MMSc - 2006

What brought you to San Mateo County? I have lived in the Bay Area since I was a teenager, and after I graduated from dental school, I came back, and settled with my family in San Mateo county. Recently, we have moved to our new home in San Carlos and we are very happy to stay in such a beautiful part of the Bay Area!

What is your favorite part of working in dentistry? I believe as an endodontist, I am fortunate enough to experience the most rewarding part of dentistry —and that is reliving people from pain and problems associate with teeth. It is incredible to see how much this can affect people's health. And after being able to provide treatment for them, it makes me happy to see patients smile when the pain and the dental problems are gone, and they are able to continue again enjoying their lives instead of thinking about teeth and pain and other problems.

What do you like to do in your spare time? One of my favorite activities that I actually do with my kids is training in martial arts. Both of my sons and I have been at the San Mateo TWKFA for many years, and we love the ability to share our training and fun together at that school. As a family we also enjoy skiing and swimming, which we do almost regularly. And when my kids and I have some free time, I absolutely love making silly stop-motion movies with them.

Member Specialist Spotlight



Oral and Maxillofacial Surgeons

SMCDS has 15 member oral and maxillofacial surgeons spread throughout San Mateo County.

Sal Ahani, DDS, MD

30 N San Mateo Dr
San Mateo, CA 94401-2824
(650) 340-6141

John A. Boghossian, DDS

1650 Laurel St Ste B
San Carlos, CA 94070-5237
(650) 595-0163

Bruce Bohannon, DDS, MD

1750 El Camino Real Ste 403
Burlingame, CA 94010-3217
(650) 692-1530

Alfredo A. Dela Rosa, DDS, MD

Archstone Oral & Facial Surgery
6063 Mission St
Daly City, CA 94014-2007
(415) 963-4121

Richard A. Fagin, DDS

San Mateo Oral & Maxillofacial Surgery
235 N San Mateo Dr Ste 600
San Mateo, CA 94401-2675
(650) 342-0213

Paul Hall, DDS

Hall and Sy Dental
901 Campus Dr Ste 303
Daly City, CA 94015-4930
(650) 992-7874

Martin J. Hoff, DDS, MD

139 Arch St
Redwood City, CA 94062-1339
(650) 365-1028

Sam Khoury, DMD

Peninsula Center for Dental Implants
1655 Southgate Ave Ste 200
Daly City, CA 94015-2302
(650) 991-0999

Linda H. Lee, DMD, MD

Foster City Oral Surgery Specialists
1261 E Hillsdale Blvd Ste 1
Foster City, CA 94404-1236
(650) 525-1033

Linda K. Miyatake, DDS, MD

130 N San Mateo Dr # 1
San Mateo, CA 94401-2761
(650) 347-7014

Raju Reddy, DDS, MD

11 Birch St #110
Redwood City, CA 94062-1481
(650) 839-1200

Richard C. Robert, Jr., DDS

2400 Westborough Blvd Ste 211
South San Francisco, CA 94080-5413
(650) 583-2282

Susan K. Snyder, DMD, MD

3550 Callan Blvd
South San Francisco, CA 94080-5117
(650) 457-7333

David L. Tsang, DDS, MD

Peninsula Center for Dental Implants
1500 Southgate Ave., # 103
Daly City, CA 94015-2205
(650) 991-0999

Brian Y. Yang, DDS, MD

Foster City Oral Surgery Specialists
1261 E Hillsdale Blvd Ste 1
Foster City, CA 94404-1236
(650) 525-1033



Leadership Corner

Nes Martin Morales, DDS

This past November I was lucky enough to serve as a delegate for the first time at the CDA House of Delegates/HOD. As an active SMCDS member, I saw this as an opportunity to become further involved in organized dentistry. When I was initially approached about serving as a delegate, I was unsure what to expect; however I was also very excited for the opportunity to be directly involved with not only our dental society but with the other dental societies that comprise CDA.

My experience at the HOD gave me much insight as I got a behind the scenes look on how policy is created for CDA dentists and how it gets passed. One of the primary resolutions that was discussed and voted on was Resolution 1, where the current CDA board would be restructured into a 17 member board of directors and a 32 member board of component representatives (BCR). During discussion, I listened to debate both in favor and against the resolution from dentists all across the state. It was especially exciting as debate became very passionate from both sides. I was even lucky enough to share my own opinion on the floor as well. After much deliberation and discussion, Resolution 1 was passed (on a close vote too!)

The HOD also discussed and voted on other key resolutions as well, such as the expansion of vaccine administration by dentists (not limited to COVID-19), the integration of medical care with dental care and reduction of barriers between the two fields, as well as whether or not further nutritional counseling resources should be available for CDA dentists.

After my experiences with HOD, I not only learned more about organized dentistry as a whole but I now have a much deeper appreciation of how policy is created and the channels they must pass through. I strongly encourage any member who has not attended the HOD before to become a delegate and see how this impactful meeting takes place.



Member News

SMCDS' first in-person general membership meeting since February 2020 drew an enthusiastic crowd on November 18, 2021. Those in the audience warmly greeted their colleagues, speaker Dr Mark Porco and business members. We were very excited to be back! The energy of the Crowne Plaza Foster City and the chatter of members in the room was extremely invigorating.



SMCDS BUSINESS MEMBER

Wall of Fame




C-Dental X-Ray
www.cdental.com
 Julia Peck
 Operations Manager
 650.207.0478
jaeck@cdental.com

Platinum 2022 - 2015 | Silver 2014






Bank of America
www.bofa.com
 Platinum 2022 - 2020



Forrest Wiederman
 Vice President Dental Financing
 925.278.3343
forrest.wiederman@bofa.com

CJ Williams
 Vice President Healthcare Financing
 206.549.8369
calvin.williams@bofa.com

Yaeger Dental Supply
www.yaegerdental.com
 Tim Yaeger, Jr.
 President
 650.888.1402
Yaegerdental@gmail.com

Platinum 2022 - 2015 | Silver 2015




Roam Commercial Realty
www.roamcommercialrealty.com
 Foad Ahmadi
 650.483.0993
foad@roamcommercialrealty.com

Platinum 2022 - 2020




TDIC Insurance Solutions
www.tdicsolutions.com
 Blair Tomlinson
 Sales Manager
 800.733.0633
blair.tomlinson@cda.org

Endorsed 2022 - 2010




Swiss Monkey
www.swissmonkey.io
 Christine Sison
 CEO
 916.500.4125
christine@swissmonkey.io

Platinum 2016-17, 2021-2022




Dental & Medical Counsel, PC
www.dmcounsel.com
 Ali Oromchian, Esq.
 925.999.8200
ao@dmcounsel.com

Platinum 2022-2016




Supply Doc
www.supplydoc.com
 Amin Amirkhizi
 President
 877.211.7373
Amin.A@supplydoc.com

Platinum 2021-2022




California Life and Disability
califeltc.com
 Michael Wong, CLTC, DDS
 650.502.1511
mike@califeltc.com

Platinum 2022 - 2020



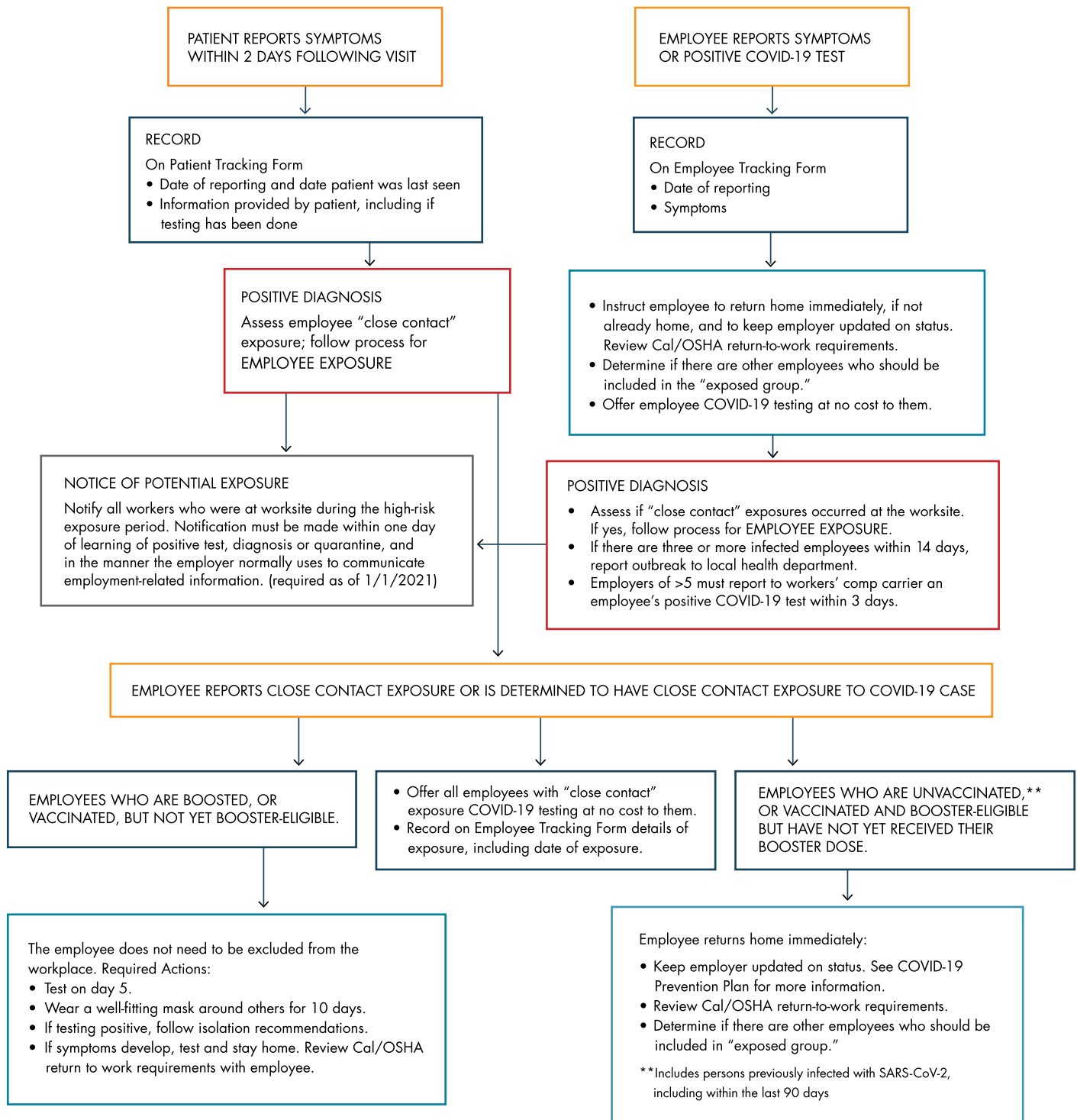

Rectangle Health
 David Fitzgerald
 Sales Representative
 314.677.0891
dfitzgerald@rectanglehealth.com

Platinum 2022 - 2020

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

COVID-19 Exposure Flowchart





Creating Culture In Today's Dental Offices

By Michael Njo, DDS

Hello, my name is Michael Njo and I have been a proud member of the SMCDS since 1989. When asked to write for the Mouthpiece, it brought back many memories from the days when I was editor of the Mouthpiece. When I was injured, I created a consulting company – Dental Strategies which focuses on transitions, management, and legal guidance. It is truly a privilege to write for you this year sharing my experiences.

We as an industry have had a very tumultuous ride. In my care for many practices across the country what I have witnessed is the practices (GP, Endo, Perio, OS, Pedo, and Prosth) that weathered and thrived through the storm had a particular practice culture. I thought it would be appropriate to highlight this practice management touch point - culture. This article will be the 1st in a 4-part series addressing culture.

In all businesses there is a culture. In all societies there is a culture. Culture can be defined as an umbrella term which encompasses the social behavior and norms found in human societies, as well as the knowledge, beliefs, arts, laws, customs, capabilities, and habits of the individuals in these groups. Humans acquire culture through the learning processes of enculturation and socialization, which is shown by the diversity of cultures across societies. Your practice has created a culture whether purposefully or by evolution. Nonetheless, you have a practice culture. So, what is your practice culture? Can your patients describe it? Can you describe it? Can your team describe it? If not, that is a problem. If you can do all four descriptions, do you all (team) agree with the same description? Do you like the description? If not, that is an even bigger problem.

For decades some dental practices have cared and focused on creating such a culture. Remember the exercises to create mission statements, vision statements, benefit statements, value statements, etc. We took these ideas and techniques from the fortune 100 and 500 companies. However, it was not too long ago that some were criticized for viewing dental practices as a business.

It was ridiculous to try to use best practices from large successful companies. However, the trends have been changing and dental office owners are realizing that they must run their practice not only focusing on the quality of the care, but also utilizing the fundamental mechanics of operating a business. A general dental office overhead in the 1960's was about 35%. A well-run practice overhead is almost double that today. What is your overhead? One of the fundamental aspects of any organization's success is their culture. Early I described the Wikipedia's definition of culture. Let us break it down for your practice. If you are still reading and interested in this article you are way ahead of your peers. Why? You care!!!

So let us gather the ingredients to create a culture that you, your team, and your patient's desire. Those ingredients are in part - Leadership, Values, Principals, Character, Integrity, Team, Mindset, Communication, and Attitude. Like with everything in business, it all starts with Leadership. Leadership can look so many ways. To be a great leader, you just need a few things: a vision of where you want to go, consistency in working towards getting there, and an invitation for others to take that journey with you. Where do you want to take your practice? Does everyone around you know? Are you consistent with your team? Do they know the standards that their performance is measured against? Do they know how their contributions contribute to the journey? Let us first start there. Take some time, anything worth its salt takes time, to answer these questions. Be thoughtful, keep editing it until the next article. You deserve this and so does your team, and your patients.



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- IF you run into any problems in the process, call *CDA Membership* at **800.232.7645** or *Mike on the SMCDs phone line* at **650.637.1121**.

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An employee handbook with red glasses resting on it.

EMPLOYEE HANDBOOK

Recommended Employee Handbook Updates for California Employers for 2022

With the start of the new year, all dentists and California employers should be aware of updates to state laws that could impact their practices. Below, we list the important updates that we recommend including in your employee handbook.

Accommodation for Victims of Domestic Violence, Sexual Assault or Stalking

Employers in California have some legal obligation to provide accommodations for employees who request assistance in remaining safe at work due to domestic violence, sexual assault, or stalking. Those required accommodations are limited to actions that don't create undue hardships on the practice or impede an employer's ability to provide healthy and safe working environments for others.

Discrimination, Harassment and, Retaliation Prevention Handbook Statement

- 5+ Employees: The California Fair Employment and Housing Act includes employer requirements for policies on prevention of retaliation, discrimination, and harassment. Recent updates to the CFEHA clarified how those policies must be distributed to teams. This is for employers with five or more employees.
- 1-4 Employees: Employers with one to four employees in California must have policies for the prevention of harassment, retaliation, and discrimination. The CFEHA also governs how those policies are distributed to employees.

Expanded Coverage under the California Family Rights Act (CFRA)

The CFRA now applies to employers with 5+ employees (previously applied to employers with 50+ employees). In addition, the definition of covered "family members" now includes a spouse, parent (including parent-in-law) or child as well as grandparents, grandchildren, siblings, or domestic partners. The New Parent Leave Act is no longer in effect as of the same date.

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Recommended Employee Handbook Updates for California Employers for 2022

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Family Leave Insurance Handbook Statement

This program applies to employees taking qualified leave to care for a family member who is ill or disabled. The California Family Temporary Disability Insurance program provides a monetary benefit to help those with PFL benefits cover some expenses when not working. It does not, however, provide for job protections while the employee is on leave.

Pregnancy and Pregnancy-Related Disabilities Leave and Accommodation Handbook Statement

The California Family Rights Act expanded coverage to include employers with five or more employees each working day over any 20 consecutive weeks in the past two years. Employees can be full- or part-time and may work at the practice site or offsite, including outside the state. Covered employers must adhere to pregnancy disability leave laws, including providing information about PDL and related accommodations in employee handbooks.

Exempt Employees – Review and Update Salary to Ensure Minimum Threshold Is Paid

Employers must review the base salary for all exempt employees to ensure they meet the exemption requirements. To be exempt from overtime pay requirements, the employee must perform specified duties in a particular manner and be paid “a monthly salary equivalent to no less than two times the state minimum wage for full-time employment.” (Lab. Code, § 515, subd. (a).) To qualify for the white-collar exemption as of January 1, 2022:

- 26+ Employees: The equivalent of two times the minimum of \$15 per hour equals \$62,400 per year (\$1,200 per week).
- 1-25 Employees: The equivalent of two times the minimum wage of \$14 per hour equals \$58,240 per year (\$1,120 per week).

Note: The salary basis test is set according to the California state minimum wage, not the applicable minimum wage that may apply in the various local city and counties in California. For more information about the salary basis test for exempt employees, see our previous article [here](#).

Begin Preparing to Meet the March 31, 2022 deadline for California's Payroll Reporting Requirement

Employers must comply with the March 31, 2022 deadline to report certain payroll data to the Department of Fair Employment and Housing (DFEH). SB 973 passed in September 2020 and created a new obligation for California employers to annually submit pay data reports to the DFEH. The DFEH has recently published a frequently asked questions page clarifying some questions about SB 973. Our prior article addressing employer compliance and other aspects of the law can be read [here](#).

Attorney Ali Oromchian is one of the nation's leading legal authorities on topics relevant to dentists. As a respected dental lawyer, he is a frequent speaker on topics such as employment law, practice transitions, negotiations strategies, contracts, and estate planning for healthcare practitioners throughout North America. If you have additional questions or concerns regarding the recent California employment law updates and how they might impact your practice, contact the team at Dental & Medical Counsel, P.C. by calling 925-999-8200 or filling out our [contact form](#).



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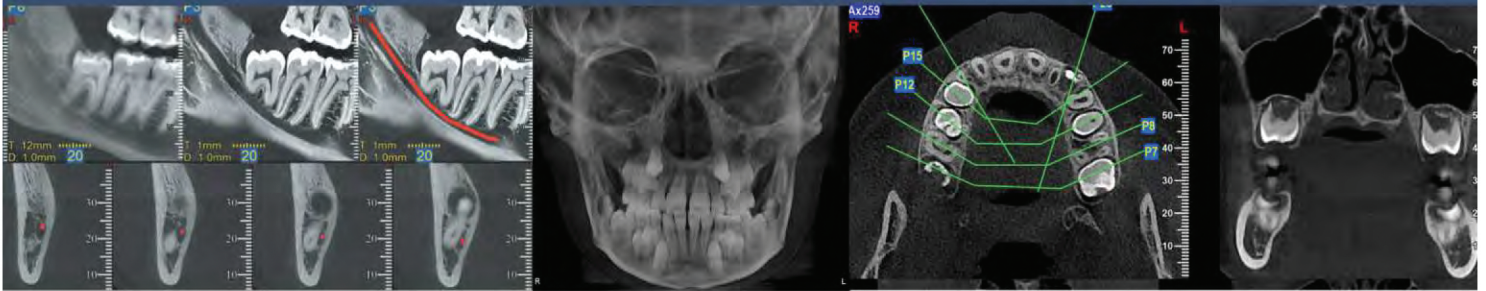


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Th 2/24

Continuing Education

CDT Updates – What's New and Not So New

7-8pm

LIVE Webinar

1 CE (Core)

For staff too!



Lisa Greer,
Dental Benefits Analyst

Course Description

On January 1, 2022 16 new CDT codes took effect, 5 CDT codes were deleted with a significant impact on orthodontic treatment, in addition to several nomenclature revisions. Ms. Greer will cover the new and revised codes and how those may affect your practice. Common coding and billing errors when submitting claims will be addressed.

Course Outcomes

- Learn about the new CDT codes and their applicability in your practice.
- Discuss the COVID-related CDT code additions.
- Learn to correct common billing errors and avoid adverse outcomes.

Sa 4/9

Professional Success

Transition to Practice Ownership

9-12pm

SMCDS Seminar Room at new address
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Calvin Williams
VP, Healthcare



Forrest Wiederman
VP, Dental



Ali Oromchian
JD, LL.M



Foad Ahmadi
Broker

Course Description

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We 5/18

General Membership Meeting

Bioclear to the Rescue: Obtaining the Right Emergence Profile for Black Triangle and Diastema Closure for Anterior Teeth

6-9pm

Crowne Plaza Foster City

Three-course Dinner

3 CE (Core)



Sandy T. Shih, DDS
& Janice Liao, DMD

ALL ATTENDEES are required to wear face masks.

Presentation Topics

1. How to incorporate heated composite
2. How to injection mold to treat black triangles, peg laterals, fractured teeth and diastemas
3. Ultra glossy stain proof anterior restorations

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6-9pm

5/18, 9/15,
10/26, 11/17

Crowne Plaza Foster City

12 CE (Core)

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