



Publication of the Stanislaus Dental Society  
**Winter '22**



*Happy  
Holidays*



from

Stanislaus

Dental

Society

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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.



# Presidential Pondering

Dr. Eric Dixon, SDS President

Dear Stanislaus Dental Society Members,

The objective of the Stanislaus Dental Society is 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. The board of directors of the Stanislaus Dental Society actively seek to uphold these objectives. Some of the issues and priorities that have been discussed and advocated on your behalf in 2022 locally are: continuing education, patient referrals, camaraderie and support from colleagues, CPR renewal certification courses, licensure renewal courses, representation at all levels of government, general membership meetings with continuing education, a Stanislaus Dental Society website of resources including a classified section, member email blasts, social events, access to provider benefits from Stanislaus Foundation for Medical/Dental, practice management direction, guidance for services provided from the ADA and CDA, and addressing workforce shortages and dental office staffing.

As volunteers in organized dentistry, all members can set the future for the Stanislaus Dental Society. There are many opportunities to participate and support the public and our members. We have all had to make changes over the last few years. Change is the way forward.

We currently have 279 members of the Stanislaus Dental Society which is an increase of 3 percent over the previous year. This number represents 85 percent of all dentists within the society boundaries. We encourage each of you along with us to reach out and invite the other 61 non-members to participate. It begins with an invitation. We ask you to seek to have a personal touch with someone that is not a member so they might see the value of advocacy and addressing dentists' collective needs.

It is an honor to serve. We want the best for our organization. We are charged to make the best decisions for our members as we seek to exceed patient expectations amid changing practice modalities, generational and demographic shifts and technological innovation. Our future is better shaped when all are involved. We invite you to become more involved.

Respectfully,  
Eric Dixon



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## 2023 SDS Board of Directors

President—David Walls, DDS

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Treasurer—Filipe Lima, DDS

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Editor—Charles Kim, DDS



Incoming President Dr. David Walls presenting the president's plaque of appreciation to Dr. Eric Dixon for his years of leadership on the board.

## 2023 SDS Committee Chairs

APEX Editor—Charles Kim, DDS

Bylaws/Ethics—Matt Swatman, DDS

Community Health—Gloria Fass, DDS

Continuing Education—Jeff Barton, DDS

Legislative/Media—Elizabeth Demichelis, DDS

Membership-Joseph Kolody, DDS

Program-Alexandra Hebert, DDS

Staff Relations (ad hoc)-Board of Directors



Board members: Drs. Eric Dixon, David Walls, Filipe Lima, Joseph Kolody, and Alexandra Hebert



Drs. Matt Swatman, Eric Dixon, David Walls, Filipe Lima, Alexandra Hebert, Joseph Kolody, Gloria Fass, Jeff Barton, ED Robin Brown



# *The Dangerous Era of Do-It-Yourself or DIY Dentistry*

by Charles C. Kim DDS, SDS Editor



In the era of social media, the new hot topic is 'Reels' – a short 10- 90 second video that literally anyone can post on their social media account. I know many of my friends and colleagues in dentistry and medicine use these to connect with more people. Such technology brings numerous benefits to all of us, yet the whole reason I am writing this article is to warn of its dangers, especially to one's medical and dental health.

Multiple problems of great magnitude in the health care sector are rising globally due to social media and the reels. False health information is being spread quickly throughout the globe. Many of these involve Do It Yourself or DIY medical and dental practices that could lead to irreparable damage to ones health.

Many of the topics covered initially involved the 'how to extract a baby tooth at home' type of videos. They then branched out to teeth whitening at home with various acids that could leave permanent damage to enamel surfaces. The scope of DIY medical and dental practices at home are spreading further by the minute. Esthetic DIY methods include reshaping anterior tooth structure with cosmetic instruments to be used on fingernails as well as attaching DIY veneers purchased from online stores.

One of the popular DIY orthodontic methods gaining popularity on pre-teens and teenagers include usage of an orthodontic rubber band to close diastema gaps between upper central incisors. Kids are following videos or reels to place a rubber band around the central incisors. Some companies took these further and are actively marketing such products as 'Teeth Gap Bands'. All of us know that many of these spaces either self-resolve a little bit over time or ideally, would need to be corrected by professional orthodontic treatments. Unfortunately, some of these rubber bands are lost or forgotten along the way. They can end up making their way into gingival pockets causing massive periodontal attachment loss. I have seen case reports in dental journals involving complete removal of maxilla central incisors from such practices on kids less than 12 years of age.

In the era where kids follow videos to cook chicken breast covered with NyQuil, we need to be more vigilant of these dangerous and harmful DIY medical and dental procedures. Who would have thought complete mobility of maxillary central incisor leading to a tooth could have been caused by a DIY orthodontic rubber band lost in action. It is ever so critical to keep being passionate about what we do and trying to educate the public, especially children, to stay healthy and let us professionals help guide them properly.

## **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.

# Modesto Junior College Dental Assisting Program: Clinical Education Partnership

by Joy Brack, RDA



Modesto Junior College is excited to update the dental community about our dental assisting program that will be starting in January 2023! We are actively interviewing for our inaugural class and are seeking your help for our externship placements.

The clinical externship of any dental assisting training program is an integral aspect of the assistant's professional development. The externship provides the student with the opportunity to observe and perform work functions in selected dental health care facilities and general and specialty practices, thereby developing a thorough experience while still in an educational program. During the four externship rotations, students will perform many of the duties of a dental assistant and, in a more supervised structure, the duties of a Registered Dental Assistant (subject to California Dental Board Regulations). Students will work under the supervision and evaluation of qualified professionals and the general supervision and evaluation of the school staff. The externship promotes career development, interests, and potential employment, along with providing practical experience that complements classroom studies.

Our uniquely developed dental assisting program is looking for professional dental offices/facilities that will partner with us in a combination of quality education and positive clinical experiences. Each student will complete a total of four 10-week externships that are a minimum of two days a week per student (11-16 hours per week). These clinical rotations at general and specialty practices will take place throughout the 12-month program with specified duties to be performed during each rotation based on educational milestones met. This will give our students a solid foundation in dentistry and will encourage them in the career path for which they would like to pursue employment. Our students will be fully vaccinated with Hep B and COVID injections, educated and certified in Infection Control, Dental Practice Act, and BLS (Basic Life Support) by the eighth week of the program so they will be prepared to be safely placed in their first rotation by the ninth week of the first semester. We want to ensure a mutually safe environment for our students and clinical externship sites.

If your office/facility is interested in being a part of our student's clinical experiences, please contact Robin at the SDS office to express your interest. We will be setting up an informational meeting with a representative from each interested office/facility to review the program in more detail before commitments are finalized. (If you feel your office may want more than one extern, please share that information with Robin.) In the meantime, if you have any specific questions about the program, please reach out to Elizabeth Demichelis DDS, Dental Director or Joy Brack, RDA, Lead Instructor.

Joy Brack, RDA Lead Instructor  
joyrwegner@hotmail.com

Elizabeth Demichelis DDS Dental Director  
(209) 522-2348 or ead.dds@gmail.com

Robin Brown, Executive Director  
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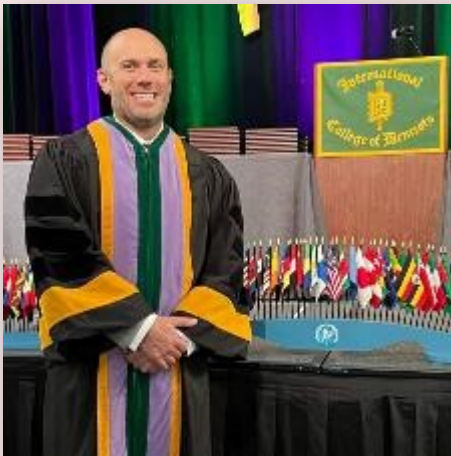


## SDS Member Profiles

This year the Drillers & Fillers were at it again with two tables! The teams represented the Stanislaus Dental Society at this year's Salvation Army's kick-off event at the Modesto Centre Plaza. This year over \$200k was raised! Proceeds benefit the Red Shield Program which provides many programs for youth. SDS member Dr. Larry Bartlett chaired the Drillers & Fillers along with members Dr. Elizabeth Demichelis and Dr. Clarke Filippi. Thank you to those SDS members who donated and also joined the tables.



Dr. Jeff Sceville attended the ICOI world conference in Las Vegas. He has been a Fellow with the International Congress of Oral Implantologists for over 15 years.



Dr. Jacob Barber was inducted into the American College of Dentists and International College of Dentists-USA Section. Thank you to Dr. Elizabeth Demichelis for sponsoring Dr. Barber and to SDS Past President Dr. Michael Cadra for attending the ceremony.



Doesn't the guy on the right look familiar?

# The DDS Community Represents in Modesto Children's Museum Capital Campaign

Season's Greetings Colleagues and Friends,

During this busy holiday season there is much to be grateful for. The members of the Stanislaus Dental Society have truly accomplished something amazing that I feel deserves to be recognized in the Apex publication.

The Modesto Children's Museum has been my wife's dream since moving to Modesto in 2014. Katie has always wanted a safe place for young children and their families to be able to learn, explore, play, imagine, and create. The children in Stanislaus County need and deserve this educational opportunity. We are avid Children's Museum goers when we travel with our 3 young children. I am a Founding Board Member and the Development Committee Chair and outside of my love and passion for my family and oral surgery this is where I spend my extra time.

Over the past two years, the Board of Directors has had to raise \$9 million for the purchase of the building, design and fabrication of exhibits, and remodeling of the building and operating expenses. I am excited to share that as of today, December 16<sup>th</sup>, 2022 we have raised \$8.7 million with this generous community.

Of that \$8.7 million, \$794,350 is directly from 23 dentists and dental specialists in this community. That is truly an incredible amount of money for the dental community here in Modesto, Turlock, Oakdale, and Ripon to donate. I will be forever grateful to all those who have participated in making this a reality for the community and being a part of this legacy project.

Please go to [modestochildrensmuseum.org](http://modestochildrensmuseum.org) to learn more about this incredible community project. We still have \$300,000 to hit to the goal of \$9 million. Please reach out if you are interested in being a part of this endeavor. Together as the dental professionals in this community, we can be proud and smile this holiday season knowing we have made a huge impact. Thank you from the bottom of my heart!

With Gratitude,

Jake Barber, DDS





# The Power of Total Compensation Statements

by Kori Schneider, HR Director



A total compensation statement is a document that shows an employee's total compensation, including benefits and bonuses, for the year. Though this may sound like a pay stub or a W2, but it's much different, and we can help you prepare these for employees in your organization before the end of the year!

Often called "total rewards" or "total benefits statements," they include both direct and indirect benefits, received by an employee from their employer. The intention behind these statements is to give an employee a **complete view of the annual value** of their pay and benefits. For example, an employee may earn \$22/hour, but with all of the wages and benefits they receive, their total compensation in a year may actually be \$57,760 and that certainly has more impact!

## What to Include in a Total Compensation Statement

Examples of items that may appear in a total compensation statement include:

- Salary or hourly wages
- Overtime pay
- Bonuses
- Medical, dental, and vision insurance reimbursement costs
- Employer's contribution to an HRA, HSA, or FSA
- 401(k) or other retirement plan
- Paid leave for sick, personal, vacation, bereavement, and jury duty
- Tuition assistance
- Employer-provided meals
- Discount programs
- The value of wellness programs offered



Although indirect compensation is often associated with voluntary benefits and perks, it also includes mandated benefits, such as the employer's portion of Social Security and Medicare taxes plus Workers' Compensation insurance payments.

## Pros & Cons of Total Compensation Statements

While private employers are not required to provide these statements, many employers think it's a good idea to create them for their employees. Here are some pros and cons to consider:

1. **PRO: Increase employee appreciation, commitment, and loyalty.** Total compensation statements highlight the employer's true investment in the employee—often, employees acknowledge only direct compensation and not the unseen costs absorbed by the employer. A total compensation statement serves as an "eye-opener," revealing indirect payments the employee might have overlooked or didn't know about.
2. **PRO: Helps with market rate comparisons.** According to [a Harvard Business Review article](#), most people do not know whether they are paid fairly. Some individuals, for example, who receive payment above market rate, actually believe they are paid at or below market rate. A total compensation statement enables employees to take both direct and indirect compensation into consideration (instead of just their hourly rate or base salary).
3. **PRO: Transparency is a good thing!** We all love more information because it is empowering. Comp statements provide employees with greater access to their own compensation information – the statement may answer questions employees have about their pay and benefits, thereby reducing reliance on your HR and payroll teams.
4. **CON: Pay inequity concerns.** Employees may want to know how their statement stacks up against their colleagues' — a [2022 Payscale report](#) says that, "One common concern among employers is that employees may compare total compensation statements with their peers and not be happy with what they discover." This is a legitimate concern for employers – one compounded by the fact that employers cannot prohibit employees from discussing their compensation with each other. On the upside, such discussions are an **opportunity for employers to eliminate any pay inequities that exist, and to encourage open dialogue about compensation.**
5. **CON: Confusion.** If employees don't understand the purpose of a compensation statement (i.e., to enhance employees' knowledge of their compensation, which can help them to make better financial choices), they may not trust the information. Employees may believe the statement is a way to justify smaller pay raises or they may interpret it as the employer discouraging future salary negotiations. Employers can mitigate this risk by ensuring employees are paid fairly and by clearly communicating the purpose of the statements.
6. **CON: A lack of accuracy can reduce trust.** Employers may worry about making errors on the statements. One mathematical error could cause the employee to render the entire document as false. Employers need to make every effort to ensure the statements are correct before distributing them to employees. CEA members have access to a Total Compensation Statement builder through [CEA University](#) that can help you gather the information and present it in a visually appealing way.

(cont on Page 10)

(cont. from Page 9)

## Fostering Employee Engagement

If the pros outweigh the cons for your business, we recommend offering your employees total compensation statements. As one expert stated in a [SHRM article](#), if you're not providing total compensation statements, "you're missing a huge opportunity to foster employee engagement."

In addition to providing total compensation statements to current employees, some companies even provide them to job candidates. If sent along with offer letters, these statements provide candidates with the total value of rewards within the company. Not sure if your company's compensation is comparable in the market? Consider a **compensation survey**. CEA provides [comprehensive compensation services](#), including market pricing of individual jobs.

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# SDS Continuing Education Courses

## OSHA/Infection Control

with

Diane Arns, B.S.

Tuesday, January 24

6:00pm – 9:00pm

3 Hours Core CEU's  
Live Virtual Zoom Course



## Dental Practice Act

with

Diane Arns, B.S.

Wednesday, January 25

6:00pm – 8:00pm

2 Hours Core CEU's  
Live Virtual Zoom Course

Registration forms can be downloaded from the  
SDS website, [www.stanislausdental.org](http://www.stanislausdental.org)



Resolution Title	Recommended Position
2 Diversity, Equity, Inclusion and Belonging (DEIB) Policy	Yes, Consent
3 Board of Component Representatives Governance Timeline and Transparency	Yes, Consent
4 Unfair or Undiagnosed Treatment Recommendations by a Non Dentist – Whistleblower Protection	Yes
5 Address Hygiene Staff Shortage in the Dental Workforce	Yes, 5RC, Consent
6 Medi-Cal Dental Providers	Yes, 6RC, Consent
7 Addressing Barriers to Oral Health Care for Special Health Care Needs Patients	Yes, 7RC
8 Dental Benefits	Yes, Consent
9 California Dentists Providing Home Sleep Apnea Testing to Patients	No
10 CDA Funding to Increase Dentists' Competencies in Evolving Dental Practice	No

The speaker, in conjunction with the reference committee chair, will determine the order of consideration of resolutions by the house. This will include the assignment of priority resolutions and order of other resolutions. This will be presented at the start of the session of the house at which resolutions are to be debated.

**Recommendations in detail**

The reference committee’s recommendations are detailed below in numerical order.

**2: Diversity, Equity, Inclusion and Belonging (DEIB) Policy.....Yes**

The reference committee commends the DEIB workgroup for their work on this policy. Hearing no testimony in opposition to resolution 2, the reference committee recommends a yes vote, with an editorial modification to the resolution background to remove “Position Paper on Continued Competency (36RC-1998-H).” The resolution reads:

Resolved, that the Diversity, Equity, Inclusion and Belonging Policy be adopted.

**3: Board of Component Representatives Governance Timeline and Transparency.....Yes**

The majority of the testimony received was in favor of this resolution. Some comments were made that this resolution is unnecessary or too restrictive. The reference committee considered all of the testimony, including a proposed amendment and determined that the resolution, as written, further supports the implementation of the new governance structure. The reference committee recommends a yes vote without modification. The resolution reads:

Resolved that the Board of Component Representatives chair, CDA president and staff meet annually to develop a meeting timeline for the following year that aligns with the House of Delegates resolution deadlines, to allow the CDA Board of Directors and Board of Component Representatives to carry out their primary duties. Findings to include, the schedule, number of meetings, format (in-person, virtual and/or hybrid) and a detailed communication plan, and be it further,

Resolved, that the 2023 meeting dates be adjusted for the aforementioned governing bodies as necessary, and be placed on the CDA Master Calendar, and be it further,

Resolved, that members of the Board of Component Representatives be able to add new business to agendas prior to Board of Component Representatives meetings as it relates to their primary duties, and be it further,

Resolved, that the components be urged to submit house resolutions to the Board of Component Representatives based on the established timeline, allowing input to the author(s) prior to final submission for the House of Delegates. Resolutions not submitted to the Board of Component Representatives and new business to be handled as currently outlined in the CDA Bylaws.

**4: Unfair or Undiagnosed Treatment Recommendations by a Non-Dentist – Whistleblower Protection.....Yes 4**

The reference committee heard testimony in favor of, and against, resolution 4, and an amendment that was presented during the hearing. During the reference committee deliberations, the committee requested clarification from Dr. David Telles, author of the resolution, and Alison Sandman, CDA Chief Legal Officer, regarding the resolution language pertaining to legislative and regulatory action, as well as existing California protections and CDA policy. While legal protections already exist, the reference committee agrees with the intent of the resolution to conduct further analysis regarding these issues.

The reference committee recommends a yes vote on resolution 4. The resolution reads:

Resolved, that the appropriate CDA entity evaluate the current protections for whistleblowers and consider whether legislative or regulatory action is necessary to enhance those protections, and be it further,

Resolved, that the appropriate CDA entity consider educational offerings for members related to whistleblower protections and dental ethics, and be it further,

Resolved, that a report be provided to the 2023 House of Delegates regarding this activity.

(cont. Page 12)

**5: Address Hygiene Staff Shortage in the Dental Workforce.....Yes, 5RC**

Hearing no testimony in opposition to resolution 5, the reference committee recommends a yes vote, with a slight modification clarifying the licensure type. During the reference committee deliberations, the committee obtained information from Brianna Pittman-Spencer, CDA Government Affairs Director, regarding CDA’s current efforts related to the dental office staffing shortages, which are focused primarily on dental assisting, and considered the amendment presented during the reference committee hearing.

The reference committee recommends a yes vote on resolution 5RC. The resolution reads:

Resolved, that the appropriate CDA entity prioritize addressing the hygiene shortage by working closely with the California Dental Hygienists’ Association, and other entities as appropriate, to determine different avenues to increase the number of hygienists in the workforce. Examples include, but are not limited to, increasing the number of hygiene schools, increasing the number of graduating students per class, as well as fast track [dental hygiene](#) licensing for foreign trained dentists and be it further,

Resolved that a report be provided to the 2023 House of Delegates regarding this activity.

**6: Medi-Cal Dental Providers.....Yes, 6RC**

The testimony was all in favor of resolution 6, and the reference committee recommends a yes vote, with a minor modification to the language to make it inclusive of all providers after receiving additional information from Brianna Pittman-Spencer, CDA Government Affairs Director. The reference committee considered the correlation of increased Medi-Cal participants and payment for services relative to increased costs of providing those services, and how the current Medi-Cal fee payment structure impacts dentists and access to care for patients.

The reference committee recommends a yes vote on resolution 6RC. The resolution reads:

Resolved, that the appropriate CDA entity engage with the state to push for regular review of the sustainability of dental provider rates in the Medi-Cal Dental Program and explore funding opportunities to increase rates and promote access to care throughout the State of California, and be it further,

Resolved, that the appropriate CDA entity gather data and feedback from dentists, including enrolled and non-enrolled providers, ~~new dentists and providers of color~~ to help inform the state about program adjustments that can be made to reduce administrative burdens and barriers to care, and be it further,

Resolved, that the appropriate CDA entity work with dental societies and the state to educate dentists about the Medi-Cal Dental Program, including changes to benefit design, provider enrollment, billing and rates, and be it further,

Resolved, that the CDA Board of Directors be urged to allocate appropriate funds for such actions, and be it further,

Resolved, that a report be provided to the 2023 House of Delegates regarding this activity.

**7: Addressing Barriers to Oral Health Care for Special Health Care Needs Patients.....Yes, 7RC**

All of the testimony was in favor of the intent behind this resolution and the importance of focusing efforts on health care for special needs patients. The reference committee requested clarification from Brianna Pittman-Spencer, CDA Government Affairs Director, regarding the recent state funding for special needs health care, and current CDA policy. Because CDA does not have a well-developed policy on this issue, the reference committee agrees with the testimony urging development of a more comprehensive policy.

The reference committee recommends a yes vote on 7RC. The resolution reads:

Resolved, that ~~the~~ Special Health Care Needs Policy be ~~adopted~~[developed](#), and be it further,

Resolved, that the appropriate CDA entity evaluate the current [public](#) policy landscape for the most significant options to address the policy, including legislative, regulatory action and state or federal funding to improve access to oral health for the special health care needs population, and be it further,

Resolved, that a report be provided to the 2023 House of Delegates regarding this activity as well as implementation of the \$50 million Specialty Dental Clinic grant program and \$10 million Community Based Dental Student Rotation Grant.

**8: Dental Benefits.....Yes 124**

The reference committee heard testimony in favor of resolution 8. There was some concern raised about the financial impact of the resolution, but others spoke about the low cost per member to pursue an issue of such significance to membership. During the reference committee deliberations, the committee requested clarification on legal and legislative issues from Alison Sandman, CDA Chief Legal Officer, and Brianna Pittman-Spencer, CDA Government Affairs Director. While it is clear that CDA is already focused on dental benefit issues, the reference committee believes this resolution highlights the importance of continuing this work.

The reference committee recommends a yes vote on resolution 8. The resolution reads:

Resolved, that within the limits of law, the appropriate CDA entity gather data related to dental benefit plans in California, such as annual benefit maximums, percentage of premiums collected spent on treatment, as well as aggregated, aged and anonymized data on submitted dental fees and dental plan reimbursement rates to the extent available, and be it further,

Resolved, that CDA use such data to continue to explore legislative, regulatory and/or legal actions focused on reimbursement rates that reflect the overall cost of practicing dentistry in California, as well as dental plan payment and processing policies and annual dental benefit maximums to improve and benefit patient care, and be it further,

Resolved, that the CDA Board of Directors be urged to allocate appropriate funds for such actions, and be it further,

Resolved, that updates regarding this activity be provided to membership periodically, with the first update provided no later than 180 days following the 2022 House of Delegates, and a summary report be provided to the 2023 House of Delegates.

**9: California Dentists Providing Home Sleep Apnea Testing to Patients.....No**

The reference committee heard testimony in favor of, and against, resolution 9. The reference committee also reviewed an amendment that was submitted based on testimony during the hearing. In weighing the testimony, the reference committee believes that this resolution raises concerns regarding scope of practice and increased liability for dentists. The reference committee agrees with the author’s perspective on the importance of proper diagnosis of sleep disordered breathing, but believes that it is critical to have a physician involved in the diagnosis. Existing CDA policy in this area sufficiently addresses this concern.

The reference committee recommends a no vote on resolution 9. The resolution reads:

Resolved, that CDA supports dentists in ordering or administering sleep tests, including home sleep apnea test to enable proper diagnosis of obstructive sleep apnea and/or as part of testing obstructive sleep apnea treatment efficacy.

**10: CDA Funding to Increase Dentists' Competencies in Evolving Dental Practice.....No**

The reference committee heard testimony in favor of, and against, resolution 10. The reference committee also considered an amendment from the author of the resolution that was submitted during the hearing. Considering all of the testimony, the reference committee believes that this resolution is too broad and undefined, potentially creating scope of practice concerns. Additionally, many of the offerings at CDA Presents already address emerging treatment modalities, and the Board of Managers continually evaluates course offerings to meet demand and need.

The reference committee recommends a no vote on resolution 10. The resolution reads:

Resolved, that CDA be urged to develop or pursue educational offerings towards competency for its member dentists in use of emerging therapies that fall within the scope of practice, as defined by the California Dental Practice Act, and be it further,

Resolved, that CDA communicate with the Dental Board of California on developed competency standards in provision of emerging therapies, and be it further,

Resolved, that updates regarding this activity be provided to membership, at least semi-annually, and a summary report be provided to the 2023 House of Delegates approximately one month prior to the meeting.

**Member Approval**

The following reference committee members attest that this report correctly reflects the recommendations of the 2022 reference committee to the house of delegates.

The members supporting this effort include:



- Dr. Volkmar Felahy, chair
- Dr. Sara Andrews
- Dr. Alexander Chaney
- Dr. Veronica Greene
- Dr. Jeffrey Jang

Also present: Ms. Karen Mason, staff

SDS members serving at the HOD Delegates:  
Dr. BCR Matt Swatman, Dr. Eric Dixon, ED Robin Brown, Dr. Alexandra Hebert and Dr. David Walls





# renew

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Renew today at [cda.org/renew](https://cda.org/renew)

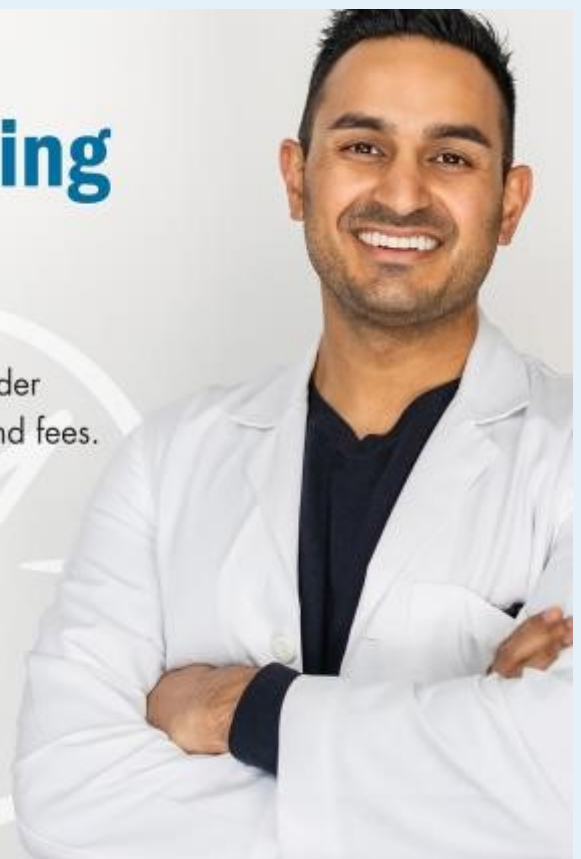
## Dental Benefit Consulting

Challenges working with benefit plans?  
CDA's new consulting service is here to help!

Leverage a specialist's expertise to better understand provider contracts in relation to your patient base, procedure mix and fees.

- Experienced analyst's support and two consultations
- Financial analysis results, diagnosis and next steps
- Tailored to your practice, demographics and systems
- Convenient and cost-effective, no long-term contracts

Learn more at [cda.org/DentalBenefitConsulting](https://cda.org/DentalBenefitConsulting)





# Leading with Compassion: Supporting the Mental Health of Your Dental Team

By SDS member, Elizabeth Demichelis, DDS

Practicing dentistry in 2022 requires a new kind of mental toughness. We are aware of ergonomics to care for our physical health, but as a profession we seldom discuss our mental health. This era has ushered in many unforeseen stresses, from navigating an uncertain post-pandemic world to dealing with staffing issues, supply shortages and rising overhead. The May 2022 ADA News highlighted the stresses that dentists are feeling and how this can result in compassion fatigue.

Compassion fatigue can affect the dentist or even the dental team member. When we face our own traumas or concerns, our level of empathy for others decreases. To put it simply – we find ourselves so overwhelmed that we have depleted our usual levels of available compassion for others.

Sometimes it is not our issues that preoccupy us, but rather the issues of those around us. Dentists are especially susceptible to vicarious trauma, a process through which overly empathetic engagement can cause them to overidentify with or detach from their patients or team members who are suffering from trauma.

We can't control the influences thrust upon us, but we must make sure that the stresses of life do not impact our office staff and disrupt patient care. In 2021, it was reported that 78% of employees experienced stress from work that led to other mental health concerns, yet most team members with anxiety or depression will not disclose this information to their employers. In addition, an average of 1.6 days of work are missed per month due to untreated depression of a team member who will have a depressive episode each year.

Most of us know that taking care of our dental team's physical health will empower team members to be more productive and less likely to miss work. In the same vein, it is important that we find ways to strengthen our team's mental health so we can better deliver care to our patients.

## How can dentists lead with compassion?

### Prioritize self-care.

To effectively take care of our patients, our dental team, and our loved ones, we must first take care of ourselves. Make an appointment with yourself to mentally detach from your day-to-day responsibilities each week. This can be through a heart-pumping cardio workout, meditative yoga, or even a walk around the block during your lunch break. Spending 20 minutes three times a week in nature, without electronics, has one of the greatest effects on reducing levels of the stress hormone cortisol. When you show up for yourself, you can show up for others.

### Practice vulnerability to reduce stigma.

Share your personal struggles with your dental team. As a leader in the dental practice, you have the power to set an example and create a space for honest conversation. Be candid about the stresses you are facing, as your vulnerabilities can help to eliminate the stigma some feel in expressing their own hardships. However, do not expect your employees to share more than they are comfortable with. The goal is to create a workplace where team members understand that everyone has mental health and may struggle with mental health issues, rather than asking them to disclose private health information.

### Never underestimate the power of listening.

When a team member opens up about difficulties they may be facing, make a conscious effort to hear, understand and retain the information that they are sharing. You can provide resources or feedback they may find helpful, but remember that having a solution is not as important as showing you care.

### Express gratitude.

A simple heartfelt expression of gratitude often has the greatest impact on an employee. Showing you appreciate your employees lets them know when they are excelling and can increase engagement. Many studies over the last few decades have found that people who express gratitude are also happier, less depressed, and more resilient.

### Communicate clear policies so team members are keenly aware of what you expect.

Be mindful that you may need to revisit and revise some rules to fit your team and the current situation. For example, childcare has become more of a challenge for many, especially if a child or caregiver tests positive for COVID-19. Be aware when this happens and, if possible, be flexible with scheduling.

### Normalize and support boundary setting

Strive to provide a positive work-life balance by encouraging your team members to prioritize their families, health and personal goals along with work responsibilities. Respect off-hours. Let your dental team know it is okay and necessary to turn "off" the switch and recharge, whether that be from breaks throughout the day, relaxing on the weekends or vacation time. Maintaining these boundaries will help prevent employee burnout and boost productivity.

## Prioritize the physical health and safety of your dental team

Regularly review the safety measures at your practice and stay up to date with the latest CDC COVID-19 guidelines. Ensuring the physical health and safety of your team can help ease uncertainty and support better mental health as we navigate living with the everchanging nature of COVID-19.

As healthcare providers we need to remember mental health is a part of our overall health. If we can create a mentally healthy work environment for ourselves and our dental team, then together, we will be well equipped to treat our patients with empathy and compassion.

## Sources:

Gratitude Defined, UC Berkeley Greater Good Science Center, 2022

Mental Health America Report, 2022

The Ultimate Workplace Mental Health Toolkit, NAMI Chicago, 2020

Vicarious Trauma: Signs and Strategies for Coping, British Medical Association, 2022



## 2023 SDS BLS Renewal Courses

**Time:** 9:00am (SHARP) to 12:00pm

**Credits:** 3 Hours / Units

**Cost:** \$50.00 per person



DATE	TIME
Friday, January 6	9:00am – 12:00pm
Friday, February 3	9:00am – 12:00pm
Friday, March 3	9:00am – 12:00pm
Friday, April 7	9:00am – 12:00pm
Friday, May 5	9:00am – 12:00pm
Friday, June 2	9:00am – 12:00pm

The registration form can be downloaded from the SDS website, [www.stanislausdental.org](http://www.stanislausdental.org)



# Wellness Program

The Wellness Program is a source of support and assistance for dental professionals who are battling physical and/or mental ailments, including anxiety, depression, and substance dependence. The program advocates for the overall wellbeing of dental community members and their families with confidential peer-to-peer support and hands-on assistance throughout treatment and recovery.

CDA member and Chair of the Wellness Program, Matthew Korn, DDS, [spoke with CDA](#) about his wellness and recovery journey and offers insight on how this program is a valuable benefit for anyone coping with stress, burnout or substance dependence.

For more information about the Wellness program or a confidential referral, please contact the Stanislaus Dental Society office or a Wellness committee near you.

You can also find more information in the [CDA Wellness Program Brochure](#).

## Help is one call away.

### The CDA Well-Being Program

If someone you know or love may have an alcohol or chemical dependency problem, contact a support person near you for 24-hour confidential assistance.

**Central California Well-Being Committee**

916.947.5676 (cell)

**Stanislaus Dental Society**

209.552.1530

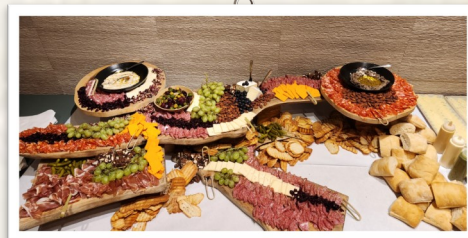
**California Dental Association**

800.232.7645





# Member Mixer





# Top 10 Employment Law Changes for 2023!

## Kim Gusman, President & CEO



Things were a bit quiet over the past two years because California's primary legislative focus was on the pandemic, but 2023 brings with it lots of employment law changes for employers. Read below for our "cliff notes" version of the new laws and join us for a deeper dive, at one of our [Labor Law Update](#) trainings, [online](#) or [onsite](#), or listen to CEA on the [Paylocity Podcast](#) to learn more about the 2023 new employment laws!

### 1: Pay Transparency

At the top of the list, impacting every employer in California, is Senate Bill 1162 which ensures that all employers address the issue of pay inequity.

#### Key Take Aways:

- All private employers with 100 or more employees must file pay data reports with the State's Civil Rights Department, regardless of whether they are required to file a federal EEO-1 with the EEOC. The information required to be included in pay data reports must now include median and mean hourly rates within each job category by race, ethnicity, and sex. The bill also requires employers who have 100 or more employees hired through labor contractors to file a separate pay data report covering those employees.
- Employers with 15 or more employees will now need to include pay scale information (salary or hourly wage range an employer reasonably expects to pay) in any job posting.
- ALL Employers must provide a pay scale to any current employee for their position – upon request. All employers must also maintain records of a job title and wage rate history for each employee during employment and for 3 years after separation from the company.

### 2: FAST FOOD – FAST ACT.

Assembly Bill 257 is aimed at the "fast food" industry – specifically restaurants that are part of a chain of 100 or more establishments. However, the bill's broad definition may include many other types of business beyond what most people would consider "fast food."

#### Key takeaways:

- **Fast Food Council:** AB 257 will establish a Fast Food Council (FFC) within the Department of Industrial Relations through January 1, 2029. The FFC will be comprised of 10 appointed members to regulate wages, working hours, and safety/health requirements.
- **Covered Employers:** The law will apply to those defined as fast food restaurants consisting of 100 or more establishments nationally that share a common brand, or that are characterized by standardized options for decor, marketing, packaging, products, and services (i.e., including franchisees).
- **Anticipated Wage Raises:** The FFC is authorized to set minimum standards on wages, which could be capped at \$22 an hour for 2023 (and future limits are set annually at the lesser of 3.5% or the rate change set by the U.S. Bureau of Labor Statistics).
- **Anti-Discrimination/Retaliation:** Prohibits covered employers from discharging, discriminating, or retaliating against an employee for defined protected activity, such as filing certain complaints, participating in FFC proceedings, or refusing to engage in health/safety violations. There is a rebuttable presumption of wrongdoing if the employer takes adverse action against the employee within 90 days after they have knowledge the employee engaged in protected conduct.

See [CEA's blog article](#) for more information

### 3: Card Check for Agricultural Employees

California's agriculture industry is one of the state's largest economic drivers. AB 2183 essentially establishes a card check process for agricultural employees seeking to unionize – as opposed to a secret ballot election. This is a huge victory for labor unions.

(cont. Page 20)



Employers will now have two options: (1) They can agree to a labor peace compact, which means employees will be able to vote via mail in ballots. However, the employer can't make statements for or against the union and the employer **cannot** hold captive audience meetings with their employees. OR (2) The union can simply submit authorization cards signed by a majority of employees to be automatically certified, without an election.

#### **4. Cannabis in the Workplace**

With AB 2188, for the first time there will be employment discrimination protections regarding the lawful use of cannabis outside of the workplace. However, this law is not in effect until January 1, 2024, so employers in California have a little time to prepare. Ab 2188 basically says that employers cannot discriminate against an employee or applicant for using cannabis while off the job and away from the workplace. Employers will be able to test for THC (the chemical compound in cannabis that can cause impairment and detects use in the body within the last few hours) but not for cannabis metabolites which are stored in the body after THC is metabolized.

Good news for employers, the bill specifies that it does not permit an employee to possess or be "impaired" by cannabis on the job! And, there are exemptions - AB 2188 will not apply to an employee in the building and construction trades, will not preempt requirements for federal contracts, or interfere with specified employer rights to maintain a drug and alcohol-free workplace.

#### **5. Bereavement Leave**

Assembly Bill 1949 applies to employers with five or more employees and allows employees to take up to five days of bereavement leave upon the death of a family member, defined as spouse, domestic partner, child, parent, parent-in-law, sibling, grandparent, grandchild.

Bereavement leave under AB 1949 is unpaid, but an employee is able to use other available paid time such as vacation pay, personal leave, sick leave, or compensatory time off. Bereavement leave must be completed within three months of the death of the family member and can be used intermittently (meaning employers cannot require it to be used all at once). It is only available to employees who have worked for the employer for at least 30 days prior to the commencement of the leave. And we encourage employers to request appropriate documentation – consistently. Employees have 30 days from the first date of leave to provide requested documentation, such as an obituary. Employers will want to update their employee handbooks!

#### **6. Family Leave and Paid Sick Leave to Care for "Designated Persons"**

In recent years, the California Family Rights Act (CFRA) has been extended to cover smaller employers and to expand the definition of covered family members to include adult children, siblings, grandparents, grandchildren, and parents-in-law.

**With AB 1041**, CFRA coverage will be extended again, to allow an employee to take job-protected leave to care for a "designated person." The bill expanded mandatory paid sick leave to include care for "designated persons" as well.

##### **Key Take Aways:**

- Under CFRA, "designated person" means any individual related by blood or whose association with the employee is the "equivalent of a family relationship." (And just to make things interesting for employers, the legislation does not clearly define what this means.) For paid sick leave, the definition is even more broad – a "person identified by the employee at the time the employee requests paid sick days."
- An employee may identify a "designated person" for CFRA and/or paid sick leave at the time they request leave, and employers may limit an employee to one designated person per 12-month period.

##### **Emergency Conditions**

In response to concerns over reports of employees being required to work in unsafe wildfire conditions, Senate Bill 1044 was born. This new law prohibits an employer, in the event of an "emergency condition," from taking adverse action against an employee for refusing to report to, or leaving, a workplace or worksite because the employee has a "reasonable belief" that the workplace or worksite is unsafe.

##### **Key Take Aways:**

- An "emergency condition" is defined to mean (1) conditions of disaster or peril caused by natural forces or a criminal act, or (2) an order to evacuate a workplace, worksite, a worker's home, or the school of a worker's child.

- An “emergency condition” **does not** include a health pandemic – so SB 1044 will not be applicable to employees that claim the worksite is unsafe due to COVID-19.
- Employers will want to consider updates to their cell phone policies because under this bill they will not be allowed to prevent employees from accessing mobile devices for seeking emergency assistance.

*Ending our Top 10 list are three COVID bills, since after all, COVID is still with us.*

### **8. California COVID-19 Supplemental Paid Sick Leave**

For employers with 26 or more employees, AB 152 extends California’s COVID-19 supplemental paid sick leave (SPSL) through Dec. 31, 2022. The law does not provide a new allotment of leave, but extends the time employees have to use any remaining leave (of the available 80 hours) not already used this year. AB 152, was signed on Sept. 29 as a budget trailer bill, which meant it went into effect immediately.

### **9. Extension of COVID-19 Notice Requirements**

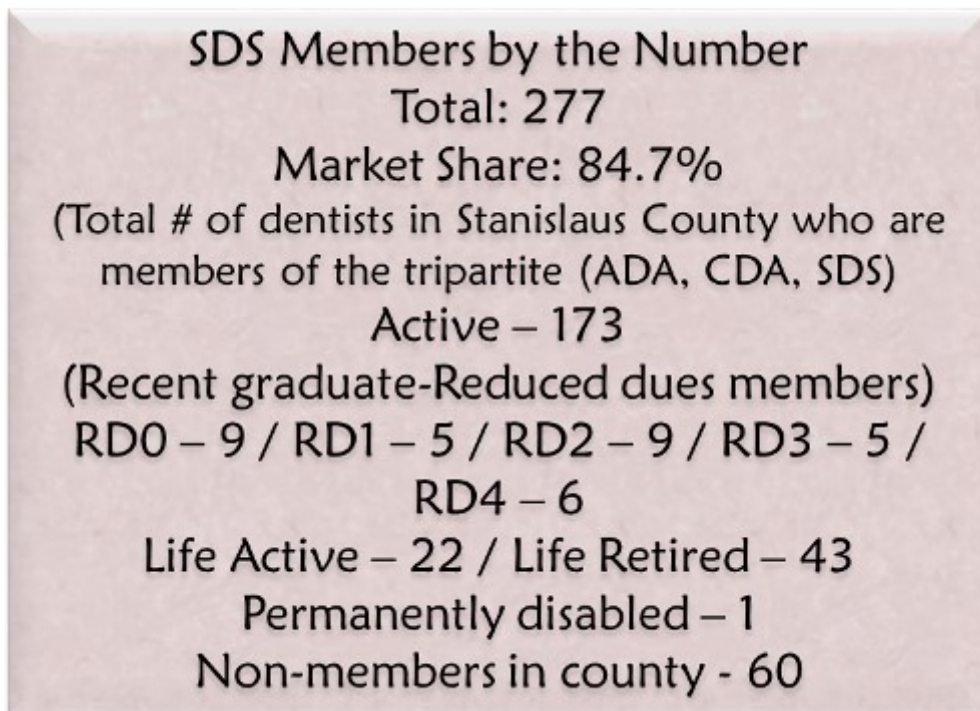
Assembly Bill 2693 revises and extends (until January 1, 2024) the statutory COVID-19 notice requirements requiring employers to provide notice to employees and others who may have been exposed to COVID-19 in the workplace, within one business day. It will allow employers (in lieu of individual notices) to simply post a notice in the workplace for 15 days when there has been a COVID-19 exposure. An employer may choose the posting or may continue to provide individual notices in the same general manner as previously required under the law.

### **10. COVID-19 Extension of Rebuttable Presumption for Workers’ Compensation**

Previous legislation (SB 1159) established a rebuttable presumption that certain COVID-19 cases are work-related under certain outbreak circumstances, and required employers to provide information about COVID-19 cases to their workers’ compensation claims administrator. AB 1751 extends these requirements until January 1, 2024.

### **Stay informed in the New Year!**

Members can give us a call with their questions, at 800.399.5331, email [ceainfo@employers.org](mailto:ceainfo@employers.org), or [join us for a deeper dive](#) at a FREE 2023 Labor Law Update for these and additional employment laws on the horizon!



## August CE-Pearls of the Practice



Dr. Ron Champion

Topics	Speakers
Perspectives on Orthodontics	Dr. Ron Champion
Sleep Apnea and TMC Issues for the General Practitioner	Dr. Jodi Sceville
All on X - How to Diagnose and Discuss with Patients in the General Dental Practice	Dr. Jacob Barber
How to Build, Manage and Lead a Dental Practice Despite Chronic Staffing Changes	Christine Sison-Swiss Monkey



Christine Sison-Swiss Monkey



Reps from Swiss Monkey

## October General Membership Meeting:

Speaker Dr. Samuel Low presented information about using lasers in the GD dental practice.

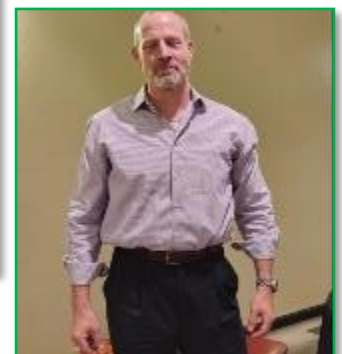
As always, one of the best parts of attending GM meetings is the time our members get to network with each other!



Board President Dr. Eric Dixon presents a thank you gift to Dr. Low



Dr. Larry Bartlett reads the SDS 2023 slate of officers



Speaker sponsor Erik Winkel from Biolase



# An enhanced online experience is here.



The Dentists Insurance Company has launched a refreshed website with 24/7 account access. Find new tools and time-saving features built for policyholders:

- Pay a bill or set up easy recurring debits
- Submit a claim and keep track of its status
- View and download your policy documents
- Request policy changes or an expert consult
- Access more resources to manage your risks

Explore the new site and enhanced features at [tdicinsurance.com](https://tdicinsurance.com).

[f](#) [in](#) [t](#) @TDICinsurance | [tdicinsurance.com](https://tdicinsurance.com)

For one-on-one guidance on managing risk, contact a analyst at 877.269.8844.



# Is Rounding Dead in California?

Giuliana Gabriel, J.D. – CEA HR Compliance Director



For the past decade, the law has permitted employers to round time entries (e.g., to the nearest five minutes, quarter hour, etc.) for employees, so long as the rounding policy is neutral and benefits both the employer and employee.

Last year, however, in *Donohue v. AMN Services, LLC*, California began chipping away at rounding rules by clarifying that employers are not permitted to round meal periods. And now, in a recent case, the California Court of Appeal has taken a major step towards killing rounding altogether.

In the 2022 case, *Camp v. Home Depot USA, Inc.*, the court found that employers are not permitted to round when they **can capture and have captured the exact amount of time** an employee has worked during a shift. In that case, even if the rounding policy is neutral, the employer **must pay** the employee for **all time worked**. This represents a major departure from the *See's* case, and puts into question whether there are any circumstances when an employer may lawfully round an employee's time entries.

## ***Camp v. Home Depot Background***

Home Depot had a practice of recording employee time to the minute when employees punched in and out. However, the company relied on a time clock system which rounded entries to the nearest quarter-hour. Home Depot presented evidence to show that employees were paid accurately or overpaid the majority of shifts, and in fact, overpayment occurred in almost half of all pay periods.

However, Plaintiff Camp alleged to have personally lost 470 minutes of time due to Home Depot's rounding policy. The court found that *See's* should be reexamined, citing the 2018 case, *Troester v. Starbucks Corp*, which held that employers must track and pay for *de minimis* time, in light of technological advances.

The court ultimately held that Home Depot was not permitted to round Camp's time entries as it "could and did track the exact time in minutes" and the records showed Camp "was not paid for all the time he worked." The court also invited the California Supreme Court to provide further guidance on whether rounding is permissible when an employer has the ability to track an employee's exact time, but hasn't necessarily done so.

## ***Now What?***

Given this ruling and the court's invitation to the California Supreme Court, CEA recommends that employers cease rounding practices, particularly if they have timekeeping systems that track exact time. If your organization wants to continue rounding or implement a rounding policy going forward, we recommend that your company seek legal counsel.

*Reprinted with permission from the California Employers Association*



# Resources for Managing the Dental Team

## Guidelines for Practice Success



We have compiled online resources for Guidelines for Practice Success, Managing the Dental Team to make it easier for you to locate the additional information, samples, and resources discussed throughout the module.

[Background checks](#) [PDF]

[Benefits primer](#) [PDF]

[Checklist policy manual](#) [PDF]

[Checklist retention schedule](#) [PDF]

[Compensation analysis](#) [PDF]

[Dental assistant](#) [PDF]

[Dental hygienist](#) [PDF]

[Job analysis worksheet](#) [PDF]

[Maternity leave](#) [PDF]

[New hire checklist](#) [PDF]

[New hire checklist 2](#) [PDF]

[Office manager](#) [PDF]

[Professional personal references](#) [PDF]

[Reference form](#) [PDF]

[Salary reviews](#) [PDF]

[Staff training topics](#) [PDF]

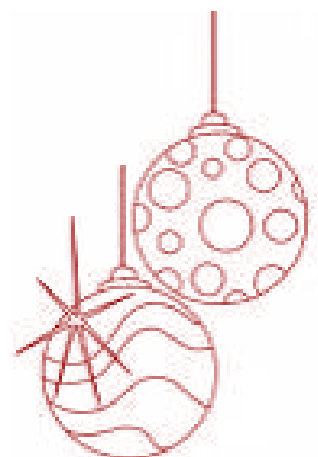
[Telephone screening](#) [PDF]

[Tips manage all employees](#) [PDF]

[Tips manage new employees](#) [PDF]

[Waiver background check](#) [PDF]

View the full content of the [Guidelines for Practice Success](#)





# *Fair Thee Well, Good Sirs!*



**Stanley Codiga, DDS**

**03/13/27—12/31/21**

**Member 49 years**

**Gary Fisher, DDS**  
**07/07/35—03/20/22**  
**Member 53 years**



# Practice Support Team

When you need support navigating the business side of dentistry, CDA's experienced analysts can answer your questions about practice management, dental benefit plans, employment practices and regulatory compliance. Meet the team who have created a full library of online resources, speak on timely topics and provide one-on-one guidance by email and phone.



**Ann Milar**—*Director, Practice Support* [ann.milar@cda.org](mailto:ann.milar@cda.org) [916.554.7324](tel:916.554.7324)

Ann provides strategic direction for Practice Support's resources and initiatives while leading the team of expert analysts. She is also responsible for identifying and analyzing emerging issues for policy development and implementation on behalf of CDA's 27,000 member dentists. Ann has worked with CDA for more than 15 years and her health care experience spans 20 years of working with associations, health plans and advocacy organizations.



**Jenell Bell**-*Associate Analyst* [Jenell.bell@cda.org](mailto:Jenell.bell@cda.org) [916.554.4986](tel:916.554.4986)

Jenell has worked in the dental industry for over nine years, which has included managing multiple practices. Jenell uses her experience and passion for customer service to assist CDA members in the areas of compliance and employment.



**Katie Fornelli**—*Senior Practice Management Analyst* [katie.fornelli@cda.org](mailto:katie.fornelli@cda.org) [916.554.5308](tel:916.554.5308)

Katie specializes in dental practice management and marketing. For more than 18 years, she's worked with dentists and their teams in areas such as scheduling, collections, front office systems, case presentation, patient management, practice transitions, and dental practice marketing.



**Lisa Greer**, *Dental Benefits Analyst* [lisa.greer@cda.org](mailto:lisa.greer@cda.org) [916.554.5953](tel:916.554.5953)

Lisa specializes in several aspects of dentistry, including working with dental benefit plans, dental billing, accounts receivable, community marketing, human resources, practice management and regulatory compliance. As a Practice Analyst, she brings more than 20 years of dental industry experience to CDA, including having served as a regional collections specialist for a dental support organization that supported 70-plus California offices.



**Matthew Nelson**, *Practice Analyst* [matthew.nelson@cda.org](mailto:matthew.nelson@cda.org) [916.554.4940](tel:916.554.4940)

With over seven years of experience as an office manager, dental consultant and CDA analyst, Matt specializes in all areas of practice management, including leadership, practice systems, dental billing, human resources and practice transitions.



**Michelle Coker**, PHR, PHRca, *Employment Practices Analyst* [michelle.coker@cda.org](mailto:michelle.coker@cda.org) [916.554.4968](tel:916.554.4968)

As a certified employment law expert, Michelle specializes in assisting members with employment practices, including employee management, policy development and employment law compliance. Her time spent in private practice as an office manager gives her a unique view into the dynamics of a dental practice. Since joining CDA in 2006, Michelle has utilized over three decades of dental experience to support dentists and their practices.



**Miguel Mariona**, *Analyst, Dental Benefits and Practice Management* [miguel.mariona@cda.org](mailto:miguel.mariona@cda.org) [916.554.4936](tel:916.554.4936)

Miguel has over 10 years of dental experience from working with dental benefit plans in various roles, including customer service and provider relations, as well as managing a dental practice. Miguel's passion for providing exceptional service is evident in his commitment to CDA members when addressing their dental benefit and practice management challenges.



**Teresa Pichay**, CHPC, *Senior Regulatory Compliance Analyst* [teresa.pichay@cda.org](mailto:teresa.pichay@cda.org) [916.554.5990](tel:916.554.5990)

Teresa specializes in regulatory compliance, including information verification, documentation strategies and referral to legal references. For more than 26 years, she's worked with CDA members in the areas of occupational and environmental safety and health, HIPAA, California Dental Practice Act and other business regulations.



**Tiffany Glass**, *Project Resource Coordinator* [tiffany.glass@cda.org](mailto:tiffany.glass@cda.org) [916.554.4914](tel:916.554.4914)

As the project resource coordinator, Tiffany brings a positive and optimistic attitude while delivering and maintaining a high level of service and support to CDA members and CDA member-clients through Practice Support and its supporting website. She has over 10 years of experience working in marketing, specializing in customer care.



## Employment needs

Since the inclusion of several Facebook employment group sites, the SDS office no longer has received any resumes. Those seeking to fill employee positions or job seekers posting their availability have been utilizing the options below:

Facebook has several employment group sites where job needs can be posted:

- [Dental Staff of Stanislaus County and Beyond](#)
- [Dental Staff of San Joaquin County](#)
- [Modesto Area Jobs Board](#)

Other alternatives for those seeking prospective employees:

- [Gurnick Academy](#)
- [Dental Assisting Institute](#)
- [CDA Career Center](#)

## Disabled patient care

The following SDS members may be local resources for you. Contact [UCSF](#) for complicated cases.

Dr. Lance Bautista—pedo 523-5437 (children only)

Sami Smiles Pediatric Dentistry & Orthodontics 549-2400 (children only)

Dr. Gurneet Chahal—Oakdale Kids Dentist & Orthodontics 322-3174 (children only)

Hebert Family Dentistry 527-5455—limited care

Dr. Brian Hutto 522-5238—oral surgery issues

Salida Surgery Center—543-9299 (Children only. Takes Denti-Cal/has anesthesiologist)

The following is a corporate office but they are willing to treat developmentally disabled patients who age out.

Children's Choice Dental, 2057 Tully Road, Modesto 353-3300 treats mostly children, but they provide sedation and hospital dentistry for handicapped patients of any age.

If you or a member you know will treat developmentally disabled patients, please contact Robin at the SDS office, [sdsdent@thevision.net](mailto:sdsdent@thevision.net).



# Calendar –2023

## ***January***

- 6 BLS Renewal
- 10 Board of Directors Meeting
- 16 Martin Luther King Day
- 24 CE-OSHA/Infection Control
- 25 CE-Dental Practice Act

## ***February***

- 3 BLS Renewal
- 16 General Membership Mtg
- 20 President's Day

## ***March***

- 3 BLS Renewal
- 7 Board of Directors Meeting

## ***April***

- 7 BLS Renewal
- 20 Shred-it Event

## ***May***

- 2 Board Of Directors Meeting
- 5 BLS Renewal
- 12 CDA Presents-Anaheim
- 18 General Membership Meeting
- 19 CE course (TBD)
- 29 Memorial Day

## ***June***

- 2 BLS Renewal
- 12-16 SDS Symposium
- 19 Juneteenth

## ***July***

- 4 Independence Day
- 11 Board of Directors Meeting

## ***August***

- 18 CE-Pearls of the Practice

## ***September***

- 4 Labor Day
- 5 Board of Directors Meeting
- 7-9 CDA Presents-San Francisco
- 14 Staff Appreciation

## ***October***

- 9 Columbus Day
- 19 General Membership Meeting
- 20 CE course (TBD)

## ***November***

- 7 Board of Directors Meeting
- 10 Veterans Day
- 17-18 HOD Sacramento
- 23 Thanksgiving

## ***December***

- 7 Holiday Member/Spouse Mixer
- 23-Jan 1  
Winter Holiday



# Welcome New Members!

## **Geeta Chahal, DDS**

General Dentist  
In practice w/ Dr. Surjit Chahal  
2217 Coffee Rd. Ste. A Modesto  
International '21

## **Paul Chahal, DDS**

General Dentist  
In practice w/ Dr Surjit Chahal  
1520 Fulkerth Rd. Turlock  
International '21

## **Daniel Cressman, DDS**

General Dentist  
Practice in Merced/Home in Turlock  
University of Colorado '22

## **Monica Duarte, DDS**

General Dentist  
2220 Colorado Ave. Turlock  
CA-Western University '22

## **Philip Ha, DDS**

Orthodontist  
1700 McHenry Ave Ste 16B Modesto  
Loma Linda University '21

## **Prabhjot Kaur, DDS**

General Dentist  
No practice address  
S. Illinois University '22

## **Kirk Renshaw, DDS**

General Dentist  
In practice w/ Dr. M Scott Renshaw  
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