

## MARK YOUR CALENDARS!

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### NOVEMBER

**24-25** **Wed 1 pm – Friday**  
*Thanksgiving Holiday —*  
*ADA/CDA/SDS offices closed*

**26** **Sunday**  
*National Flossing Day!*

### DECEMBER 23 - JANUARY 1

**Friday - Sunday**  
*Winter Holiday —*  
*ADA/CDA/SDS offices closed*

### JANUARY

**5** **Thursday**  
*SDS Board Meeting*

**16** **Monday**  
*Martin Luther King Jr. Day —*  
*ADA/CDA/SDS offices closed*

**20** **Friday**  
*CE — OSHA/CA Dental Practice*  
*Act/Infection Control*

### FEBRUARY

**16** **Thursday**  
*General Membership Meeting*



## President's Message

*Dr. Michael Shaw, 2011 SDS President*

I hope that everyone has had an enjoyable summer, both personally and professionally. As we plan for another House of Delegates in November, multiple issues concerning each and every dentist, assistant, and auxiliary practicing in California will be addressed. One in particular on the forefront which will be scrutinized in detail is the "Access to Care" issue which has been receiving quite a bit of attention, and rightfully so. A vast number of hours, by a vast number of individuals, have been invested at the CDA and at the national level to research all of the parameters of the inability for individuals to have available to them any, or at least a minimum amount of, oral health care.

The CDA Board of Trustees recommended the filing of "Phased Strategies for Reducing the Barriers to Oral Health Care in California" with the House of Delegates. The goal of the expansive collection of individuals who were involved in preparing this filing was to collate, then interpret, the data gathered. They then evaluated the data to formulate ideas that will possibly impact millions of people within our state. What exactly are the issues surrounding this large population of people, both young and old that prevents them from obtaining at least a minimal amount of care? It is multifactorial to say the least. I hope that many of you have gone to, or will go to, CDA's website to at least review the report. It can be found at [cda.org/access](http://cda.org/access).

I believe that all of us should do our part in our own unique fashion to help many that are in need. Within this three phase access proposal are suggestions to reach hundreds of thousands we cannot assist. We all realize that here within our community there are multitudes of individuals who go without oral health care for one reason or another. With financial cuts at every level, all forms of assistance have been affected. Please be aware that next year each and every one of us will have an opportunity to give some of our time and expertise as volunteers to offer care to many that have none. This is being planned as a two-day event (actually four days in total with one day to set up and one day to disassemble the event) that will be held here in Modesto on May 18 and 19, 2012. The Mission of Mercy event will be hosted by the CDA under the name CDACares and to those of you who wish to participate; we can provide care to those most in need. Much more information will be forthcoming but please plan to be involved. It is rare that we can make such a difference for so many. Mark those days on your calendar.

It would be wonderful if we could look into the future to see what it holds for our loved ones and for ourselves. So much of our future planning is mediated by our past experiences. From my past year as your society president and the past years on the board of the Stanislaus Dental Society, I have gained a tremendous amount of knowledge and respect for our profession and for organized dentistry as a whole. When I first began as the committee chair in Continuing

**2011 SDS Committee Chairs**

*Bylaws*

**Lee W. Mettler, DDS**

*Communications*

*APEX*

**Jodi Sceville, DDS**

*Media Relations*

**Bruce Valentine, DDS**

*Website*

**Brad Pezoldt, DDS, MSD**

*Community Health*

**Nicholas Poblete, DDS**

*Continuing Education*

**Dean Brewer, DDS**

*Dental Liason*

**Lawrence J. Bartlett, DDS**

*Ethics*

**Michael J. Gerber, DDS**

*Forensic Odontology & State Emergency*

**Garry L. Found, DDS**

*Legislative*

**Andrew P. Soderstrom, DDS**

*Membership*

**Matt Swatman, DDS, MSD**

*Peer Review*

**John C. Swearingen, DDS**

*Program*

**Corey R. Acree, DDS**

*Staff Relations*

**Michael Cadra, MD, DMD**

*Well Being*

**Lee Mettler, DDS**

**Toll Free Numbers**

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- CDA** . . . . . (800) 232-7645
- TDIC** . . . . . (800) 733-0634
- 1201 Financial** . . . (800) 726-5022
- Denti-Cal Referral** (800) 322-6384

*President's Message continued from page 1...*

Education I was not exactly a staunch mouthpiece for organized dentistry. Sure, I was a member of the Tripartite and also a member of my own specialty societies, both local and national, but I was just that — a member. Through these years within the SDS and serving on the board, I have gained a great respect for what organized dentistry does for all of us, mostly behind the scenes as an advocate for all that we are involved in. This respect was constructed from my experiences. It is not as though respect wasn't there before now, but because of my involvement I see it from a much different perspective and will never just take it for granted. A benefit, or better yet, a gift I never anticipated.

Yes, there are issues I still question and some I don't agree with but the take home message for myself and to all of you would be: get involved. Yes, we all have our private lives and family responsibilities in addition to our practices and in this modern era of "what's in it for me?" the immediate answer is not always finite. I am not writing this in an attempt to "drum up business" but on the other hand, perhaps I am. What I have learned from the past years will definitely benefit me for years to come. If I could offer one suggestion to those of you who haven't yet become involved it would be to do so. The benefits both in knowledge, experience, and satisfaction will be well worth your effort. Again, thank you for this opportunity and be well.

**Congratulations New SDS Board of Directors!**

The following members were voted into office for 2012 at the General Membership meeting on Thursday, October 20. Your new officers will be:

- President . . . . . **Corey R. Acree, DDS**
- President-Elect . . . . . **Brad Pezoldt, DDS, MSD**
- Secretary . . . . . **Matt Swatman, DDS, MSD**
- Secretary . . . . . **Sean Mullins, DDS**
- Editor . . . . . **Michael P. Shaw, DDS**

*(Serving the 1st year of a second three-year term)*

- Trustee . . . . . **Elizabeth Demichelis, DDS**

Delegates to CDA House of Delegates

- 1ST . . . . . **Corey R. Acree, DDS**
- 2ND . . . . . **Brad Pezoldt, DDS, MSD**

Alternate Delegate to CDA House of Delegates

- 1ST. . . . . **Matt Swatman, DDS, MSD**



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(209) 522-1530*

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

**Editor: Jodi Sceville, DDS**  
**Editorial Staff: Robin Brown**

*Your contributions in the form of articles, photos and/or ideas are greatly appreciated. The APEX Staff is currently accepting 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. Requests for donations may be made by members but must be limited to 50 words or less.*

*APEX is published three times a year by the Stanislaus Dental Society. APEX assumes no responsibility for those expressions of opinion or supposed facts published herein. They are not regarded as expressing the view of the SDS unless so stated. Acceptance of advertising is in no way professional approval or endorsement thereof.*

## Editor's Letter

by Jodi Sceville, DDS – SDS APEX Editor

Let me start out on a positive note. Those of us who attended CDA Presents in San Francisco experienced a real treat. Our office was excited to attend. We had some convention rookies in our group who didn't know what to expect, but our conference veterans knew it was going to be a good time. The highlights were meeting up with colleagues and old friends, attending terrific lectures and of course, walking by the booths and getting FREE stuff!

I would like to commend those who make the convention happen and thank our local members who attended. My staff comes back energized with new ideas (sometimes too many) for our patients and our practice. If we as doctors can come away with even one thing that will make us better practitioners, I feel that a meeting is a success.

Have you appreciated your staff members lately? I am grateful for the wonderful people that make it possible for me to do great dentistry. They treat our patients like friends and family and take care of the details of the practice, much of which goes unrecognized on a daily basis. Even if you aren't able to attend the SDS Staff Appreciation Night, a simple "Thank you" is always nice.

Now, on a more serious note... I am concerned about the future of our dental society. We need your help in our committees and our board. You may not know what you have until it's gone. Who can help? You can. What is required? A willing spirit. Let's hear from you.

## CDA Cares Free Dental Clinic Set to Reach Thousands

CDA Cares, a new event aimed at providing free dental care to Californians in need, will be held May 18-19 in the Modesto Centre Plaza at 1000 L Street in Modesto, California. The event is a collaborative effort between CDA, the CDA Foundation and the national charitable organization Mission of Mercy. At the CDA Cares event, dental professionals will provide patients with free services such as cleanings, fillings, extractions, prosthetics, oral health education and assistance in finding a dental home.

The CDA Foundation, with the help of volunteer dental professionals and hundreds of lay volunteers, will produce the two-day event and rely on Mission of Mercy's national structure for expertise, equipment and data collection. All the necessary equipment — such as chairs, lights, vacuum systems, sterilization stations and setup — are provided by Mission of Mercy; and supplies are provided, often at little or no cost, by national dental manufacturers.

Many dentists across California provide pro bono care to the public (an estimated \$388 million in free services each year). CDA Cares aims to give dentists the freedom to provide such care without having to worry about logistics, supplies or scheduling. It is expected that CDA Cares will provide services for up to 1,000 patients per day. And because of the way the event is being coordinated, there will be no pressure on dentists to complete a certain amount of procedures in one setting.

CDA will soon begin recruiting volunteer dentists, specialists including oral surgeons, dental hygienists, assistants, students, lab technicians, nurses, pharmacists and others who are willing to donate their time and services for the event. It is estimated that close to 100 dentists each day will be needed.

If patients need extractions, there will be a dental lab set up to provide patients with limited prostheses whenever possible. The Oregon Dental Association sponsored a Mission of Mercy free dental clinic in November of 2010. Dental professionals provided care to more than 1,500 patients in need of oral health care services during the event (see video below).

- Volunteer Registration (<https://www.volgistics.com/ex/portal.dll/ap?AP=310030331>)
- Professional Liability Coverage for Volunteer Events ([www.tdicsolutions.com/Business/ProfessionalLiability/PLforVolunteers.aspx](http://www.tdicsolutions.com/Business/ProfessionalLiability/PLforVolunteers.aspx))
- Oregon Dental Association Mission of Mercy, Nov. 2010 ([www.youtube.com/watch?v=PlahI3DP8HA&feature=player\\_embedded](http://www.youtube.com/watch?v=PlahI3DP8HA&feature=player_embedded))

### To all SDS Members:

A Mission of Mercy event has been held in 14 other states. This is the first time it has been held in California and CDA has chosen Modesto for its pilot program. The SDS office will be in charge of volunteers either to provide dentistry (dentists, oral surgeons, RDA, RDS, office staff), set up and take down, flow control, registration, etc. More information will be going out as it develops. We will be looking forward to your help and support!



## Is Your Employee Tweeting on Facebook?

It has become one of the most popular and common things for computer users around the world to do – join Facebook or Twitter. Currently there are 410 million, yes million, people in the world who have a Facebook account. At any time of the day, there are more than 3 million people tweeting on Twitter. And that is just to name two of the more popular sites.

Your own company may have a page on Facebook or more common in the business world, LinkedIn. It can be an incredibly useful tool and has become nearly a necessity to help stay in touch with the electronic world and spread the word about your company. But what do you do when you find your employees are sitting at their desk and spending more time on a social networking site than doing the job you hired them to do? The great news is you, as an employer, have many rights in regards to what your employees may spend their day doing when they are working for you.

Your first step in addressing the issue is to take a look at your employee handbook. You want to ensure that you have a policy on the use of electronic devices in the workplace. You should always clearly define your policy regarding an employee using your companies computers, email, internet, Smart phones, etc. If your handbook has not been updated in the past two years, (or in ten years), I strongly encourage you to purchase a copy of SDDS's Sample Employee Handbook. This handbook was written by CEA - the California Employers Association, your Human Resource Hotline provider and partner for SDDS. The sample handbook includes up-to-date policies on the issues you face every day in running your office. And obviously one that is getting a lot of attention is social networking. If you already have the SDDS handbook or need to update your own handbook with a social networking policy, here is some suggested wording,

“All social networking on company computers is strictly prohibited during work time. Surfing the web, checking Facebook, Twitter, (or any other similar site) shopping online, playing Fantasy Football or any other game during work time will not be tolerated. Social networking during work time will result in disciplinary action up to and including termination. Any violation of any portion of this policy may result in the loss of computer access and disciplinary action, up to and including immediate termination”

The second step will be to let your employees know about the limits you as an employer have set in regards to accessing these sites at work. If you want to allow your employees to access Facebook, etc. at lunch or on their breaks you may, or if you want to prohibit any employee from ever accessing any social networking site you may also put that policy in place, it is completely within your rights to do so. Remember that your company computers are just that, they are yours and you as an employer may dictate how an employee uses them.

Another consideration in regards to social networking sites is the possibility of harassment occurring from one employee to another via these sites. In addition to updating your use of electronic devices in the workplace policy, it is important to review your policy on harassment and discrimination prevention for your office as well. Ensure that you have language in your policy that states *any* form of harassment will not be tolerated and your company's goal is to provide a hostile free work environment. If an employee comes to you and indicates that they feel they are being harassed by anyone through any means (email, social networking sites, etc.) it is your responsibility as an employer to investigate these claims and ensure they are not occurring.

### California Employers Association

1451 River Park Dr., Suite 121

Sacramento, CA 95815

**(916) 921-1312**

(800) 399-5331

[www.employers.org](http://www.employers.org)

## Passing the Torch

by Jodi Sceville, DDS

When I graduated from dental school, the rate of participation in organized dentistry was high. When my father graduated from dental school it was very high. The dental societies and their events were the “go to” thing to do. The general membership meetings were packed and the profession of dentistry was largely unified. To be asked to serve on a Committee was considered an honor. I look up to the past leadership of the dental societies in which I have been involved. These individuals gave their time and talents to better our profession and some of these people are still actively doing so.

The facts speak for themselves. It is safe to say that overall volunteer involvement across the state has been in decline. Attendance at our local meetings has been down. Our very own component is unable to fill some officer’s positions because of lack of interest or an unwillingness to serve. As a group, our board has seriously discussed why these negative trends are occurring.

I believe that in the last few years, SDS has made many improvements in communicating TO our members. Now, we need better communication FROM our membership. What do you like about the SDS? What should SDS be doing that it is not? How can SDS be a better “value” to its membership?

If these slowly progressing negative trends continue, a critical level will be reached. If our local component does not exist, this is how we will suffer:

**Peer Review:** This can be a valuable resource in which local doctors can assist in disputes rather than involving outside legal representation which can be quite costly to your practice.

**Continued Education:** Lectures and courses available close to your home and work. This is an excellent opportunity to fulfill required classes, such as OSHA, CPR, Dental Law and Infection Control. This benefits your staff as well, providing the opportunity for them to meet their licensing requirements without wasted time and expense sending them to courses elsewhere.

**Social Events:** This is your chance to see your colleagues and meet the specialists you refer to every day. I am much more likely to pick up the phone and discuss cases with the specialists that I interact with on a daily basis.

**Local Office:** Our component office is an excellent resource for the required posting for our offices, for referrals, and any information you may need quickly. Robin is familiar with most of our membership and can answer questions efficiently.

Bottom line is that we are trying to provide services that you can not get anywhere else.

We are looking for new leaders who are willing to give back to our profession and preserve it for the generations that will follow. The SDS has a long history of education, leadership, advocacy and service to our local community. Your participation is desperately needed as we work together to address the needs of our profession and those we serve.

### SDS Membership Status Update

260 Total members	36 Lifetime Retired
210 Active Members	5 Retired
4 Permanent Disability	3 Affiliates
11 Lifetime Active	2 NEW!

### SDS Welcomes Its Newest Members!

#### General Practice

Alexander Dansa, DDS – Modesto  
Jorge Pantoja, DDS – Turlock



## Robin's Relevant Remarks

### Volunteers

Feel like you're being bludgeoned by SDS about 'volunteerism'? Sorry about that but it's for a good reason — our very existence. Volunteers are the life blood of any non-profit organization and we're no different. Without members stepping up to take the reins from those who have served, there are no committees, there are no board members...there is no SDS. Having a dental society in your backyard means individualized and immediate attention that you might not have if you were part of another dental society. Serving for the Society doesn't take a large amount of time whether it's chairing a committee, serving on a committee or for a particular event. What other ways are there to become involved? Come to a General Membership meeting! Part of the dues that you pay entitles you to attend all general membership meetings which includes dinner, at least one CE unit, raffle prize opportunities and the best perk of all...the chance to socialize with your peers! If you have an interest in finding out what you can do to help, contact a board member or the SDS office and we'll tell you what you can do to help and how much time is involved. Giving back to the profession that's given so much to you will make you feel good. Honest!



**Robin Brown**  
SDS Executive Director

### Dues

Yep, it's that time of year again! Right about now, CDA will be sending out notices for dues renewal. Renewal is offered online at [www.cda.org/renew](http://www.cda.org/renew) and currently enrolled members just need to verify that their information is current and make payment by credit card. Remember that payments made online at [cda.org](http://cda.org) are secure and password protected. Dues renewals can also be made by phone to CDA at 800.CDA.SMILE (232.7645).

\*Important! Please remember that you can utilize the popular EDP (electronic dues payment) option that offers payment over a 12 month period and the administration fee is only \$1/month. Many of our members are using this valuable option and finding it fits their budget quite nicely by spreading the payments over the course of a year instead of one lump sum.

**Bring in a new CDA member. Get \$100 cash!**

**cda.**

Bonus! CDA is offering a Member Get a Member program. Every time you refer a new member (look around, they're here locally!), you get \$100, up to \$500 for 5 referrals! Get your application at [cda.org/mgm](http://cda.org/mgm). All enrollment options can be found online at your SDS website, [stanislausdental.org](http://stanislausdental.org) by clicking the Becoming a Member link on the left hand column. All options are just a click away!

Come back, we need you as much as you need us!

Now when you refer a new member to CDA you'll receive \$100\*, or up to \$500 for five referrals!

Simply share with your fellow dentists why you love being part of the 25,000 dentists who are working to make the profession stronger.

Need an application?  
[cda.org/mgm](http://cda.org/mgm)

**Growing membership.**  
It's what happens when 25,000 dentists work together.

\*\$100 check issued to referring member once referral joins and pays required dues.



### Help me! I've fallen and I can't get up!

Have you considered what you would do if you had to interrupt your practice for a period of time due to illness, injury, etc.? Did you know that the DBC has to be notified within a certain period of time of becoming incapacitated? Many practitioners haven't prepared their family members or staff about how to deal with the issues that arise if such a situation were to occur. Whether it is putting a practice on hold, something long term, or anything more unfortunate, the SDS office can help you answer questions you may have on becoming prepared to protect the value of your practice for the sake of your family and staff members in case the unthinkable happens. The CDA Compass is also a great resource containing checklists, downloadable templates for contacting patients or the DBC and other relevant forms. Contact me for more information.

### Mission of Mercy Event

In his President's Message, Dr. Shaw mentions the Mission of Mercy event being held in Modesto at the Center Plaza on May 17-20, 2012, which will be hosted and organized by the CDA. What an honor to have our location be chosen for the first M.O.M. event held in California! We will be given the opportunity to showcase the excellent dental talent we have in Stanislaus County. With the prestige of having an event of this magnitude in our backyard comes great responsibility. You will be hearing more about this event in the months to come and I will be putting out a call for assistance to our members, their staff and other volunteers for help in providing dental care for our community so everyone else will know what I already know...

**... SDS members: preserving the dental health of the earth's population, one patient at a time!**

## Staff Appreciation... I SAID,

# STAFF APPRECIATION!



Though a bit loud, the band Department of Rock really rocked the house at SDS's Staff Appreciation event. Held at the beautiful State Theatre, SDS had a great turnout! Thanks go to The State Theatre staff that was so accommodating, Appetez Restaurant for serving tasty appetizers (and also for boxing up all those yummy leftovers for people to take home) and comedian Dan St. Paul who was DEFINITELY a riot. There was even a little dancing in the aisles! Though the image of Dr. Corey Acree wearing a white boa was a little...disconcerting, it certainly was fun to change things up a bit.



*Top left: Drs. Sirina Aguilar and Geoff Uhrick appreciating two staff members*

*2nd pic: Department of Rock, living up to their name*



Thank you to the members who were able to attend and invited their staff. A special thank you to ALL staff members, whether you were able to attend or not, for working so hard to make your member's practice run smoothly and help make their practice a success! Do you have any suggestions as to what you would be interested in having SDS create at next year's Staff Appreciation? Email the SDS office, [sdsdent@thevision.net](mailto:sdsdent@thevision.net) and let us know!



*3rd pic: Staff members enjoying their evening!*

*Bottom pic: Dr. Corey Acree says, "I now declare this event underway!"*



## Second Opinions: Handle Them Carefully

By Yasica Corum

Risk Management Analyst

Dental offices receive requests for a second opinion for a number of reasons. A patient could be comparing prices or getting an opinion on treatment provided by another dentist. He or she may be trying to build a case against a current dentist and planning to use your opinion as ammunition. If you are unsure of a patient's motives for getting a second opinion, you can ask some basic questions.

For every patient who presents for a second opinion, raise questions such as:

- What brings you here today?
- Who was your previous dentist?
- How did you find my office?
- When was your last dental appointment?
- Why were you unable to complete treatment?

Answers to these questions provide a better picture of the patient's intention for seeking a second opinion. Avoidance or refusal to answer these questions are red flags and treat them as such. If you experience this, decide if you feel comfortable continuing with the exam. It could be the opportunity you need to respectfully decline further contact with that patient. You could respond with, "Mrs. Jones, I've asked you simple questions necessary for me to provide you with a thorough opinion. Since you are unwilling to answer them, I think it is best for you to seek an opinion elsewhere."

If you notice what appears to be questionable dentistry during the exam, do not say, "I would have not done it that way." A patient could have omitted facts or withheld information critical for an accurate assessment. Give your opinion without making disparaging comments about prior services. For example, "It is difficult to provide a complete exam and recommendation without knowing all of the treatment history regarding this area. Based on the information I do have, I recommend..." Do not make unknowing, unsupportable or unjustified comments regarding the previous dentist or the work performed. Doing so could place you in the middle of a refund battle or professional liability claim.

Remain objective when giving your opinion. State the facts and keep subjective comments out of the discussion. Remember, a second opinion dentist is often working with incomplete information at the time of the appointment.

Create a chart and document the results of the exam in the chart. It should include the purpose of the visit, the scope of the examination, your discussion with the patient as well as the outcome. Send a follow-up letter to the patient and the treating dentist with the results of the second opinion. State the examination was for a second opinion and limited to the area discussed. Keep a copy of the letter in the patient chart.

If you have any questions regarding the information presented in this article or need to discuss a risk management issue affecting your practice, please call the TDIC Risk Management Advice Line at 800.733.0634.

**The Dentists Insurance Company**

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1201 K Street, 17<sup>th</sup> Floor, Sacramento, CA 95814 | t. 800.733.0634 | p. 916.443.4501 | f. 916.443.4468 | [thedentists.com](http://thedentists.com)

MOVING FORWARD. TOGETHER.





*Nicaraguan dental students at work in our clinic*



*Waiting room at one of our clinics*

## Dental Care in Nicaragua!

*by Dean Brewer, DDS*

I went to Nicaragua in June for 10 days with members of the Loma Linda University School of Dentistry to the towns of Leon and Managua. We were part of a team of 50 comprised of dental students, dentists and support staff and worked at four different clinic locations. While working with two dental schools in Nicaragua, UNAN and UNICA, we had both instructors and students from those schools working with us. One team did general anesthesia at the hospital for special needs children as well. What a great experience!



*Myself and Dr. Andrew Toms as well as some dental students that were with us*

## Quality Assurance for X-ray Equipment

*by CDA*

Members may have received a notice from the Radiologic Health Branch of the state Department of Public Health, announcing a public hearing on Tuesday, October 11th, and an extension of the public comment period until then, on proposed regulations governing quality assurance procedures for film X-ray equipment in medical and dental facilities. Here are the basic facts:

- These are the same proposed regulations that were described in an article in the September issue of the CDA Update (<http://www.cda.org/publications/update>). They are intended to implement legislation enacted six years ago calling for the development of quality assurance regulations for medical and dental X-ray equipment in an effort to minimize patient exposure to ionizing radiation.
- CDA has already provided written comment on the draft regulations, and will be providing additional testimony at the public hearing next Tuesday. Our primary goal is to minimize the costs and recordkeeping requirements for dentists in order to comply with the regulations.
- This is simply the opening comment period in the regulatory process; it is likely that these regulations will not be finalized until well into 2012. In the meantime, dentists should not feel any need to purchase new equipment or take any further action in response to these regulations until they are finalized.

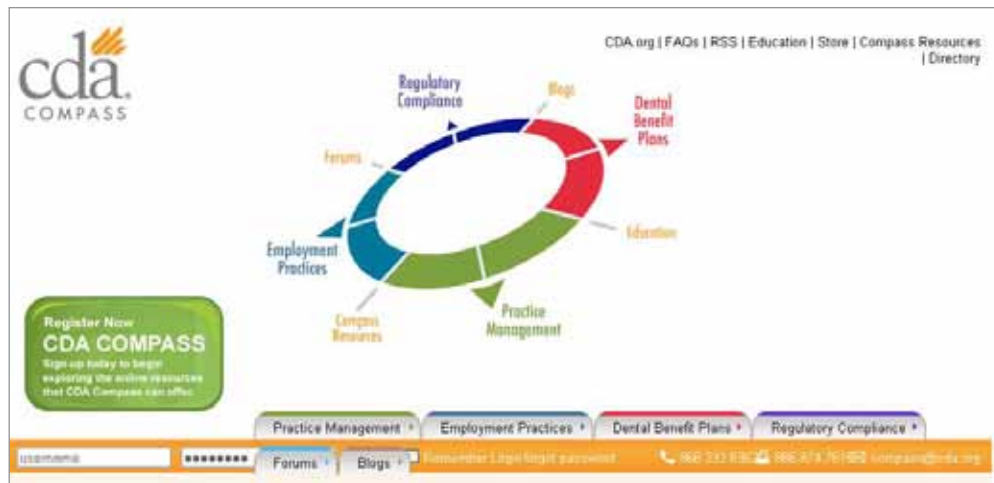
## Resources are Only a Keyboard Away!

Are questions about the recent CDT code changes keeping you awake at night? Following are two resources available to you 24/7: Look what the CDA compass has done for you lately! Articles, manuals, templates, legislative updates about important dental issues that concern you...all for free! Haven't used The Compass yet? Why not!

**Latest updates posted on The Compass:**

- 2011-2012 CDT Code Changes
- Regulated Dental Office Wastes & Wastewater FAQs
- Hepatitis B Vaccination: Requirement & Recommendations
- Authorization for Employee Background Check
- Employment Interview Questions
- Sample Employee Manual ~ 2010 Edition

...and more...VISIT [www.cdacompass.com](http://www.cdacompass.com)!



The SDS website includes: an online member directory updated regularly, a member's only section, a calendar of events (including downloadable flyers and rsvp forms), an archive of the APEX, Hot Topics and updates, information about CE requirements and Peer Review, links for Allied Health Professionals and links to many resources, including some here in Stanislaus County.



*All of this thanks to your dues dollars hard at work!*

# SDS 2012 CALENDAR

## JANUARY

January 5	Thursday	Board meeting
January 16	Monday	Martin Luther King Holiday – office closed
January 20	Friday	CE – ‘OSHA/Infection Control/Dental Practice Act’

## FEBRUARY

February 16	Thursday	General Membership meeting
February 20	Monday	President’s Day – office closed

## MARCH

March 1	Thursday	Board meeting
March 15	Thursday	General Membership meeting
March 16	Friday	Leadership Conference – Sacramento – office closed
March 23	Friday	Component Ethics Seminar – Sacramento – office closed

## APRIL

April 13	Friday	CE – ‘The Ultimate Synergistic Team’
April 19	Thursday	General Membership meeting

## MAY

May 3-5	Thursday-Saturday	CDA Presents – Anaheim – office closed including Wednesday, May 2 for Exchange
May 10	Thursday	Board meeting
May 17-20	Thursday-Saturday	Mission of Mercy Event
May 24	Thursday	General Membership meeting
May 28	Monday	Memorial Day – office closed

## JUNE

June 15	Friday	Field Day (tentative)
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## JULY

July 4	Wednesday	Fourth of July – office closed
July 5	Thursday	Board meeting
July 13	Friday	CE – TBA

## AUGUST

August 16	Thursday	SDF Annual Dinner
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## SEPTEMBER

September 3	Monday	Labor Day – office closed
September 6	Thursday	Board meeting
September 20	Thursday	Staff Appreciation

## OCTOBER

October 18	Thursday	General Membership meeting
October 19	Friday	CE – Biomimetic Dentistry, Dr. David Alleman

## NOVEMBER

November 1	Thursday	Board meeting
November 9-11	Friday-Sunday	HOD – Newport Marriott – office closed including Thursday Nov 8 for Exchange

## DECEMBER

December 6	Thursday	Installation/Spouse Night
December 24-31	Monday-Monday	Winter Holiday – office closed



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# APEX BULLETIN OF THE STANISLAUS DENTAL SOCIETY

## New Labor Poster Requirement

by CDA Practice Support Center at [www.cdacompass.com](http://www.cdacompass.com)

**Employee Rights**  
Under the National Labor Relations Act

The National Labor Relations Act (NLRA) guarantees the right of employees to organize and bargain collectively with their employers, and to engage in other protected concerted activities or to refrain from engaging in any of these activities. Employees covered by the Act have the right to elect their representatives for purposes of collective bargaining. This bulletin provides information about your rights and about the obligations of employers and employees under the NLRA. Contact the National Labor Relations Board (NLRB), the Federal agency that investigates and mediates complaints under the NLRA, using the contact information supplied below. You have a responsibility to know about specific rights that may apply to your particular workplace.

**Under the NLRA, you have the right to:**

- Organize a union to negotiate with your employer concerning your wages, hours, and other terms and conditions of employment.
- Join, join or assist a union.
- Engage in collective bargaining through representatives of employees concerning a contract with your employer setting your wages, benefits, hours, and other working conditions.
- Discuss your wages and benefits and other terms and conditions of employment or union organizing with your co-workers at work.
- Take action with or without a union to engage your employer concerning its activities, other than making, making work-related complaints directly with your employer or with a government agency, and seeking help from a union.
- Discuss and publicize complaints to the employer or those of the union or its employees.
- Choose not to do any of these activities, including joining or remaining a member of a union.

**Under the NLRA, it is illegal for your employer to:**

- Discriminate against employees who are engaged in a union activity because they are or have been active in a union.
- Interfere with, restrain, or coerce employees in the exercise of their rights.
- Discourage you from exercising your rights or threaten to take any of these actions, because you are or expect to join, or because you have engaged in a union activity.
- Discriminate against you for not joining a union, because you should not be engaged in any union activity.
- Threaten to close your workplace if you exercise a union right to represent them.
- Discriminate or retaliate against you because you are or have been active in a union.
- Discourage you from exercising your rights, threaten, restrain, or coerce you from exercising your rights, or threaten to take any of these actions, because you are or expect to join, or because you have engaged in a union activity.
- Discriminate against you for not joining a union, because you should not be engaged in any union activity.

**Under the NLRA, it is illegal for a union or for the union's representatives to:**

- Engage in unfair labor practices.
- Refuse to process a grievance because you have engaged in a union activity.
- Discriminate against you because you are or have been active in a union.
- Use an unfair labor practice or procedure.
- Discourage or attempt to coerce an employee to discriminate against his or her fellow employees.
- Discriminate against you because you have not joined or do not support the union.

**If you and your co-workers select a union to act as your collective bargaining representative, your employer and the union are required to bargain in good faith in a labor contract to meet its terms. This agreement will set the wages, hours, and other working conditions of employees. The union is required to fairly represent you in bargaining and enforcing the agreement.**

**Legal conduct will not be permitted.** If you believe your rights or the rights of others have been violated, you should contact the NLRB promptly to correct your complaint. If you believe your employer has violated your rights, you should contact the NLRB promptly to correct your complaint. If you believe your employer has violated your rights, you should contact the NLRB promptly to correct your complaint. If you believe your employer has violated your rights, you should contact the NLRB promptly to correct your complaint.

You can also contact the NLRB by calling toll free 1-866-673-6262 or TTY 1-866-315-4636 (1-866-315-4672) for hearing impaired.

If you do not speak or understand English well, you may obtain a translation of this notice from the NLRB's Web site or by calling the toll-free hotline listed above.

The National Labor Relations Act cannot resolve certain workplace problems. Disputes that involve your NLRA job rights and workplace conditions, however, are covered by a special dispute resolution plan and are covered by the Public Law 94-463 Act. For more information, contact the National Labor Relations Board at 1400 K Street, N.W., Washington, D.C. 20535. Telephone: (202) 693-3332. Fax: (202) 693-3333. Website: [www.nlr.gov](http://www.nlr.gov).

This is an official Government Notice and must not be defaced by anyone.

The National Labor Relations Board has adopted a regulation that requires most private businesses to post by November 14, 2011 a new notice. The new poster will inform employees of their rights under the National Labor Relations Act (NLRA), the primary law governing relations between employees and employers in the private sector. NLRA rights apply to both union and non-union workplaces. The poster [<https://www.nlrb.gov/poster>] must be posted in its original 11 x 17 inch size or with the two 8-1/2 x 11 inch downloaded pages taped together. Translated versions are available from the NLRB and must be posed at workplaces where at least 20 percent of employees are not proficient in English. The new posting requirement applies to all employers subject to the board's jurisdiction; this may include dental practices. CDA recommends dental employers post the new notice. Employers also should review the notice's contents and direct any questions regarding its applicability to their respective employment law attorney. NLRB jurisdiction may not apply in all dental employment situations. An NLRB fact sheet with questions and answers is available on its web site [<http://nlrb.gov/faq/poster>].

*\*Don't forget, the SDS office has 2011 Labor Law posters in stock. Call (209) 522-1530 to arrange for pickup.*