

Winter 2012
Volume XXI Issue 1

Filling You In...

The Official Publication of the San Gabriel Valley Dental Society

2012

PRESIDENT'S MESSAGE



Irvin Kaw, DMD

Consider Getting Involved

C onsider Getting Involved

Happy New Year Everyone! Hopefully you all enjoyed the holidays with loved ones, and I wish you and your family a wonderful year ahead.

It's a great privilege to serve as your 2012 President. I am excited to work with our dedicated Board & Executive Director to continue to provide you with valuable services.

By way of introduction, I am a second-generation General Dentist, and I practice in Monterey Park. I have had the honor to serve on our Board for the past six years. My first introduction to our society occurred when I was asked to be zone director. One interesting project led to another,

and I can't believe how time has gone by so fast that I am now serving as your president. Getting involved with our society has been one of the most rewarding experiences of my life.

In this coming year, I would ask that you consider participating in our society too. If you are already involved, we appreciate that, but think about 'stepping up'. If you have not had a chance to get involved lately, consider coming to one of our many activities.

Perhaps you might like to take one of our CE courses, or get your CPR training at our society offices, or even join a committee on the Board, or come to one of our socials or 'All Member' parties. There are a variety of opportunities available.

It's so easy. All you have to do is show up, or call, or e-mail our Society office. I know that you will find it as satisfying as I have.

As a reminder, it is that time of year again for us to renew our memberships. Even during these tough economic times, I hope that you will find continued value in your association.

I look forward to serving you throughout the coming year and seeing you at one or more of our events!

All the best,

Irvin ▲

Seven principles for keeping your employee handbook out of court—

Shockingly enough, CA does not require business owners to have employee handbooks (it seems like they require everything else). However, most businesses, no matter their size, have learned that effectively written employee handbooks can truly protect a company and allow them to take action against their problem employees. A well written, up to date handbook provides:

Evidence of at-will employment • Explains company policies • Sets expectations for employees • Provides uniformity and consistency in your business • Ensures compliance with notice requirements • Defense to harassment allegations • Union avoidance

Can your employee handbook be used against you in court? Does it give your employees rights that you never intended? What if your handbook is out of date, or you have never had one and are trying to put one together on your own?

You need to be careful about what you put in your employee handbook because every word can be used against you, according to Paul Salvatore and Allan H. Weitzman of Proskauer Rose LLP. They recommend following seven principles when creating an employee manual.

1. Make sure your handbook is not an employment contract. Don't stop with only disclaimers in your manual. Inform employees that the policies and procedures contained in the handbook are not intended to create a contract. Distribute the manual and make sure your employees sign a receipt acknowledging that they received a copy. And reserve the right to modify or change those policies and procedures at any time.

2. Plainly state your rules, regulations and procedures. What is your attendance policy? How often do you conduct performance appraisals? Are there any restrictions on the use of e-mail? Clearly stating your procedures and rules, and then making sure they are consistently followed, helps ensure that employees understand what is expected of them.

3. Describe policies intended to assist employees. Describing policies that are designed to help employees allows your handbook to function as an internal public relations system. Describe your employee assistance program. Explain your family and medical leave policy and your pregnancy, disability and child care leaves. This shows your employees that you understand the laws and rules and intend to follow them.

4. Communicate your commitment to equal opportunity. Your handbook should include equal employment opportunity policy. Courts will look for this if you are sued for discrimination. Also include an anti-harassment policy. Define harassing behavior and give examples. Clarify supervisory responsibility and clearly set forth your internal complaint procedure. Designate more than one person who can receive complaints. What are your organization's investigation obligations? Do you have a no-retaliation provision? These all should be clearly addressed in your manual.

5. Set termination guidelines. Include required notifications, severance pay policies and any grievance or complaint procedures and alternative dispute resolution procedures. Also consider tying severance pay to the requirement that employees execute the release acknowledging they received the handbook. This may help ensure that employees sign and return that acknowledgement.

6. Develop technology policies. The informality of communicating by e-mail makes an e-mail policy a necessity. Employees should clearly understand that there is no expectation of privacy in company equipment or in their electronic communications. Reserve the right to monitor e-mail and make sure that employees realize that all communications are "discoverable" and can be used in any legal proceedings.

In addition, with the growing popularity of instant messaging in the workplace, consider a policy governing this form of communication as well. Although instant messages cannot be recorded electronically, employees, and especially managers and supervisors, should remember that they can be printed off when they appear on the screen. You may want to consider banning the use of instant messages or adopting a policy similar to your e-mail policy.

7. Include state and local legal requirements. Although keeping up with federal laws may seem like challenge enough, don't forget that state laws also are important. Not only can state laws provide more generous benefits and protections than federal laws, they can also affect many of your policies. For example, state laws may govern your jury duty leave and workplace smoking policies. It is important to incorporate these, and other state and local legal requirements, into your employee handbook.

If written properly, your handbook shouldn't contain any information to be used against you.

The lack of an employee handbook, a poorly written handbook, or a handbook not audited annually, however, can get you into trouble. If your handbook implies a contract, includes illegal policies, or if the company isn't following

CONTENTS

President's Message	2
Seven principles for keeping your employee handbook out of court	2
No quick fix for Dealing with pain	4
Tax Corner	6
2011 House of Delegates	7
Message from the Executive Director	10
New Dentist Comm Events	12
SGVDS Peer Review Comm	13
All Member Casino Night San Gabriel Country Club	15
Calendar	17
Member Network	19
New Members	20
Important News Bits	22
January, CE	BC



MISSION STATEMENT

The San Gabriel Valley Dental Society is dedicated to the promotion and support of our member dentists in their pursuit of providing excellent dental care to the public.

We ALL have questions - Now YOU can get the answers!

FREE HR Hotline

Pick up the phone
and call today!



**Protect your business
from costly
fines and penalties!**

CEA is here to assist you with:

- ✓ HR Compliance
- ✓ Unemployment Claims
- ✓ Wage & Hour Laws
- ✓ New Hire Procedures
- ✓ Discipline & Termination Issues
- ✓ And more!



For Members of San Gabriel Valley Dental Society

(800) 399-5331

its own policies, your handbook can be used against you. So, ask yourself, does my handbook include an integration clause? Does my handbook cover all forms of discrimination? Does my handbook include all notice requirements? Has an HR expert or attorney reviewed my handbook in the past year? If you answer no or I'm not sure to any of these questions, today is the day to order your CEA Sample Employee Handbook for dental offices. The Sample Employee Handbook is a very user-friendly Microsoft Word document that is completely customizable for your business. Everything is written for you, you just need to add in a few details regarding your Company specific benefits - you simply cut and paste your own company information into it. Don't miss this opportunity to quickly and easily ensure your human resource policies are legal and compliant. Order your new sample employee handbook today! Contact the SGVDS HR Hotline by calling 800-399-5331.▲

No quick fix for dealing with pain

Written for TDIC by Lisa Fitzpatrick, President/CEO, Ergo Links.

Your colleague tells you about the best ergonomic stool in the dental market. You buy it, but find it does not cure the back pain. Did you just make a \$700 investment for nothing?

More employers are looking for a quick fix for dealing with pain associated with work activities. Unfortunately, there is no quick fix. Purchasing products without understanding the root cause of the problem, how to fix the problem or how to properly use the product may only result in a decrease to your pocketbook instead of a decrease in pain.

In order to have a proper ergonomic setup in your office, it is critical to assess all components involved with the setup. The key to reducing an injury in the office or reducing pain is to reduce the risk of injury.

The Variance Reduction Model (see graft) is a standard often used by ergonomists, to provide a guideline for achieving an ergonomic setup in an office setting. In the model shown, "RISK" sits on the outside of the circular diagram. Practice owners should address all areas collectively to reduce risk of injury for employees as well as themselves.

For example, if you purchase the stool (TASK/EQUIPMENT) but do not have proper training on how to use the stool, it may not work for you. Your ergonomic purchase may actually increase your risk of injury.

Proper position on the stool is dependent upon both proper patient positioning and proper positioning of the dental unit. If you do not have the involvement or support of your staff (PEOPLE) in the office to assist with this setup, the risk of injury increases.

Another area to address when considering purchase of an ergonomic stool is proper patient positioning. What is your policy (PROCEDURE) for positioning the patient? Do you have clear instruction or a diagram showing staff how you want a patient chair positioned for optimal patient positioning? Positioning a patient so both the dentist and staff can reduce risk of repetitive injury to the back and neck is a key function to allowing the ergonomic stool to work to its full potential.

Purchasing an ergonomic stool is what some could consider a fast and simple fix, however it is only a small component of obtaining a complete ergonomic setup in an operatory. If you truly want to invest the time in setting up your office so it is "ergonomically correct," address all components referred to in the Variance Reduction Model to reduce pain, risk of injury, and to reap the full benefit of your effort.

Lisa Fitzpatrick OTR/CHT,CAE, CEAS is President/CEO of Ergo Links. Lisa provides ergonomic consulting services for dental professionals nationally. She also presents nationally at trade association meetings on injury prevention, biomechanics, and ergonomics in dentistry. For questions about information within this article, please contact Lisa at (877) 399-3746.▲

Overtime Do's and Don'ts

It may be tempting to skip paying a few minutes of overtime here or there or to offer employee's "comp time" in lieu of paying overtime, but beware, either of those choices put you in violation of California law – read on to discover what you are required to do to stay compliant with the Labor Commissioner.

Unless your employees are covered under an alternative workweek agreement, they must be paid using the following calculations when working overtime. If your employees are covered under an alternative workweek agreement, please see the article entitled "Six Steps to Setting Up an Alternative Work Week Schedule" in this edition of "The Nugget".

Overtime

Nonexempt employees must be paid one-and-one-half (1½) times their regular straight-time hourly rate of pay for all time worked in excess of eight (8) hours, up to and including twelve (12) hours, in any one (1) workday, all time worked in excess of forty (40) hours in any one (1) workweek, and for the first eight (8) hours worked on the seventh (7th) consecutive workday in any one (1) workweek.

Doubletime

Nonexempt employees must be paid two (2) times their regular straight-time hourly rate of pay for all time worked in excess of twelve (12) hours in any one (1) workday, and for all time worked in excess of eight (8) hours on the seventh (7th) consecutive workday in any one (1) workweek. Hours paid, but not worked (i.e. vacation, sick leave, holiday), will not be considered hours worked for the purposes of calculating overtime.

You can require that employees have prior approval before working any overtime. But if an employee works overtime, even if they did not have your permission, they must be compensated following the overtime pay requirements. You can, however, discipline employees for working unauthorized hours. Employers are also allowed to require their employees to work overtime if business conditions require overtime. An employee refusing to work mandatory overtime can also be grounds for discipline.

Often employers end up paying too much overtime because they will pyramid or pay duplicate overtime pay for hours that have already been paid. Overtime is paid on straight hours only.

Follow these guidelines when it comes to calculating your employees overtime hours and you will be on the path to overtime compliance!

(Article provided by California Employer's Association-CEA) ▲

Let's show that California 49er Spirit

A request from Matt Campbell your California ADPAC representative

Although my Bay Area colleagues may think I am talking about a certain football team, I'm referring to those who flocked to California in the 1800's looking for a chance to strike it big and have a better life.

Like those 49ers, we have an opportunity to improve our professional life. However, unlike those who came before us, our risk is minimal – JUST CHECK A BOX. In the near future you will be receiving your 2012 ADA/CDA/Local Dental Society Dues Statement. PLEASE CHECK THE BOX and contribute YOUR \$49 to ADPAC, YOUR American Dental Association Political Action Committee. Consider it "Legislative Malpractice" insurance for your practice.

Although the economy has been challenging for all of us, a yearly contribution to ADPAC is less than one dinner out and the rewards far outweigh the costs.

ADPAC is an integral part of ADA's advocacy efforts that have saved us thousands of dollars. Just as CalDPAC works tirelessly at our state level to protect how we practice and best serve our patients ADPAC does this for us in Washington DC. For example, ADA was successful in defeating legislation that would have forced us to spend hundreds or thousands of dollars in accounting fees to fill out 1099's for every purchase we made of \$600 or more for goods and services. Health Care reform has been, and will continue to be, a major focus at the federal level. We need a strong voice for our profession and our patients or we could end up losing a great deal. Right now, more than ever before we need our voice to be heard.

So, let's show that spirit by CHECKING THE BOX AND SENDING YOUR \$49 to ADPAC on your dues statement. If you have already sent in your dues statement, it is not too late. You can also go to adpac.ada.org and contribute on-line at whatever level you wish. Thank you for your assistance, Matt (mcamp103@aol.com)

ADPAC makes campaign contributions to candidates for federal elective office. Non-corporate members of ADA may contribute to ADPAC (the "restricted class"). Contributions by foreign nationals are prohibited; but individuals with permanent US residency may contribute. Contributions will be screened and those from persons outside the restricted class will be returned. Contributions to ADPAC are voluntary, and you have the right to refuse to contribute without reprisal. The suggested amount is only a suggestion; more or less than the suggested amount may be given, up to \$5,000 per calendar year. The amount given by a contributor, or the refusal to give, will not benefit or disadvantage any person. ADPAC must make its "best efforts" to collect the name, address, occupation and employer from any donor of more than \$200 in a calendar year. ▲

TAX CORNER

Choosing the right retirement plan

Retirement plans are tax-favored programs established by employers to provide retirement for employees under the Internal Revenue Code. The plan must meet certain requirements such as minimum vesting, participation, nondiscrimination or distribution rules...

Retirement plans benefit both employers and employees.

Employers will benefit through

1. Tax-deductible contributions.
- 2 Attracting or retaining qualified employees. The vesting can require loyalty through a specified number of years of service before employees' entitlement to contribution.
3. Flexible plan options.
4. Assets in the plan grow tax-free.

Employees will benefit through

1. Non-taxable on contribution, investment gains or interest earned until distribution.
2. Availability of Saver's Credit.
3. Reduction of current taxable income.

Tax-favored retirement plans can be grouped into three categories:

1. Defined contributions plan: A defined contribution plan provides an individual account for each participant in the plan. The plan includes profit sharing, employee stock ownership (ESOP), money purchase, and several variations of these plans. Benefits are based on a definite formula for the discretionary amount that employers contribute each year. Employers may even make no contribution to the plan for a given year.
2. Defined benefit plan: A defined benefit plan promises a specified monthly benefit at retirement. The plan can state a promised benefit as an exact dollar amount or may calculate a benefit through actuarial assumptions based on age, duration of employment, and/or salary history. Employers can

TAX • FINANCIAL ADVISORY • VALUATION

CUONG LE, CPA



2020 Pico Blvd., Suite C
Santa Monica, CA 90405

(310) 450-5708

info@lecpa1.com

Success Through Diligence

contribute and deduct more than other types of plans. The plan can be vested immediately or spread out over a seven-year period. The benefits in most traditional defined benefit plans are protected, within certain limitations, by federal insurance provided through the Pension Benefit Guaranty Corporation (PBGC). The plan is often called as pension plan.

3. Payroll deduction IRAs, SEPs and SIMPLE IRA plan: These plans are much like the defined contribution plan that have individual accounts to which contributions are credited. Although these plans are tax-favored, they are not qualified plans and are subject to different and generally simpler rules. The plans utilize IRAs to hold the assets and are always 100% vested. ▲

Help is one step away... **The CDA Well-Being Program**

Southern California Well-Being Committee
818.437.3204 or 310.406.6319

San Gabriel Valley Dental Society
626.285.1174

California Dental Association
800.232.7645 ext.4961

Cuong Le, EA, CPA, CSA is a practitioner located in Santa Monica providing tax, financial advisory and practice due diligence to healthcare professionals (especially dentists), a selected number of nonprofit organizations and the entertainment community.

2011 House of Delegates

The annual session of the 2011 CDA House of Delegates (house) took place on November 11-13 at the Sacramento Hyatt Regency. The event was attended by 209 delegates representing each component, component executive directors, CDA officers, CDA board/council/committee chairs, past presidents, dental school deans and representatives from other dental associations.

Daniel G. Davidson, DMD was installed as CDA's first new president from the San Francisco Dental Society since the unification, and Alan L. Felsenfeld, DDS, led his third house as speaker. This year's house will be remembered for its lively debate on Resolution 2RC-2011-H: Phased Strategies for Reducing the Barriers to Oral Health in California, adoption of resolutions, installation of CDA leadership, including officers and chairs and council/committee members for 2012, as well as camaraderie enjoyed by all.

Headed by Dr. Felsenfeld, delegates conducted an effective and efficient house, completed its work early, and approved 31 resolutions on behalf of CDA's members. You may download the 2011 unofficial summary of actions at cda.org/about_cda/leadership/house_of_delegates.

Should you have any questions or require additional information, please don't hesitate to contact Donna Astrinidis at donna.astrinidis@cda.org or 800.232.7645, extension 4931.

(Left to right) :Drs: Irvin Kaw, Bret Andia, Donna Klauser, Ashish Vashi, Executive Director, Lee Adishian, CDA Component Liaison Regina Collins, Patricia Donnelly, Stephen Lojeski, Paula Elmi, Michael Tanaka

**Dr. Stephen Lojeski
addressing the 'house'**

Dr. Irvin Kaw speaking on Resolution 6 Dental Laboratory Report & Recommendations. Dr. Kaw served on the Dental Lab task force committee which brought forth the report.

Member Spotlight

In each issue, we will spotlight members of our SGVDS community whose activities outside the dental office may be of interest to our members. If you would like to recommend a member whose involvement in community projects, aid organizations, or other such endeavors would be of interest to the general membership, please contact **Lee Adishian** (director@sgvds.org).

There are many members of the SGVDS that provide services freely in private practice or through aid organizations. One such organization that two of our SGVDS member dentists have been involved with is the International Medical Alliance (IMA), an organization of medical & dental professionals that volunteer their services once a year to underserved & impoverished areas in South and Central America.

For the past several years, Dr. Paul Fuentes & Dr. Anthony Gonzales have volunteered their time to participate in mission trips to Nicaragua and Ecuador. This year, the group traveled to Estelí, Nicaragua. It was a diverse group of more than 80 general & plastic surgeons, anesthesiologists, nurses, pharmacists, general & specialty dentists, RDA's, and non- professionals with a giving heart. Volunteers came from all parts of the country, ranging from California, Washington, Minnesota, Kentucky and even Canada.

Thousands of patients were seen that would not have otherwise received care. Reflecting on the trip, Dr. Fuentes noted that, "Admittedly, the need is vastly greater than what any one group can provide. The care provided is a drop in the ocean of need. However, I believe, one act of kindness can potentially have a ripple effect that far surpasses all of us. Many mission members experience tears of joy in being able to provide human compassion and care."

If you would like to find out about next year's IMA mission trip to Jinotega, Nicaragua, July 27th to August 5th 2012, please contact Dr. Fuentes at (626) 447-0945 or Dr. Gonzalez at (626) 793-1404. ▲

It Could Happen to YOU

We need to prepare for the unexpected! Our Society is compiling reference files for all its members so we can best assist you (or your family members) care for your patients in the event you have an unexpected (personal) emergency. Please make the call to our executive director at (626) 285-1174; or send her an email, director@sgvds.org, and let her know which of your colleagues you would want contacted in order to provide short-term, pro bono dental care to your patients.

The Society will help you build your support "team" that you, too, will support, if need be. Preparing in advance can make all the difference in the world. If you would like to discuss this "Mutual Office Coverage," also known as "MOC" with Dr. Michael Tanaka, Committee Chair, please feel free to contact him at (626) 331-3354. Forms to get you started in your emergency coverage arrangements are available at the Society office. Please do not delay!



**You've built a practice as exceptional as you are.
Now choose the optimum insurance to protect it.**

TDIC Optimum

Anything but ordinary, Optimum is a professional bundle of products that combines TDIC's singular focus in dentistry, thirty years of experience and generous multipolicy discounts. Creating the ultimate coverage to protect your practice, perfectly. And you wouldn't have it any other way.

TDIC Optimum Bundle
Professional Liability
Building and Business Personal Property
Workers' Compensation
Employment Practices Liability

Endorsed by
San Gabriel Valley Dental Society

**Protecting dentists.
It's all we do.SM**
800.733.0633
tdicsolutions.com

Eligible multipolicy discounts apply to Professional Liability, Building and Business Personal Property and Workers' Compensation.



Message from the Executive Director

Just say Yes.....



Lee Adishian

A new year can often mark new beginnings which can bring about unknowns and surprises. At the Society office we are confident there is no element of surprise with a membership in CDA. CDA is a sure bet, and the value of membership seems even more significant to me the longer I serve as your Executive Director. Consider just a few of the reasons from a long list to maintain membership in organized dentistry. CDA provides:

Legislative Advocacy-a voice in protecting the profession and contributing to its future

TDIC and TDIC Insurance Solutions Products & Services-your one stop shop for all your insurance needs

Peer Review Process-providing dispute resolution between doctor and patient

CDA Practice Support Center-resources and answers to your questions anytime at cdacompass.com and 866.232.6362

Endorsed Programs-exclusive CDA member discounts on products, services and supplies

CDA Update and the CDA Journal-two outstanding publications

Online classified ads-at cda.org

50 CE units at San Francisco and Anaheim meetings-premier dental meetings in the country

Renewing your membership is easy! You can renew by mail, fax or online at cda.org. You may pay your membership in full or sign up for EDP-Electronic Dues Payment and pay in monthly installments. It is critical in these economic times to stay connected to your professional membership organization.

Just say yes and CDA will do the rest!

Remember as you enjoy all the benefits of a membership in CDA, don't forget you can earn \$100 when you refer a new member to CDA. That's a pretty simple 'return on your investment'.

May I wish you and yours a Happy and prosperous 2012!

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



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.

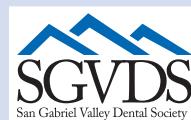
Need an application?
cda.org/mgm

Dr. Mendoza referred a new CDA member.

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.



San Gabriel Valley Dental Society

wishes to thank this year's
Premier & Season Pass Sponsors
for their generous support.

2012 Premier Season Sponsors

Burbank Dental Laboratory
Patterson
Remedy Dental Studio
TDIC Insurance Solutions

2012 Season Sponsors

Bergman Dental Supply
Care Credit
Corona Handpiece Sales & Repair
D&M Practice Sales & Leasing
Kodak-Carestream Dental
Modern Dental Labratory
Northwestern Mutual
Procter & Gamble/Crest & Oral B
Select Practice Services
Union Bank of California

**Is it Real ?
Or Is It Zirconia ?**



It's ZIR-MAX.M

Full Monolithic Zirconia
Crowns & Bridges



Proudly Made In The USA



- **Strong**
850 MPa
- **Esthetic**
25% More Translucent Than Other Zirconia Restorations
- **Alternative to PFM's & Gold**
Introductory Offer \$79 to \$99/Unit
- **Durable**
10 Year Warranty

**First 25 Cases @ \$99 Call For
Special Offer Booklet**

Offer Good For First Time ZirMAX-M Customers Only

Offer Expires 4-1-12

Offer Code # SGVDS 1-12

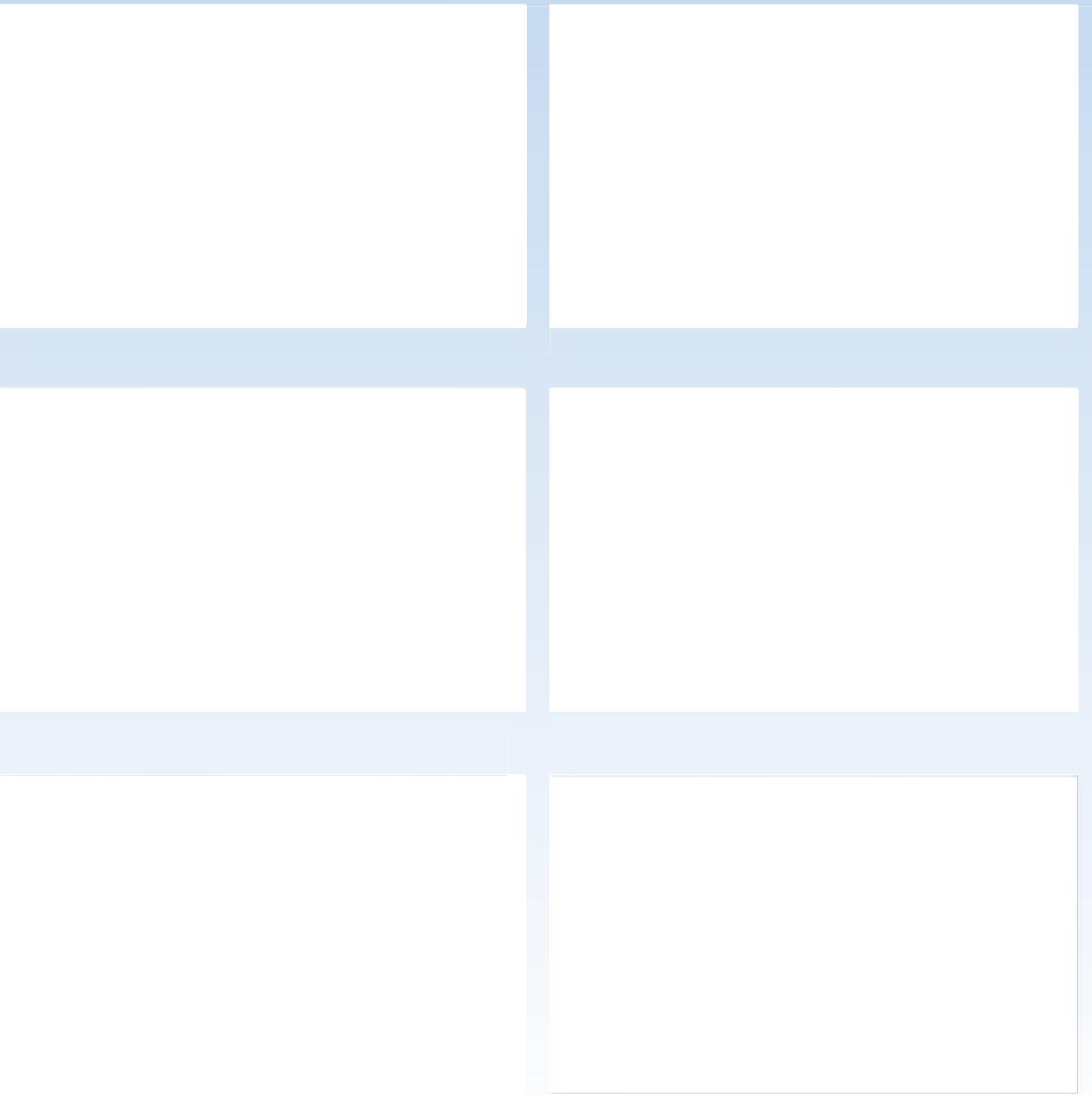
Happy New Year From



Burbank
Dental Laboratory Inc.
800-336-3053

New Dentist Committee Events

The New Dentist Committee presented “Gold Foil to Lumineers-Fifty Year Prospective” in late October to our young professionals. Drs: Marc Haney & Bruce Schutte presented a prospective of how dentistry has evolved through the years. In December, a Meet & Greet was held at ‘38 Degrees’ in Alhambra. Our programming for our new dentists continues to thrive. The New Dentist Committee is working on events for 2012, so look for emails forthcoming!



SGVDS Peer Review Committee

The Peer Review Committee met at the Society office for their annual holiday dinner and meeting in November. Under the capable leadership of Chair Dr. Patricia Donnelly these members volunteer their time and expertise to serve on Peer Review. Countless hours are devoted by these members to examine and review cases. If you have an interest in serving on the Peer Review Committee or have questions about the process, please contact Dr. Patricia Donnelly at her office 626-963-4464. We thank all the members of the Peer Review Committee for their service to SGVDS.

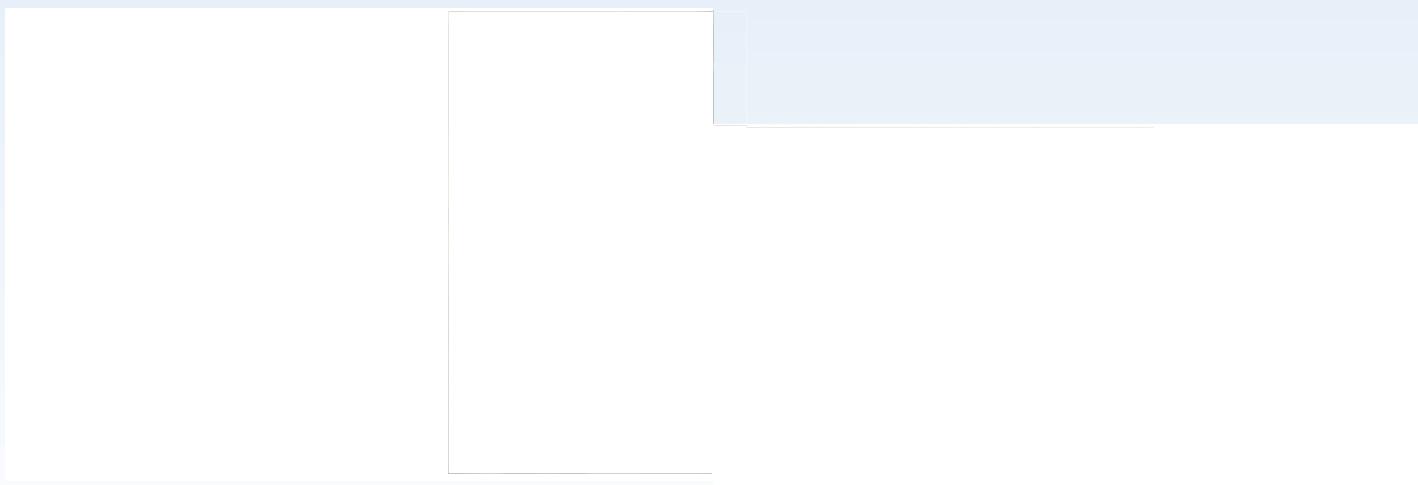


Left to right:

Front Row: Drs: Kent Wilson, Sony Thomas, Serena Hsu, Gaudalupe Corder, Hanfu Lee, Missagh Pezeshkian,

Middle Row: Andrew Wong, Jeffrey McDermaid, Chair Patricia Donnelly, Ray Loomis, Regina Wong, George Chakmakjian

Back Row: Lance Windsor, Gregory Moegling, Milton Chan, Sam Chui, Enrique Garcia, Richard Phillips



All-Member Casino Night & 2012 Installation San Gabriel Country Club

It has been said, ‘a picture is worth a thousand words’, and there is truth in these words when you see the photos from our ‘All Member Casino Night & Installation 2012’! Our members, friends and family enjoyed a wonderful evening at the San Gabriel Country Club on November 19, 2011. Outgoing President Dr. Ashish Vashi thanked his Board of Directors and Committee Chairs for their volunteer service over the past year. Installing Officer Dr. Scott Adishian installed Dr. Irvin Kaw, President for 2012 and his Board. Dr. Irvin Kaw welcomed his Board and Committee Chairs, and expressed how eager he is to embark upon the upcoming year.

2012 Board of Directors

Left to right

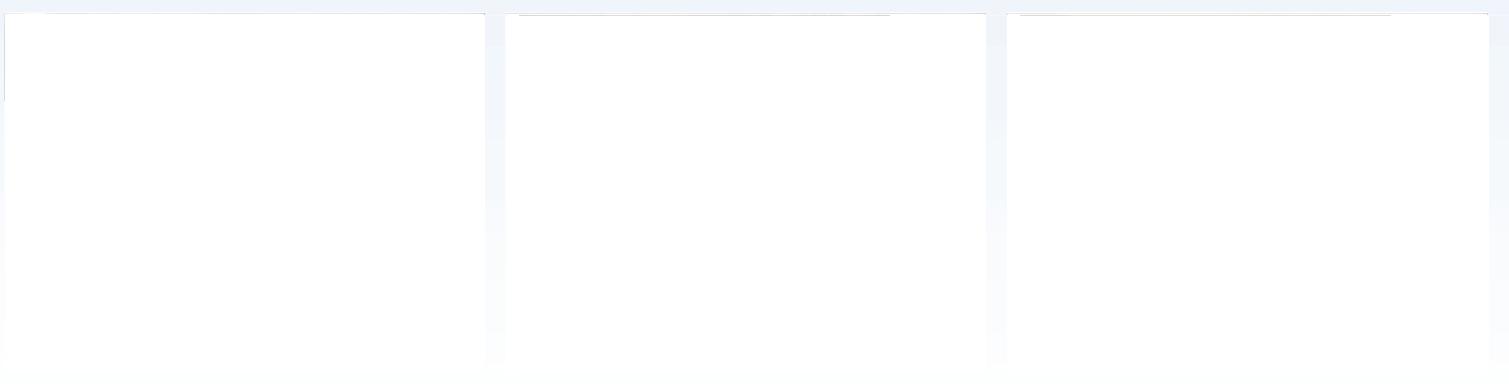
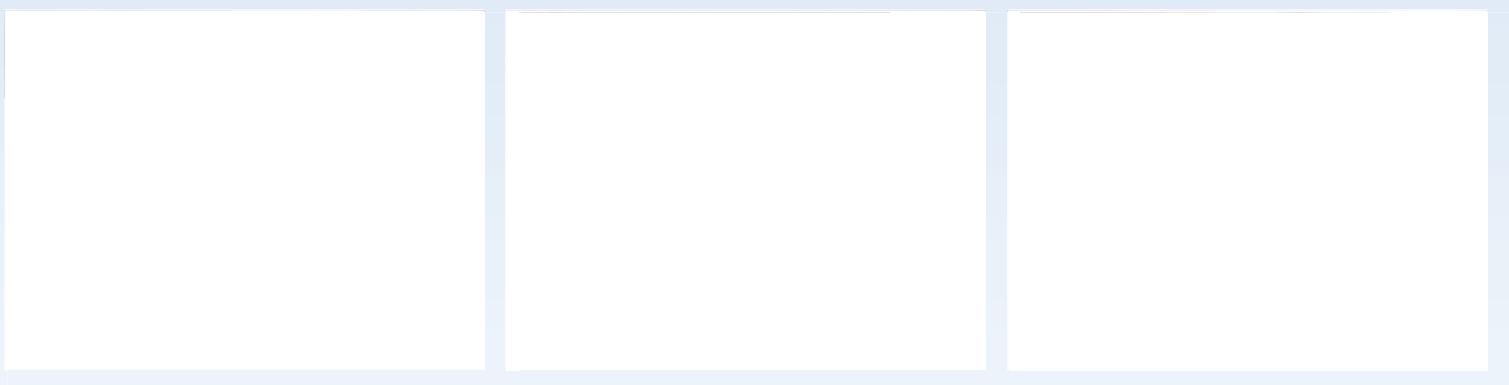
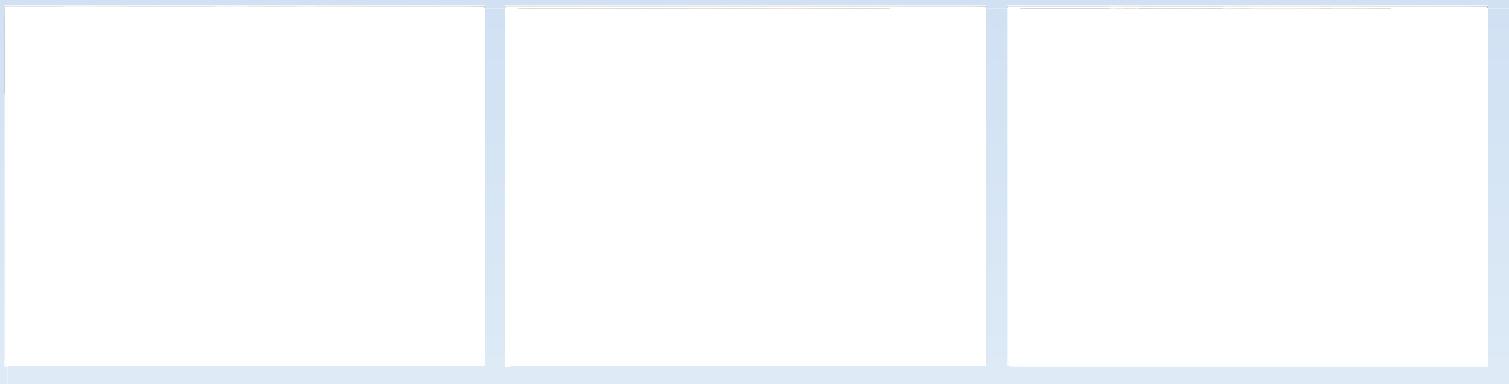
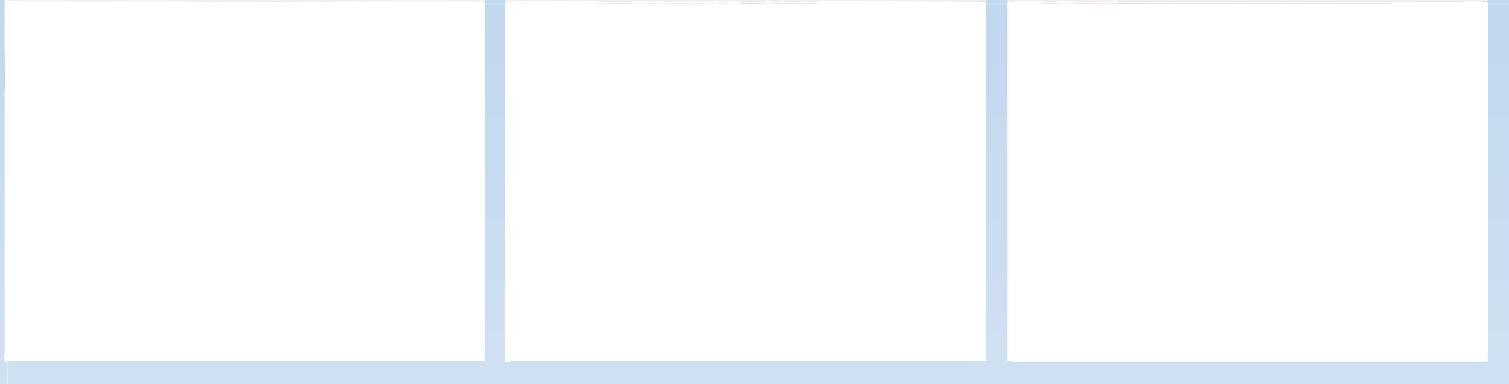
Drs: Scott Adishian, Installing Officer, Zone 1 Director John Khalaf, Zone 2 Director Amy Tran, Zone 5 Director Anahita Taraporewalla, Vice President Donna Klauser, President-Elect Jerry Smith, Immediate Past President Ashish Vashi, President Irvin Kaw (Committee Chairs, Delegates & Trustees listed on page 17)

SGVDS Past Presidents

Left to right

Standing: Drs. Bruce Schutte, Ralph Hansen, Ashish Vashi, Ron Robin, Dale Wagner, Michael Tanaka, Vance Okamoto, Stephen Flanders, Frederick Stephens
Sitting: Drs: Saleh Kholaki, George Gamboa, Scott Adishian, Eugene Sekiguchi

Casino Night Highlights & Installation 2012



Thank you to the following out-going Board members for their time and service to SGVDS

**Dr. John DiGiulio, Editor • Dr. Lynn Mutch, Zone 2 Director • Dr. Kit Neacy, Legislative Co-Chair
Dr. Gary Niu, Membership Chair • Dr. Ron Robin, Trustee, Legislative Chair • Dr. Vance Okamoto, Treasurer**

SGVDS 2012 Calendar

JANUARY 2012

- Sun./Mon 1-2 New Years Day, SGVDS Office Closed
- Wed., 4 CPR Certificate, SGVDS Office
5:30-9:30pm
- Sat., 7 **Leadership Retreat**
Almansor Court, Alhambra
- Tues., 17 **'CA Law & Infection Control'**
Leslie Canham, RDA, CDA
Almansor Court, Alhambra
3:30-8:45pm
- Wed., 25 Meet & Greet, Carmine's, South Pasadena
7:00pm

FEBRUARY 2012

- Wed., 1 CPR Certificate, SGVDS Office
5:30-9:30pm
- Mon., 20 President's Day, SGVDS Office Closed
- Tues., 21 **"Crown Lengthening"** Hessam Nowazri, DDS
Almansor Court, Alhambra
4:30-8:45pm

MARCH 2012

- Wed., 7 CPR Certificate, SGVDS Office
5:30-9:30pm
- Fri.-Sat., 9-10 Board of Trustee (CDA), Sacramento, CA
- Tues., 20 "What's New for non-surgical periodontics"
Anna Pattison, RDH, Almansor Court, Alhambra
SGVDS LIFE MEMBERS HONORED
STAFF APPRECIATION MONTH
- Fri., 23 Ethics Component Meeting (CDA), Sacramento, CA
- Fri., 30 Regional Leadership Training (CDA), Irvine, CA

APRIL 2012

- Wed., 11 CPR Certificate, SGVDS Office
5:30-9:30pm
- Tues., 17 "Todays Dental Restoratives & Advances
in Bulk-Fill Technology"
David Tobia, DDS, Almansor Court, Alhambra
4:30-8:45pm

SGVDS 2012 OFFICERS AND DIRECTORS

President—Irvin Kaw, DMD
President-Elect/Treasurer—R. Jerry Smith, DDS
Vice-President—Donna Klauser, DDS, DABP
Secretary—Saeda Basta, DDS, MS
Past President—Ashish Vashi, DDS
Trustee—Scott Adishian, DDS
Trustee—Saleh Kholaki, DDS
Director, Zone 1—John Khalaf, DDS
Director, Zone II—Amy Tran, DDS
Director, Zone III—Ted Tanabe, DMD
Director, Zone IV—Sunjay Lad, DDS
Director, Zone V—Anahita Taraporewalla, DDS
Editor—Sunjay Lad,, DDS

CDA Delegates—New Terms (3-year term)

- Donna Arase, DDS
- R. Jerry Smith, DDS
- Continuing Terms**
- Patricia Donnelly, DDS
- Paula Elmi, DDS
- Irvin Kaw, DMD
- Donna Klauser, DDS, DABP
- Stephen Lojeski, DDS
- Ashish Vashi, DDS
- Alternate Delegates—1 year term-alphabetical**
- Emad Ammar, DDS
- Saeda Basta, DDS, MS
- Leshin Chen, DDS
- John DiGiulio, DDS, MS
- Viviane Haber, DDS
- Ralph Hansen, DDS
- Sunjay Lad, DDS
- Michael Tanaka, DDS

2012 STANDING COMMITTEE CHAIRS

ADHP (Allied Dental Health	
Professionals	Saeda Basta, DDS, MS
Bylaws	Stephen Flanders, DDS
Community Health	Donna Arase, DDS
Emergency Care	Oariona Lowe, DDS
Ethics	Donna Klauser, DDS ,DAPB
Legislation/CalDPac	TBA
Membership	Andy Kau, DDS
Mutual Office	Michael Tanaka, DDS
Peer Review	Patricia Donnelly, DDS
Programs	Ralph Hansen, DMD
Publications	Sunjay Lad, DDS
Scholarships	Ronald Robin, DDS
Well Being	Robert Shimasaki, DDS

AD-HOC COMMITTEE CHAIRS

Assets Management	(Pres, Pres-Elect & Treasurer)
Committee to the	
New Dentist	Paula Elmi, DMD
Website/Media	
Relations	Leshin Chen, DDS



“We Manage Events for the Professional Going Through One of Life’s Important Transitions: The Sale or Purchase of Their Dental Practice.”[©]

We understand what it takes to purchase, own and build your ideal dental practice to create a comfortable retirement....



PRACTICE SALES AND LEASING
For all your Practice Transition Needs!

CA REPRESENTATIVE
FOR THE NATIONAL ASSOCIATION
OF PRACTICE BROKERS (NAPB)

CA Broker License #01172430

Trust your Practice Purchase or Sale to “The Personalized Service Dental Broker”[©]

818.591.1401
www.dmpartice.com

P.O. Box #6681
Woodland Hills, CA 91365

6.10

MEMBER NETWORK

Dental Office for Lease—Prime corner location in Glendora w/mtn. view. 1,225 sq.ft. newly remodeled, 4 operatories, lab, sterilization, private consultation & break rm, restroom, reception & waiting rm. Has been remodeled to take advantage of the most current digital technology available in the field of dentistry. All required mechanical services located on site and shared by the association: vacuum, air compressor & Icat. Public restrooms available. Owner provides water/gas and daily trash removal along w/property maintenance. Ample on-site parking. This office is located within walking distance of downtown shops and eateries. Visit website www.dentaloffice4lease.wordpress.com Phone 626-354-3482 or 626-963-3482.

General Practice in El Monte—seeking long term contract opportunity to rent out our office space to a Specialist once or twice a week (Mondays/Thursdays). 3 fully equipped operatories: Xray, Dexis sensor, hand pieces, physics forceps, basic set up tray and disposables including anesthetic. Wireless internet, telephone, Fax, paid utilities, parking lot. Rent \$450.00/day (7:00am to 7:00pm). RDA happy to assist on hourly base (paid in addition to rent). Tel 626.443.5900. Visit us at <http://www.facebook.com/hitomiDentistry>

Practice Update—Do you have an associate position, space to share or a practice for sale? Let SGVDS staff know and they can assist you and your practice. — Let us know if you are looking for a full or part-time associate and what days per week. Also, if you have a space to share if a dentist wishes to set up his/her practice within your office. Advise us how they can contact you, either by phone or email. Call Lee at the Society office at 626-285-1174 or email director@sgvds.org.

State of the art dental office for rent/lease: North Glendora, newly remodeled, 1125 sq.ft., 4 operatories. 626.354-3482 or 626.963-3482.

Orthodontist Wanted—in busy general practice, has existing orthodontic patients, 5+ years experience required in San Gabriel Valley. vtchen@yahoo.com

New Dental Office for Sublease or Sale—at 2630 San Gabriel Blvd. Rosemead, 91770-digital x-ray, excellent location, plenty of parking space. vtchen@yahoo.com

Donation-Dental Textbooks from 1960's-626-446-3153 ▲

Frequently Called Numbers:

American Dental Association
(800) 621-8099 (Members only)
(312) 440-2500
www.ada.org

California Dental Association
(800) 736-8702 (Operator)
(800) 736-7071 (Voicemail)
(866) 232-6362 (Member Contact Center)
www.cda.org

Cal/OSHA Consultation
(800) 963-9424

California Poison Control System
The Poison Action Line
(800) 876-4766;
www.calpoison.org

(DEA)U.S. Drug Enforcement Administration
(213) 621-6700
www.dea.gov

Dental Board of California (New Contact information as of 3/2/2008)
2005 Evergreen St., Suite 1550
Sacramento, CA 95815
(877) 729-7789 (916) 263-2300
Lic Renewals: ext 2304
Complaints (877) 729-7789, www.dbc.ca.gov/
FNP (Fictitious Name Permits): David ext 2332

EPA – Environmental Protection Agency
(800) 618-8942

Federal Trade Commission/Western Region
(777) 382-4357

(TDIC) (The Dentists Insurance Company
<http://www.thedentists.com/?prolificView=3>
Sales Reps for SGVDS:
Commercial (Prof. Liability):
Samson Landeros: (877) 393-9384
Personal Life & Health: David Jacobsen:
(866) 691-0309

X-ray License Certification Classes
Hacienda/La Puente: (626) 934-2890
X-ray certification + coronal polishing and RDA prep courses
Hacienda/La Puente: (626) 934-2890

Editor: Sunjay Lad, DDS
Executive Director
Managing Editor: Lee Adishian, RDH
Design and Production:
Mike Serrano for Casa Graphics Inc.
Printing: Mike Serrano - 626.437.0248

The opinions expressed in this newsletter are those of the author(s) and are not regarded as expressing the view of the San Gabriel Valley Dental Society unless such statements or opinions have been otherwise decided upon by special resolution of the Board of Directors. All editorial contributions are subject to space and/or content editing at the Editor's discretion. Acceptance of advertising in no way constitutes professional approval or endorsement.

NEW MEMBERS—UPDATES & MORE

NEW MEMBERS

Nicole Ajalat Abraham, D.D.S.
GP- UCSF 2010
2028 Lake Ave.; Altadena 91001
(626) 797-7551

Wes Hill, D.D.S.
Oral Surgery- U of Florida, Jacksonville
2011
GP- UCLA 2005
301 S. Fair Oaks Ave., Ste. 107;
Pasadena 91105
(626) 440-0099

Satish Kumar, D.D.S.
GP- USC 2007
301 S. Fair Oaks Ave., Ste. 204;
Pasadena 91105
(626) 796-3161

Todd Ludden, D.D.S.
GP – LLU 2011
Interviewing

Laura E. Miller, D.D.S.
GP- UOP 2008
17188 E. Colima Rd., Ste. B; Hacienda
Hghts. 91745
(626) 581-7878

Monica Pardo, D.D.S.
GP- UCLA 2011
16026 E. Arrow Hwy., Irwindale 91706
(626) 856-3459

Frank Sy, D.M.D.
GP- Boston U 2009
9368 Valley Blvd., Ste. 201; Rosemead
91770
(626) 401-1988

Tamara Tom, D.D.S.
GP- NYU-CD 2009
Interviewing

Robert Valdez, D.D.S.
Pediatrics- USC1985; U of Autonoma
Guad. (Mexico) 1982
13203 E. Hadley Street, # 105; Whittier
90601
(562) 696-6555

REINSTATED MEMBERS

Vasken Bilemjian, D.M.D.
GP- Boston U 1987
212 S. El Molino Ave., Pasadena 91101
(626) 792-6131
Dropped 2010; Reinstated 2011

Shirley Chao, D.D.S.
GP- UCLA 1997
1850 S. Azusa Ave., # 305; Hacienda
Hghts. 91745
(626) 839-1168
Dropped 2010; Reinstated 2011

TRANSFERRED MEMBERS

Farid Azhar, D.D.S.
GP- USC 2004
Transfer from TCDS
Interviewing

Anna Choe, D.D.S.
GP – UCLA 1989
Transfer from LADS
50 Bellefontaine Street, Ste. 102;
Pasadena 91105
(626) 795-8326

Shibani Dalal, D.D.S.
GP- UOP 2011
Transfer from SFDS
14544 Whittier Blvd.
Whittier, CA 90605-2129
(562) 698-9855

Younes Safa, D.D.S.
Endodontist- USC 1993; 1990
Transfer from SFVDS
960 E. Green Street, Ste. 111; Pasadena
91106
(626) 304-3636

DIRECTORY UPDATES - ADDRESS CHANGES

Roger Joe, D.D.S. – 33 E. Sierra Madre Blvd., Sierra Madre; (626) 447-8158
Xiao Lu, D.D.S. – 1227 W. Valley Blvd., Ste. 206, Alhambra; (626) 576-0575
Medhat Nashed, D.D.S. – 45 E. Foothill Blvd., Arcadia; (626) 294-9119

SAN GABRIEL VALLEY
DENTAL ASSISTANTS SOCIETY
www.sgvdas.org
LeAnna Martin, President
email: sgvdas14@hotmail.com

SAN GABRIEL VALLEY
DENTAL HYGIENIST SOCIETY
www.cdha.org/sgvdhs
Liz Lopez, R.D.H., President
email: lizlopezrdh@yahoo.com
626-353-4352
Employment & Referral:
RDHPolishers@aol.com
Mobile Dental Hygiene Services:
debbiehartmanrdhap@yahoo.com

When you want your practice sales DONE RIGHT.



BetteRobin, DDS, JD
DENTIST ATTORNEY BROKER
Loma Linda Dental 83 Southwestern Law 95

Select Practice Services, Inc.
Dental Practice Sales and Transitions
877.377.6246 • www.BetteRobin.com
17482 Irvine Blvd., Ste E • Tustin, CA 92780

NORMAN A. BLIEDEN, C.P.A.
Your journey to success



We Specialize in
*** Taxes**
*** Accounting**
*** Payroll**

For Exceptional, Personalized Quality Service, Without Expensive Frills...

Norman A. Blieden CPA
 1201 W. Huntington Drive, #108
 ARCADIA, CA 91007
nblieden@sbcglobal.net

Tel: (626) 440-9511, Fax: (626) 793-0876

SJVC) Quality Education for Lifelong Success

A PRIVATE JUNIOR COLLEGE

San Joaquin Valley College has provided highly trained Hygienists to the California dental community for over 30 years.

We do more than teach job skills, we help our students reach their full potential in the workplace.

About the Dental Hygiene Program:

- Personal & individualized instruction at an accelerated pace
- Hands-on training through our community health clinic
- National board exam preparation included in curriculum
- 98.7% National and 87.6% California Board Pass Rates*
- Small class sizes & fully equipped facilities (30 work stations)

Program available at Visalia and Rancho Cucamonga campuses:

Rancho Cucamonga		Visalia	
Start Date	App Deadline	Start Date	App Deadline
June 4, 2012	March 15, 2012	February 6, 2012	November 15, 2011
February 11, 2013	November 15, 2012	October 1, 2012	July 15, 2012

*Statistics as of May 2011. Visit www.sjvc.edu for the most updated information.

VISALIA 8400 W. Mineral King • **RANCHO CUCAMONGA** 10641 Church Street

For more information visit us online at www.sjvc.edu or call **866-314-4523**.

For more information about graduation rates, the median debt of students who completed the program, and other important information, please visit consumerinfo.sjvc.edu.



Important News Bits

NEW LABOR POSTER REQUIREMENT- POSTPONED UNTIL JANUARY 31, 2012

CDA Practice Support Center @cda compass.com

The National Labor Relations Board has adopted a regulation that requires most private businesses to post by January 31, 2012 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>].

CDA Applauds State Action on Fluoride

CDA is pleased to report that the California Office of Environment Health Hazard Assessment (OEHHA), Carcinogen Identification Committee (CIC) has determined that fluoride should not be listed under Proposition 65 as a chemical known to cause cancer. The CIC considered all of the scientific research available on fluoride and its salts, reviewed public comments and heard live testimony at an Oct 12 hearing. Representatives from CDA, CDA Foundation and the California Statewide Fluoridation Advisory Council testified that the evidence fails to show that fluoride is linked to cancer. Fluoride was added to the list for review, in part, because of its "important widespread use." OEHHA committees routinely evaluate chemicals as required by the Safe Drinking Water and Toxic Enforcement Act of 1986 (Proposition 65) and publish a list of chemicals "known to the state" to cause cancer. CDA commends the OEHHA committee for its conclusion and continues to support community water fluoridation and the use of fluoride products to improve the oral health of Californians.

CDA, coalition partners file lawsuit to block Medi-Cal reimbursement cuts

CDA joined the California Medical Association, the California Pharmacists Association and the National Association of Chain Drug Stores to file a lawsuit against the California Department of Health Care Services and the U.S. Depart-

ment of Health and Human Services. The suit is in response to the Centers for Medicare and Medicaid Services' recent approval of a 10 percent reimbursement rate cut in California's Medicaid program, known as Medi-Cal.

Earlier this year, in a budget-cutting move, the California Legislature passed and Governor Brown signed AB 97, which included a 10 percent reimbursement rate cut for physicians, dentists and pharmacists. The federal government approved the rate cuts on Oct. 27. Federal approval was required before the state can implement its proposed cuts. By law, the state is required to submit underlying documents to the Centers for Medicare and Medicaid Services clearly documenting that access to care for Medi-Cal patients would not be impacted by the state plan amendments. The lawsuit challenges the adequacy of the information provided by the state to support the cuts.

CDA believes this latest attack on the already inadequate Medi-Cal network of dental care will result in further hindrance of dentists' ability to provide appropriate care and is taking a stand against the state's willingness to obstruct access to care. More information on CDA's action will be forthcoming.

CDA CARES

Registration is now open for the CDA Cares free dental clinic scheduled May 18-19 in Modesto. CDA and the CDA Foundation are sponsoring the event in partnership with the national charitable organization Mission of Mercy. Dentists, including specialists, hygienists, assistants, students and community members are encouraged to volunteer for CDA Cares, which is expected to provide free services such as cleanings, extractions and fillings for more than 1,500 patients over the two-day event. Oral health education and assistance in finding a dental home will also be provided. Learn more at cdafoundation.org/cdacares and sign-up today!

Radiation Inspections by DIQUAD

Please remind dental practices that receive an envelope from the state Department of Public Health Radiologic Health Branch with a DIQUAD Analyzer™ radiographic screening device that they are required to follow the instructions for use and return the device in the postage-paid envelope provided. The device is part of the state's radiation inspection program. The state is required to inspect radiographic equipment every five years, and uses the screening device in lieu of on-site inspections. Dental offices which have screening results that greatly deviate from the standards will be scheduled for on-site inspections. Contact Teresa Pichay at the CDA Practice Support Center with your questions about the program, or by phone at 916.554.5990.

REMEDY

Dental Studio Los Angeles, Ca



LIMITED TIME OFFER
50% OFF
FIRST PFM CASE!

*PRECIOUS ALLOY NOT INCLUDED

888-405-1PFM

ALL-CERAMICS
IMPLANTS
CROWN & BRIDGES
VENEERS
CAD/CAM
COMPOSITES
PROVISIONALS

WWW.REMEDYDENTALSTUDIO.COM

San Gabriel Valley Dental Society

A component of the California and American Dental Associations

312 E. Las Tunas Drive
San Gabriel, CA 91776
626/285-1174
director@sgvds.org
www.sgvds.org

dated material

change service requested

PRESORTED STANDARD

U.S. Postage

PAID

Tuesday, February 21, 2012 (3 CE Units)

Hessam Nowzari, DDS

4:30-8:45pm
Dinner Included
Almansor Court, Alhambra



ABOUT THE SPEAKER:

Dr. Hessam Nowzari is the Director of Advanced Periodontics at the Herman Ostrow School of Dentistry of USC. He graduated from University of Brussels in Belgium, School of Dentistry, University of Rennes in France, PhD in Biology and Health Sciences, and University of Southern California, Advanced Periodontics program. He is a Diplomate of the American Board of Periodontology. He is the founder of the Taipei Academy of Reconstructive Dentistry in Taiwan, the president of the Pan Pacific Reconstructive Annual Meetings in Taipei, and one of only two American members of the Dniepropetrovsk State Academy of Medical Sciences in Ukraine. Amongst a long list on notable achievements and professional affiliations, most recently, Dr. Nowzari produced the movie: "The Enemy of The Smile", winner of numerous awards.

ABOUT THE COURSE:

Aesthetic Crown Lengthening

Aesthetics is an inseparable part of today's dental treatment; however, consistency of results, reliability of treatment modalities and long-term prognosis require scientific approaches to therapeutic procedures. Concepts developed in this meeting outline the importance of proper diagnosis and treatment planning. A comprehensive reviews of the restorative, orthodontic and periodontal aspects of aesthetic crown lengthening will be provided and periodontal surgical techniques will be presented and discussed.

Tuesday, March 20, 2012 (3 CE Units)

Anna Pattison, RDH, MS

3:30-8:45pm
Dinner Included
Almansor Court, Alhambra



ABOUT THE SPEAKER:

Anna Matsuishi Pattison RDH, MS, is a Clinical Associate Professor and former Chair of Dental Hygiene at the USC School of Dentistry. She is coauthor of Periodontal Instrumentation and has contributed to Glickman's and Carranza's Clinical Periodontology. She is Editor-in-Chief of Dimensions of Dental Hygiene and Co-Director of the Pattison Institute. An internationally recognized speaker on Advanced Periodontal Instrumentation, in 2005, she received the Pfizer-ADHA Excellence in Dental Hygiene Award and the USC School of Dentistry Alumnus of the Year Award. In 2006 she received the California Society of Periodontists Award and in 2010 she was inducted into the USC School of Dentistry Hall of Fame.

ABOUT THE COURSE:

New Technologies / New Products/ New Techniques What's New for Non-Surgical Periodontics in 2012?

In recent years, significant developments in new high-tech diagnostic devices, hand instruments, ultrasonic tips and techniques are influencing the way we teach and practice. This presentation for dentists and dental hygienists will update you on these new products, devices, theories and techniques that you should know to keep current in today's rapidly changing clinical environment.