



Newsletter

Volume 61, Issue 1

We may not change the world in one day, But we still can change some things today in our small way (Lyrics sung by Michael Jackson in the song 'Change'). The above header mimics our change to our newly developed website. To access your website, go to: www.fmds.com and check us out. Click on the Resources tab at the top of the page look under Alerts to visit information about Dental Days at Six Flags Mountain and Updated Information about CDA's Poster Sets. Let us know what you think.

Celebrating MEMBERS

Michelle Asselin, DDS was installed as President of the Fresno-Madera Dental Society, 2011 by Dr. Gerald Pieroni, past president of FMDS. Also installed were: Pictured below, L to R, Crystal Nassar, Board Director; Abran De La O, Board Director; Allen Chien, Board Director; Gerald Danielson, State Trustee; David Forester, Treasurer; Sabrina Nassar, Editor; Jason Keledjian, President-Elect. Others Installed, but not pictured: Cory Costanzo, Secretary; Robin Reisz, Board Director; Daniel Sweet, Board Director; Charles Lutz, Board Director; Clarence Chau, Immediate Past President.



IN THE BEE:

Dr. Downing has been a valuable partner of the Reedley College Dental Assisting Program for the past 20 years, utilizing his office for students in internships. Dr. Downing is also chair of the program's advisory committee. Because of his involvement, program curriculum is up-to-date for students who are learning skills required to be quality dental assistants. Because of his various donations of dental equipment, dental students are allowed to acquire additional experience.



Congratulations to Dr. Daniel Sweet

Dr. Sweet recently obtained his Fellowship in the American Implant Association. Also pictured: Hiroiyuki Tanaka from Kobe, Japan.

SALVATION ARMY FOOD DRIVE !!!!!

as President of the Fresno-Madera Dental Society,



Let's help fight hunger through the month of May. Food donations can be dropped off at the address below.

(Non-perishable only)

Drop Off:

Monday through Wednesday

8:30 a.m.—5:00 p.m.

Thursday

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Upcoming Meetings (Can be accessed on FMDS.com website under Calendars.

May 12– 14 CDA Presents in Anaheim
 September 9-11 CDA Presents Sam Framcoscp
 FMDS Summer CCDC -
 September 16—Dr. Okeson presenting *“Occlusion, Joint Stability and Temporomandibular Disorders”*



Correct Billing Codes for Periodontal Procedures

This week's tip from CDA's Compass::

It is considered improper billing to alternate billing codes for periodontal maintenance D4910 on one visit with prophylaxis D1110 on another. The primary reason is D4910 is ongoing and therapeutic, D1110 is preventive.

For additional information about this or other resources available from the CDA Practice Support Center, go to CDA Compass. If you no longer want to receive weekly tips, please login to your profile on the Compass and unsubscribe. Or, send an email to compass@cda.org.

CDA aid to Japan

The tragic events that began with a magnitude 9.0 earthquake off the coast of Japan earlier this month have reminded us all of how fragile life can be. The Tohoku-Pacific earthquake continues to have aftershocks with magnitudes as high as 6.5 just yesterday, and the damage of the resulting tsunami is unimaginable. Last week, the Japan Dental Association sent out a call for donations and CDA has responded in the amount of \$10,000 to aid in recovery efforts. While it cannot undo the tragedy, it is our hope that this donation will be of assistance to them as they begin to rebuild their communities.

Individual donations are also being accepted through ADA at ada.org/internationalactivities.aspx.

The Mission of the Fresno-Madera Dental Society is to Serve the Professional Needs of Its Members and Assist Them in Enhancing the Oral Health of The Community.

Recap of the Dental Society's Spring CCDC

A huge thank you to Kuraray Dental and Patterson Dental for sponsoring Dr. Bertolotti's April 1, 2011 Spring CCDC course. Because of their donations, we were able to bring to Fresno



THANKS AGAIN TO OUR SPONSORS !!!!!!!

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FMDS STAFF NIGHT



Dr. Chad Anderson was the keynote speaker during Staff Appreciation night, held at Tornino's on March 15. His topic, Color Science and Shade Matching was presented to both the dentist and their staff. His delivery not only contained instructional information that you could take to the office the next day, but mixed well with just the right amount of humor and gifts to keep the audience engaged.

Additional highlights of the evening were the various table clinics presented by local dental assistant and dental hygiene students. This portion of the meeting was hosted by the Fresno-Madera Dental Foundation. All students and two instructors from each competing school were guests of the Foundation for dinner and C.E. Judging of the entries was done by FMDS members: Bill Asbury, Steve Beck, Gerry Pieroni, Jack Seymour, Grant Sharp, Scott Stevenson, Steve Torgerson and Calvin Wise. Winners of the table clinics were recognized by the Denetal Foundation and presented with monetary gifts.



Congratulations!!! From left to right: Dr. Dennis Kalebjian, Dr. Roger Simonian and Dr. Stan Surabian—selected as American Dental Association Delegates, 2011.



Job Interview Questions You Should Never Ask

We recently worked with an employer whose owner would ask female job applicants whether they were married and/or dating anyone during interviews. Not surprisingly, this activity later resulted in a DFEH claim and the owner ended up settling out of court for this and other claims made by the now, ex-employee. So, we thought perhaps it was a good time to remind employers that, in general, they should not ask an interviewee questions about their age, race, religion, ethnic background, gender, disabilities, marital or family status, or birthplace. Remember, the purpose of a job interview is to determine a candidate's abilities, knowledge, skills and experience as they relate to the job they are applying for.

Here is a partial list of Illegal Job Interview Questions:

1. Where were you born?
2. What is your native language?
3. How old are you?
4. Are you married?
5. What religion do you practice?
6. Do you have children?
7. Do you plan to get pregnant?
8. Do you have a disability or chronic illness?
9. Are you in the National Guard?
Do you smoke or use alcohol?

Here is the Legal way to ask some of the above questions:

1. Are you a citizen of the United States? If not, are you prevented from becoming legally employed because of visa or immigration status?
2. What languages do you read, speak or write fluently? (*Ask only if another language is necessary to perform the job.*)
3. 3. If hired, can you provide proof that you are 18 years of age?
4. None.
5. None.

An employer may ask all applicants, male and female alike, if they have any commitments or responsibilities that might prevent them from meeting attendance requirements or if they anticipate lengthy absences from work.

6. None.
7. Are you capable of performing the necessary assignments of this position in a safe manner?
8. Were you a member of the U.S. Armed Forces? What skills did you acquire while in the military? Was your separation from the military for any reason other than an honorable discharge? Have you received any notice to report for duty in the Armed Forces?
9. None.

The Interview. It's just as important to know what questions you can and can't ask during an interview as

it is to know how to conduct a productive interview. Here's a sample checklist from CEA's interview guide:

Greet the candidate by name

Put the candidate at ease with small talk

Give an overview of what you want to accomplish

Inform the candidate of other scheduled interviews if more than one interview is scheduled for that day (names and titles)

Have the candidate discuss his / her recent job experience and concrete aspects of his / her background at the beginning of the interview

Elicit information from candidate:

Closed ended questions – fine for facts, but use sparingly because they don't encourage the candidate to talk

Open ended questions - force the candidate to elaborate, most questions should be of this type

Hypothetical questions – where you set up a "what if" situation, can give insight into how a candidate thinks

Describe the position

Answer questions

Close: Include information such as when the candidate can expect to hear from you or expect a decision and how he / she can reach you if there are further questions

And finally, when you have finished your interview, why not rate your own performance with this checklist?

Did you prevent interruptions?

Did you put the candidate at ease?

Did you get the information you needed?

Did you probe deeply enough into important areas?

Did you concentrate on listening?

Did you stay in control of the interview?

Did you end on an appropriate note?

How well were your questions organized?

How was the pace of the interview?

For a **complete** copy of CEA's Interview Guidelines including do's and don'ts, log in to the CEA website and visit the CEA Tool Kit at: <http://www.employers.org/resources/resources-cea-tool-kit>

FRESNO'S FAMOUS DOWNTOWN WATER TOWER AFTER DARK



PHOTOGRAPH TAKEN BY FMDS MEMBER, DR. CLARENCE CHAU

The Fresno Water Tower was completed in November 1894 at the corner of Fresno and O streets for \$20,000. It was built by the Fresno Water Company, then a supplier to the City. Chicago architect George Washington Maher designed the building, patterned after a centuries-old water tower in Worms, Germany. The tower stands 100 feet high. An interior wall supports a storage tank that held 250,000 gallons of water. The base of red brick, covered by plaster; the 250,000-gallon tank, rising above the catwalk, is built of riveted steel plates imported from Sweden. What with the leakage and being out of step in the city's growing water system, the tank was shut down and drained in 1963. It was placed on the National Register of Historic Places in 1971. The water tower opened as a visitor center in 2001. Some of you may still remember the T.V. mini-series filmed at the water tower.

Question: The miniseries "Fresno" includes scenes of the Fresno Water Tower. Was filming really done at the Water Tower, or on a Hollywood set?

-- Joe Ceballos, Clovis

Answer: According to Ray Arthur, who heads the Fresno Film Commission, the exterior shots of the Water Tower were filmed in Fresno.

"That was before my time, but I've been told all the exterior shots were filmed on the tower," Arthur said. The few scenes filmed in Fresno included those in front of the Water Tower and at the Fresno County Courthouse.

The 1986 five-episode series on CBS starred Carol Burnett, Dabney Coleman and Charles Grodin, with a small part played by Michael Richards, who later gained fame as Kramer on "Seinfeld." The show spoofed the popular "Dallas" evening soap opera, with the Valley's raisin crop standing in for the Texas cattle industry.

At one of our General Meetings I had the distinct pleasure of meeting Dr. Ben Magleby, one of our newer/younger members, and discovered that he had authored and illustrated a children's book about dental cavities, plaque and teeth. I wanted to share his story with you.

Sugarbug Doug

A few years ago, I was in an elementary school talking to a class full of six year olds about teeth. I am sure that many of you visit schools every once in a while, and there is a real beauty to what young children will ask a dentist. Familiar questions come up, "Does drilling hurt?" "What do you do with all the teeth that you pull out?" "Do you know the Tooth Fairy?" All of the really important questions that we as dental professionals want children to ask.

At the time, most of my patients were middle aged adults and quite often I would have liked to see them when they were children. But honestly, even if I could have seen them a few years ago, what could I possibly tell them to prevent the all too common train wreck that was in my dental chair? Like most of us, I would try to tell my patients about the cariogenic process, and how dental disease can be expensive and painful, but it is usually too late. The reality is that by the late twenties most patients already know all the mysteries about brushing and flossing, and you can never get back that six year old's teeth. There are many times that even that the six year old's teeth are already a disaster.

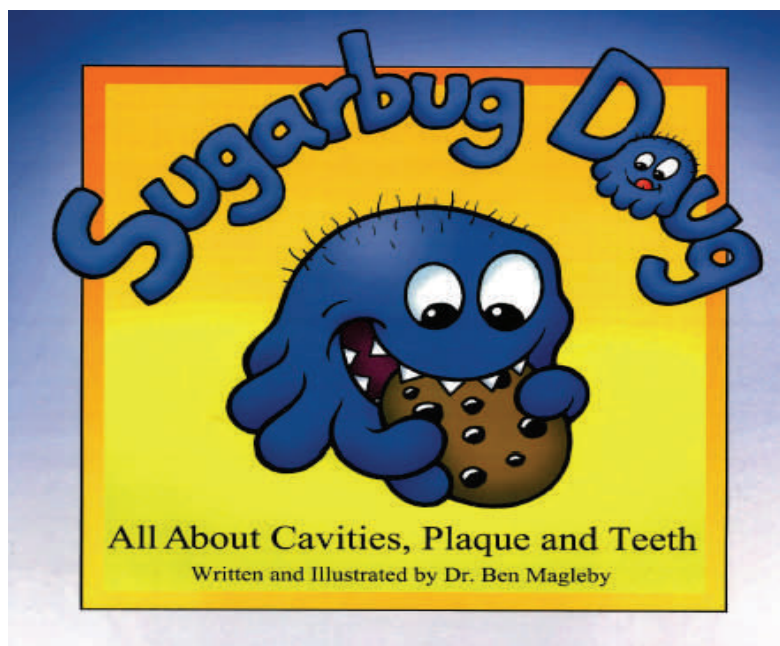
Usually when we see that child, the trip to the dentist is anything but educational, fun and exciting. To a six year old with gross decay, it is much more likely to be the expensive and scary nightmare that is often satirized on horror and comedy films. I really wanted to make a way that we could help a young child understand what causes dental problems. More importantly, I wanted them to understand why doing what dentists ask them to do really works.

As dental professionals I am sure that you have seen many different answers to this problem. There are children's books, videos, pamphlets and there are even I-pad apps that turn brushing your teeth into a video game. Many of these are very well done, some are absolutely hilarious. Well before dental school, I have always been interested in these types of visual projects, and was a fine art major as an undergraduate.

During dental school, I had drawn up several worksheets and pamphlets, and I would often give them to my patients, especially pediatric patients. I also knew several elementary school teachers and would sometimes visit their classrooms. Many times they would comment on how much they liked the worksheets and that I should make a book out of them. These coloring pages and pamphlets mostly focused on what it was like to be a sugarbug, and the world that they lived in. Over the next few years, I eventually ended up writing and illustrating a children's book and self-published it through a sub-company of Amazon. My wife and I also put together a small website to make some coloring pages and worksheets available to anyone.

I wanted a book that would help children to understand what sugarbugs are really like. Where they lived, what they did for fun and how much they liked a dirty mouth. I wanted them to know how these bacteria made cavities and what their favorite foods were. I wanted children to know sugarbugs in a very personal way, not just the idea that if they brushed twice a day, it would solve all their problems. *Sugarbug Doug* is written to help children understand the basic ideas of dental disease prevention that come so easy for us after four years of professional school. Sometimes I think back to learning this material for the first time and remembering that it made so much sense. The real key is to have it presented in such a way that a young child can understand and apply the ideas.

Sugarbug Doug and additional material are available on Amazon and through our website, www.sugarbugdoug.com. The worksheets and coloring pages on this website are free to anyone, and if you like them, tell your friends and patients.





What do you need in your medical emergency kit?

That is determined by your practice type, your patient base, and the training you and your staff have had.

Most dental offices have one emergency kit to be used for both employees and patients. For employees, Cal/OSHA does not specify what should be in a medical emergency kit, just that the employer have documentation that a physician approved the kit. Make a list of the contents of your emergency kit, talk to a physician about the type of injuries that could be anticipated in your practice, and ask the physician for a signature approval on the list.

For patients, it is recommended the kit contain: oxy-

gen, blood pressure monitoring equipment, epinephrine, Benadryl, a quick source of glucose, nitroglycerin, and a CPR pocket mask. The drugs should be checked periodically to ensure they have not expired. The [ADA Council of Scientific Affairs](#) has recommendations for office emergency kits. If you are a provider for a dental benefit plan, the plan may have specific requirements. Check your provider handbook. Kit items can be purchased separately or pre-packaged. A pharmacy can fill a prescription for an epi pen or nitroglycerin if the prescription indicates it is for the office medical emergency kit. Provide the pharmacist with a copy of the ADA article if necessary.

For offices where general anesthesia is used, the Dental Board of California requires specific equipment (Section 1043.3 of the Dental Practice Act).



IRS reporting law repealed

A law that required dentists and other small business owners to report on 1099 tax forms any transactions with vendors of at least \$600 has been repealed.

President Obama signed the repeal after Congress voted to strike the provision that was included in the Patient Protection and Affordable Care Act scheduled to take effect in Jan. of next year.

Originally intended as a measure to generate an estimated \$19 billion in federal revenue over the next decade, the provision was criticized for its "onerous" administrative burden on small business owners.

The American Dental Association urged the administration to repeal the reporting requirements that had the potential to "unnecessarily increase the cost of providing dental care."

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The Dentists Insurance Company Gains Regulatory Approval to Underwrite Workers' Compensation

For

Im-

mediate Release Con-

tact: Alicia Malaby

Jan. 27, 2011 916.554.5372

alicia.malaby@cda.org

Sacramento, Calif. — TDIC announced that it has received regulatory approval from the

California Department of Insurance to offer its own workers' compensation insurance product.

With this approval, TDIC provides all the primary coverages necessary for the dental practice

owner: professional and general liability, property, employment practices liability, and now

workers' compensation.

"TDIC is proud of our reputation for being a leading insurance carrier uniquely focused on the

needs of dentists," said Dennis De Tomasi, DDS, TDIC board chair. "This enables us to build

on our 30-year tradition of providing dentists with the specialized products and protection they

need."

The addition of TDIC's workers' compensation offering will provide dentists comprehensive

protection with competitive rates and multi-line discounts.

"We look forward to further serving our policyholders who want the best possible coverage for

their profession," De Tomasi said. "This natural extension of our product line will offer the same

excellent service that dentists have grown to know and trust from TDIC."

Dentists founded TDIC in 1980 to stabilize rising annual insurance premiums at a time when

soaring rates were forcing some practitioners out of business. Today, in addition to providing

stable rates, TDIC has evolved to meet the needs of dentists by offering comprehensive service

and products to protect their profession and business practices.

Founded in 1980, The Dentists Insurance Company, a subsidiary of the California Dental Association,

underwrites professional and business liability policies, employment practices liability, building and

business personal property, and workers' compensation coverage exclusively for dentists. Rated A

(Excellent) by A.M. Best Company, TDIC insures nearly 18,000 customers and is endorsed by*

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Updates to the CDA and Component-Provided Poster Set

The orange and grey set of required posters, printed by CDA and provided by your component dental society, was published in March 2009. Listed below are updates to the set of posters. You can download new posters from the links provided. A new poster set will be available in spring 2011.

Notice to Employees—Injuries Caused by Work -- revised June 2010 and required to be posted before October 8, 2010. Changes to the poster include information on Medical Provider Networks and an employee's right to predesignate a personal physician. Place revised poster over old workers' compensation poster. Both the English and Spanish versions must be posted where there are Spanish-speaking employees.

www.dir.ca.gov/dwc/forms/DWCForm7_2010.pdf or obtain from workers' compensation carrier

Medical Provider Network (MPN) Notice – new in June 2010 and required to be posted before October 8, 2010 if employer utilizes a medical provider network for workers' compensation claims. Provide a Spanish language version to Spanish-speaking employees.

www.dir.ca.gov/dwc/FORMS/MPN_MaterialModification_oct2010.pdf or obtain from workers' compensation carrier

Your Rights to Workers' Compensation Benefits -- a pamphlet updated June 2010 and required to be distributed to each new employee starting work on or after October 8, 2010. Obtain pamphlet from workers' compensation carrier. Provide a Spanish language version to Spanish-speaking employees.

Federal Minimum Wage poster – revised July 2009 to update information on fines related to child labor and delete 2007 and 2008 minimum wage amounts. Place revised poster over old federal minimum wage poster.

www.dol.gov/whd/regs/compliance/posters/flsa.htm

Equal Employment Opportunity is the Law poster – revised November 2009 to include information required by Genetic Information Nondiscrimination Act of 2008. Place revised poster over old EEOC poster.

www.dol.gov/ofccp/regs/compliance/posters/pdf/eeopost.pdf

Dental Auxiliaries poster – revised January 2010 to include information on new dental assisting duties. Place poster next to current poster. You can refer to old poster for dental hygiene duties.

www.dbc.ca.gov/formspubs/pub_table_of_duties_revised.20100101.pdf

A complete list of Required Postings in a Dental Office can be found on cdacompass.com.

Highlight the www address above—click on it and scroll down to "open Hyperlink". Click the hyperlink and wait for a few seconds for the page to open..

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