

The GRAPEVINE

2024 1st Quarter

Veterinary Dentistry

Drs. Laine and Whitney Janzen
review best practices for your
pet's dental health

A publication of The Fresno Madera Dental Society

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FMDS LEADERSHIP

Executive Committee

Aaron Noordmans, DDS, FICD • *President*
Laine Janzen, DMD • *President-Elect*
Paul Ayson, DDS, MBA, FICD • *Past-President*
Shannon Barnhart, DDS • *Secretary*
David Forester, DDS • *Treasurer*
Michelle Galeon, DMD, FAGD • *Editor*
Merriam Osmondson • *Executive Director*

Directors

Tsu Ping Chen, DDS, FICOI
Roger Khater, DDS
Alexander Nahigian, DDS
Krunal Sherathiya, BDS, DDS, MS
Abhi Thakkar, DDS, FICD
Jacob Weissich, DDS

Board of Component Representatives

Paul Hsiao, DDS, MPH, JD, FACD, FICD



Questions or comments about the content of this publication may be directed to:
Editor: Michelle Galeon DMD
Editorial Manager: Merriam Osmondson

Your contributions in the form of articles, photos or ideas are greatly appreciated. Please contact the FMDS office with any contributions or suggestions. All articles are subject to editorial review.



ITS ALL ABOUT OUR MEMBERS

Membership in dental societies at the local, state and national levels offer many advantages to dental professionals. These organizations play a vital role in promoting the dental profession, providing education and training opportunities, advocating for dentist's interests and fostering a sense of community among practitioners.

Learn more about member benefits on pages 13-20

WELCOME NEW MEMBERS

Almasri, Ahmad
Dalhousie University
Nova Scotia 2018

Alvarado, Damian
International 2022
Brooks

Brooks, Cia
Meharry Medical
School 2023

DeLaVega, Ashley
International 2022

Kaou, Hyam
UOP 2023

Kaur, Balpreet
New York University
2015

King, Galen
UOP 2019

Logan, Melissa
Nova Southeastern
University 2010

**Lopez-Cornejo,
Christian**

Miller, Madeline
Louisiana State
University 2023

**Molina-Marmol,
Alejandro**
Universidad DeLaSalle-
Mexico 2020

Newman, Meredith
University of Pittsburgh
2010

Pau, Macye
Boston University 2023

Rahman, Md
Universidad DeLaSalle-
Mexico 2023

Sanchez-Rivas, Jasmine
Loma Linda University
2021

Sandhu, Jasmine
Loma Linda University
2023

Sandhu, Gureet
USC Herman Ostrow
School of Dentistry

Singh, Baljinder
Loma Linda 2023

Sofowora, Quincy
International 2022

Sojoodi, Saba
Universidad DeLaSalle-
Mexico 2019

Sood, Kunal
Tufts University 2020

Thakkar, Abhi
UCLA School of
Dentistry 2019

Torres, Christian
UCLA School of
Dentistry

**We encourage FMDS members to reach out and welcome our
new members if they have not done so already.
We are excited and happy to have them join us!**

2024 Executive Board



Aaron Noordmans - President

Board certified oral and maxillofacial surgeon Dr. Aaron Noordmans grew up in Kern County. He received his Bachelor of Science degree from the University of Michigan. Following his undergraduate studies he spent two years in a research lab authoring several articles in the field of neuroscience. He then went on to complete dental school at the University of Southern California earning his DDS in 2005. After dental school, he was indoctrinated as a dental officer in the Navy. While in the Navy, he completed a one year General Practice

Residency at the Naval Hospital Camp Pendleton. His following two years were spent serving as the dentist and dental department head aboard the USS DUBUQUE LPD-8 where he earned his Surface Warfare Medical Department Officer award and a Navy Commendation Medal. Dr. Noordmans then decided to pursue the specialty of oral and maxillofacial surgery and he completed his residency at the University of Miami/Jackson Memorial Hospital in Florida and received the prestigious "Professor's Cup" award under world renowned oral and maxillofacial surgeon, Dr. Robert E. Marx. His surgical interests are dental implants, wisdom tooth removal, bone grafting, orthognathic (corrective jaw) surgery, maxillofacial trauma, jaw reconstruction and oral pathology. He currently maintains surgical privileges at St. Agnes Medical Center. Dr. Noordmans is a Diplomate of the American Board of Oral and Maxillofacial Surgery, Fellow of the American Association of Oral and Maxillofacial Surgeons, member of the American Dental Association,



Laine Janzen - President-Elect

Dr. Laine Janzen, a Clovis native and a graduate of Buchanan High School, pursued her undergraduate studies at Mills College in Oakland. She continued her education in Pomona, earning her Doctor of Dental Medicine degree from the Western University of Health Sciences. After a decade away from home, Dr. Laine Janzen returned to Fresno in 2017 to join her father, Dr. Scott Janzen, in family practice.

Additionally, she is committed to shaping future healthcare leaders and serves as a supervising dentist in Fresno City College's Dental Hygiene Program.

In March of 2020, Dr. Laine Janzen married her husband, James Bengtson. They enjoy traveling, scuba diving, and walking on the beach with their two dogs.



Paul Ayson - Past President

Dr. Paul Ayson is General Dentist that has been in practice since 1999. He limits his practice to children. He graduated from the University of Washington with a baccalaureate degree in Zoology in 1993. He then received his DDS degree from the University of the Pacific Arthur A. Dugoni School of Dentistry in 1999. After earning his DDS, Dr. Ayson served in the US Air Force from 1999 to 2002, stationed at Laughlin AFB, TX. After active duty service, Dr. Ayson worked at a

Federally Qualified Health Center for 7 years, as well as working in a pediatric dental practice in Salinas, CA. Working at the pediatric dental practice in Salinas is where Dr. Ayson found his niche. In 2009, Dr. Ayson, earned an MBA with an emphasis in Healthcare Management; currently, he works at pediatric dental surgery centers performing full mouth dental rehab on special needs children as well as children with behavioral management issues. Dr. Ayson is also very active in organized dentistry. He is the immediate past-president of the Fresno Madera Dental Society. Presently, Dr. Ayson serves on the CDA Government Affairs Council and the Dental Hygiene Review Committee of the ADA's Commission on Dental Accreditation. On his spare time, he spends it with his family, rides his bicycle and is an avid college football fan



Shannon Barnhart - Secretary

Dr Barnhart is a board certified Oral and Maxillofacial Surgeon. She graduated dental school at the University of Texas Health Science Center in San Antonio in 2002, completed a 1 year AEGD Residency in Las Vegas, NV and a 4 year OMFS Residency in San Antonio, Texas both while active duty in the United

States Air Force. Dr Barnhart served 11 years in the AF and separated to join her husband Dennis and his daughter, in Fresno, CA in May 2013. For the past decade Dr Barnhart has been a practicing partner at Fresno Oral Maxillofacial Surgery & Dental Implant Center. One of her favorite past time is throwing frisbee for our cattle dogs at the dog beach in Cayucos.



David Forester - Treasurer

Dr. David P. Forester has been setting the highest standards of excellence in dentistry for several years. A Fresno native, he graduated from Central High School before going to the University of California Davis to earn a bachelor's degree in managerial economics. He then earned his dental degree from the University of the Pacific School of Dentistry, where he graduated in 2006 with high honors, multiple clinical excellence awards and the ethics and professionalism award.

Dr. Forester has devoted himself to clinical excellence and education, which is why he has taken advanced training and education in several dental fields, including dental implants, CEREC technology, Invisalign®, and cosmetic dentistry. He is also a member of the Spear Faculty Club, a group of dentists devoted to excellence in complex restorative and cosmetic dentistry.

Dr. Forester is very active in community involvement, participating with local community groups and Christian medical missions. For the majority of his time in Dentistry, he has spent one week each year in the Dominican Republic, providing needed dental care. He also serves in local dental missions and inner-city community outreach events. His biggest passions are his Christian faith and his family: his wife of 20 years, Alissa, daughter Sydney (15), son Logan (13), and daughter Taydem (9). In his spare time, he enjoys traveling with his family, staying actively involved with his church, outdoor activities, snowboarding, and watching/attending Giants baseball games.



Michelle Galeon - Editor

Dr. Michelle Galeon completed her Bachelor's Degree in Biological Sciences from California State University – Sacramento and obtained her Doctor of Dental Medicine Degree from Western University of Health Sciences. After dental school, she completed an Advanced Education in General Dentistry (AEGD) residency through New York University (NYU) Langone Dental Program. Dr. Galeon is also a fellow of the Academy of General Dentistry (FAGD) and is currently pursuing her Master of the Academy of General Dentistry (MAGD). She is passionate

about community outreach and providing dental care to underserved and tribal communities. Dr. Galeon is the dental director for Table Mountain Rancheria where she treats members from the Chukchansi band of Yokuts and the Monache tribe. She is also a supervising dentist for the Fresno City College Dental Hygiene Program and volunteers with the Fresno Tzu Chi Mobile Dental Clinic. In addition, Dr. Galeon received the Hearst Foundation Award for excellent commitment to service in the community. Her free time is spent with her husband, two daughters, and Boston Terrier. She also enjoys traveling, hiking, yoga, and trying new places to eat.



Merriam Osmondson Executive Director

Merriam was born in Honolulu, Hawaii and moved with her family around the US before settling in Clovis. She joined the FMDS 10 years ago after a 30 year career with a local pediatric dentist. Merriam's goals are to make life a bit easier for members and staff, answering their questions about new employment laws, compliance issues, OSHA, etc. If she can't answer your questions, she has resources at the CDA and ADA to help. She spends her free time baking yummy treats for her friends and family and going on day hikes with friends. A highlight of her summers the past ten years has been taking her grandchildren to Cayucos.



Paul Hsiao - Board of Component Representatives

Paul Hsiao, DDS, MPH, JD, FACD, FICD - He was born in Taiwan and grew up in Monrovia, Liberia. He graduated from UC Berkeley with an undergraduate degree in Political Science and then spent some time doing random things. :-)
After that he went on to dental school at UCSF and

completed his two year GPR at CRMC and VA Fresno, serving as chief resident his last year. He's also served two terms as FMDS President and currently the Board Component Representative for FMDS at CDA. In addition, he was elected to serve on CDA's Committee on Volunteer Placement and he's been a CDA and ADA House of Delegate for several years. At CDA, he also served on Judicial Council and wrote several articles on ethics published in the CDA Journal. He completed the champion provider fellowship with California's Department of Public Health and UCSF and completed the institute of Diversity in Leadership at the ADA and was awarded ADA's David Whiston's Leadership Award. He's in private practice and serves all sorts of patients including those with developmental disabilities and those on Denti-Cal (Smile, California). He's a mentor for UCSF's Doctor's Academy, on the board for SJVC dental assisting, Fresno State's hygiene board chair, and on the board for Fresno County Oral Health board. Lastly, he's also a fellow for the American College of Dentists and the International College of Dentists. He practices dentistry with his wife, Dr Daphne Lin. When he's not busy at work or with organized dentistry he's with his 2 kids (both under 3!) and wife trying different kinds of foods around town. When time permits he travels around the world taking CEs.

2024 FMDS Directors



Tsu Ping Chen

Dr Chen is a general dentist with a private practice in Fresno CA. He has provided general dentistry to the community for 12 years and served as an FMDS board director for the past 3 years. Born and raised in Taiwan, he moved the US to pursue the American Dream. He graduated with a bachelor's degree in Biochemistry from UCLA and a Doctorate of Dental Surgery from SUNY

Buffalo, followed by a residency at the Erie County Medical Center. Dr. Chen has a passion for dentistry, specifically in the area of dental implants and orthodontics. In his free time, Dr. Chen volunteers with CDA, Team Smile and the Tzu Chi Medical Foundation. He loves to travel abroad with his wife Jen and their three children: Rylee, Jenson, and Brielle. He appreciates music and plays the violin and guitar.



Roger Khater

Dr. Roger Khater is a Bay Area transplant who completed his undergraduate studies at UC Davis where he majored in Biology. He then went on to earn his dental degree at the University of the Pacific, Arthur A. Dugoni School of Dentistry in San Francisco. He completed his general practice residency at Community Regional Medical Center in Fresno where he is now a faculty member teaching residents.

Dr. Khater enjoys working with his wife, Bridgit, who is also a dentist, at their practice, Fresno Dental Works. He is excited to be a part of the board to help advance dentistry and to better serve the community. In his leisure time, Dr. Khater along with his wife and three daughters loves traveling, playing sports, and rooting for the 49ers, Giants, and Warriors.



Alexander Nahigian

Dr. Alexander S. Nahigian, a Fresno native and graduate of UC Santa Barbara and USC School of Dentistry, brings experience and a collaborative spirit to the board. He works as a general dentist alongside his father Martin and brother Evan. Dr. Nahigian is thrilled to be involved in organized dentistry, having served in leadership roles with the American Student Dental Association during his dental school years. His commitment extends beyond the dental office, with a passion for travel, golf and fitness along with a die-hard dedication to the San Francisco Giants and 49ers. Dr. Nahigian's expertise, dedication to community, and diverse interests make him a valuable asset to the board and its mission of advancing oral health for all.



Krunal Sherathiya

In 2007, at the age of 22 years Dr K graduated from dental school at top of his class. He established his private practice focused on raising the oral health awareness in children of underserved communities. Shortly after, he moved to the United States to pursue advanced dental education for 2-years followed by residency in Pediatrics for 3-years at University of California San Francisco which has one of the Nation's best children's hospitals. That is where he also received his Master's in Oral and Craniofacial sciences. In 2016, after specializing in pediatrics with honors Dr K and his wife moved to the beautiful Central Valley to call it their home and start their family.

Dr K's favorite quote is from movie Spiderman "With great power comes great responsibilities". As a board certified pediatric dental specialist, he takes pride in providing the latest evidence based and research proven preventive and restorative oral care to infants, children, adolescents, and those with special needs in fun, safe and caring environment that will build a positive experience for lifetime. His practice philosophy is to treat the parents like his family and treat his patients like his own kids. Dr K and his wife have a beautiful toddler. In his spare time Dr K enjoys tennis, hiking, and exploring the valley with his wife and son.



Abhi Thakkar

Dr. Abhi Thakkar, coming from a culturally rich background of India is a distinguished dental professional who embodies a deep-seated passion for helping others, propelling him towards a fulfilling career in healthcare. Embarking on his healthcare journey in 2011, he gravitated towards dentistry, earning his Bachelor's degree in Dentistry in 2016. Fueled by a fascination for esthetics, Dr. Thakkar pursued specialization

in Esthetics and Restorative Dentistry at UCLA in 2017, refining his expertise in smile designing, veneer artistry, and minimal adhesive dentistry.

A dedicated advocate for community well-being, Dr. Thakkar embraced a pivotal role at Community Health Centers of Camarena Health in Madera, CA. Currently serving as both a General Dentist and the Dental Director, he ardently practices evidence-based dentistry, ensuring optimal oral health within his community. In addition to his clinical commitments, Dr. Thakkar imparts his knowledge to aspiring dental students at Western University of Health Sciences in Pomona, CA, using teaching as a conduit to shape the future of dentistry by instilling both skill and compassion in our future generation.

Beyond the realm of dentistry, Dr. Thakkar's diverse interests encompass exploring new horizons through travel and indulging in tennis and cricket. His ultimate goal is to provide unparalleled service to his patients and simultaneously, he aspires to engage in organized dentistry across various levels, contributing to the advancement of healthcare on a global scale and fostering collaboration within the dental community for the betterment of our dental landscape.



Jacob Weissich

Dr. Weissich was born and raised in San Francisco and moved to Fresno in 2014 for the general practice residency after graduating from UOP. He has spent his CE hours making his way through the Spear continuum and is on the AGD fellowship track. Areas of special interest include

sedation dentistry, TMJ, and sleep dentistry. Dr. Weissich and his wife have two daughters, ages 10 and 14. Outside of the office his interests include music, comedy, fitness, traveling, learning about different cultures, history, and languages. He loves spending time with family and friends, eating good food, and drinking good wine, and is an avid Bay Area sports fan.

WANT TO GET INVOLVED?



We encourage all members who wish to serve in local leadership to contact FMDS

Merriam Osmondson

559-438-7284

fmds@fmds.com

LOCAL MEMBER BENEFITS



The Fresno Madera Dental Society (FMDS), the first choice for Fresno and Madera county dentists since 1912, continues to serve as a relevant and trusted partner for dental professionals in our area. Almost seventy-five (75%) of dentists in Fresno and Madera counties are FMDS members. FMDS has full-time, part-time dentists, practice owners, educators, corporate dentists, public health dentists, specialists, public sector, and FQHC dentists. FMDS is you!

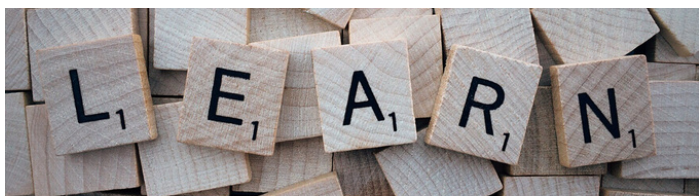


COMMUNITY OF DENTISTS

FMDS is your community, no matter where or how you practice. Membership offers opportunities to connect with dental colleagues, share knowledge, and form lasting professional relationships. Members have access to experts, innovative tools and dental specific programs and services.

PROFESSIONAL SUPPORT

FMDS is a wealth of knowledge! FMDS is your resource to learn from and depend on for the most up-to-date information. Tap into your FMDS Support System – you are just a phone call or email away from having your questions answered. Broaden your patient base by tapping into the FMDS patient referral services - referrals to members when patients call our office or access our Find a Dentist feature on the FMDS website. FMDS can assist with staffing and hiring resources and provides free online Job & Classifieds postings for members.



CONTINUING EDUCATION

FMDS members have access to a wealth of educational resources and opportunities including in-person continuing education courses, webinars, and workshops throughout the year.



ADVOCACY

FMDS works tirelessly to represent the interests of members at the local level, advocating for you, your practice, and the oral health of our community. By belonging to the FMDS, you become part of a collective voice that advocates for the dental profession and helps shape policies and regulations that impact your practice at the local, state and national levels.



VOLUNTEER OPPORTUNITIES

FMDS works closely with community partners to provide opportunities for members to give back to the community – through our Veteran's Smile Day events, local health fairs and more.



LEADERSHIP DEVELOPMENT

Don't miss out on the chance to elevate your career and stay connected with the latest advancements in dentistry. Start reaping the benefits of membership in this esteemed organization.

STATE MEMBER BENEFITS



Whether you're new to organized dentistry or a longtime member, you likely already have a favorite benefit. But you may not be familiar with all the perks that your membership in CDA and FMDS have to offer. Get the most value by tapping into the programs, resources and expertise available to you through organized dentistry.

These exclusive benefits can save you time and money, expand your education, streamline practice operations and connect you to valuable guidance when you need it most.

ONGOING EDUCATION

Learn year round with cutting-edge C.E. and skill-building courses across topics and formats.

What do you get?

- Large in-person events, with waived registration fees at CDA's flagship convention
- Smaller learning events offered by CDA, FMDS, and our affiliates
- Live, virtual events that are led by experts on trending topics in dentistry
- Anytime on-demand learning with free, discounted and expanded course options
- CDA Journal, a robust scientific publication that offers easy ways to earn C.E.
- Helpful information on C.E. and licensure requirements for California dentists
- New offerings launching in 2024 throughout the state and for the whole team



EXPERT GUIDANCE

Find actionable advice and informed answers about today's practice challenges.

What do you get?

- A trusted source of information and insights through CDA's active newsroom, member-only emails, online articles, social media and member meetings
- One-on-one support by phone or email from CDA's in-house specialized analysts
- Guidance navigating risks and potential liabilities through TDIC's Advice Line



TOOLS & RESOURCES

Get easy-to-implement resources – only for members – created by CDA's experts and partners.

What do you get?

- Resources to support practice management and operations, transitions, working with benefit plans, achieving compliance, managing employees and more
- A full library of forms, guides, sample letters and checklists that make practicing dentistry easier and more efficient – like an employee manual generator and a dental benefit issue submission form
- Videos, tutorials and tools to help you practice safely and productively
- Exclusive offers on business products and services from vetted vendors
- VIP savings on dental supplies and small equipment from TDSC.com

WELLNESS PROGRAM

Find compassionate support for the total well-being of dental community members.

What do you get?

- A confidential resource for dentists, employees, associates, family or friends who suffer from physical or mental ailments, anxiety, depression or substance dependence
- Peer-to-peer assistance and aid in assessment, treatment, recovery and monitoring



DEDICATED ADVOCACY

Together, we have a stronger voice and can make an impact on the issues that matter most.

What do you get?

- Results-driven legislative advocacy on your behalf at the state and federal levels
- Litigation to protect the interests of dentists, their patients and public health
- Opportunities to get involved through grassroots efforts and advocacy days
- Task forces and committees to ensure members' voices are represented
- Research, analysis and insights on the issues shaping dentistry's future



STAFFING & CAREER PATHING

Whether you're looking to hire or find a great opportunity, be better connected as a member.

What do you get?

- Programs to increase staffing pipelines and facilitate training dental assistants
- A dentistry-centered Career Center with discounted job listings for members
- Search tools for job seekers, including interview tips and free resume reviews
- Resources for effective hiring, onboarding, training and performance management

DENTAL PLAN ACTION

Benefit from CDA's pursuit of dental plan reform, including litigation, legislation, news on emerging issues and member resources.



What do you get?

- Legal action to hold Delta Dental accountable for plan transparency and honoring contractual agreements to providers
- Successful advocacy resulting in dental plan disclosures for dentists and patients
- Resources to help members to work productively with plans, make informed decisions and navigate contracts, claims and appeals; plus, one-on-one guidance from analysts who specialize in dental benefits

DENTIST-CENTRIC INSURANCE

Access a full suite of professional insurance options through The Dentists Insurance Company and other trusted carriers through TDIC Insurance Solutions



What do you get?

Exceptional coverage at a fair price, including:

- Professional Liability
- Employment Practices Liability
- Commercial Property
- Workers' Compensation
- Cyber Suite Liability
- Expanded coverage options for total well-being:
- Disability
- Individual & Family Health
- Small Group Health
- Life, AD&D and Long-term Care
- Business Overhead Expense
- Discounts for bundling coverage

Learn more about member benefits at
www.cda.org/membership/membership-benefits



Don't hesitate to ask.

When you need an advocate for your physical, mental or emotional health, turn to CDA Foundation's Wellness Program.

Offering confidential assistance around the clock, the Wellness Program exists to support dental professionals and their families.

Whether your challenge is substance dependence, anxiety, depression, mental illness or physical illness, we have volunteer members ready to offer compassion, assistance finding treatment and guidance for your support network.

Call or text for 24/7 confidential assistance in Central California: **916-947-5676**

For more info, visit: cda.org/wellness

ADA[®]

Supporting our dentists. Strengthening our profession.



The advantages of ADA membership extend much further than the many tools, resources and discounts at your disposal. Together we have succeeded in and continue to advance legislation and reforms that matter to you, your patients and the profession.

[ADA.org/memberbenefits](https://ada.org/memberbenefits)

Commitment to Dental Insurance Reform



92

new laws reforming dental insurance enacted nationwide since 2020 achieved through public affairs partnership between state dental societies and the ADA which provided strategic and financial support as requested

Successful repeal of the McCarran-Ferguson Act to improve competition and transparency in the healthcare insurance industry



of your ADA membership dues support advocacy, scientific research & standards and your state & local society

\$3,200*

additional savings on average with a 10-year refinanced loan through ADA's student loan refinancing

[*Visit laurelroad.com/ada](https://www.laurelroad.com/ada)



108,000+

conversations with dentists who turned to the ADA for personalized support over chat, email and phone in 2022



20,000+

members got 1:1 support with dental benefits, credentialing and coding issues from ADA's Third Party Payer Concierge™

103,000+

dentists have reduced administrative burden through the use of ADA's credentialing service, powered by CAQH®

Cutting-edge Research and Expert Commentary

- **Scientific findings** from the ADA Science and Research Institute (ADASRI), JADA, PracticeUpdate, plus clinical practice guidelines
- **Latest industry trends** from ADA Health Policy Institute
- **\$2,500+ savings** with access to the latest scientific literature, clinical textbooks & scientific journals



9,600+

dentists belong to the ADA Practice Transitions™ (ADAPT) network of dentists who are buying/selling practices, hiring associates, or looking for a job

7M+

children have received oral health services since 2002 through Give Kids A Smile®



secured in federal funding strengthening community programs for FY2023



What has ADA done for (me)mbers lately?



For Dentists

Keeping You Connected to Our Community

ADA support and resources in the palm of your hand via the reimagined ADA member app, plus the new Dental Sound Bites Podcast offering real talk on dentistry's daily wins and sticky situations.

Programming for New Dentists

Zoom Town Halls, "Ask me Anything," SmileCon® New Dentist Lounge, Real Talk Series, and the

Wellness Ambassador Program offer ways to learn, connect, and heal for early-career professionals.

Having Your Back Along the Career Journey

Resources for every stage of your career, such as contract review, one-on-one dental insurance support, debt management tools, financial planning, group insurance programs, wellness support, as well as **ADA Practice Transitions™ (ADAPT)** for buying, selling, or joining a dental practice.

Advancing Clinical Decision Making

- **Scientific findings** from the ADA Science and Research Institute (ADASRI), JADA, PracticeUpdate, plus evidence-based clinical guidelines give members access to cutting-edge research and expert commentary.
- **ADACEOnline.org** offers 300+ continuing education courses for continued learning.

For the Public and Profession

Empowering Dentists to Practice Anywhere

Increased licensure portability makes it easier for dentists to move across state lines.

Leading Dentistry Through the Pandemic

Enhanced infection-control protocols at the beginning of COVID-19 and low infection rates among dental staff resulted in dental practices remaining open through subsequent waves of the pandemic and dentistry solidifying itself as an essential health service.

Setting the Bar on Safety

The FDA uses 81 **ADA Standards** to assess the safety and efficacy of dental products, while the **ADA Seal** has been the leading mark of dental product safety for over 90 years.

Protecting Dentistry Through Advocacy

- ADA efforts secured increased funding for oral health research/

training, Indian dental health, along with over \$5M to support community programs, and extended funding for the Children's Health Insurance Program through 2029.

- Successfully partnered with 10 state dental societies to **reform their Medicaid programs**, making it easier for dentists to participate.
- Relieved the burden of educational debt by protecting the student loan interest deduction and supporting regulation to eliminate loans subject to interest capitalizations, plus ongoing advocacy to help dentists manage their student debt.
- Invested \$5.5M to help win the **Medical Loss Ratio** bill in Massachusetts in 2022, setting the stage for dental insurance reform across the country.
- As dental insurance remains a pain point for many, the ADA is working on the state and federal levels to create a better benefits system for dentists and patients.

Promoting Practice Solutions

ADA's Credentialing Service (used by 100K+ dentists) reduces admin burden and allows practices to spend more time on clinical care, while ADA maintenance of CDT codes and the ADA dental claim form allows all dentists to be more efficient with billing and getting paid.

Improving Access to Care

- Seven states added dental coverage **for adults** insured under their state Medicaid program, leading to increased coverage for oral health for low-income adults, reduced hospital ED spending, and lower overall medical costs.
- **Give Kids A Smile®** has provided more than 7M children with oral health services since 2002.

Raising Public Awareness

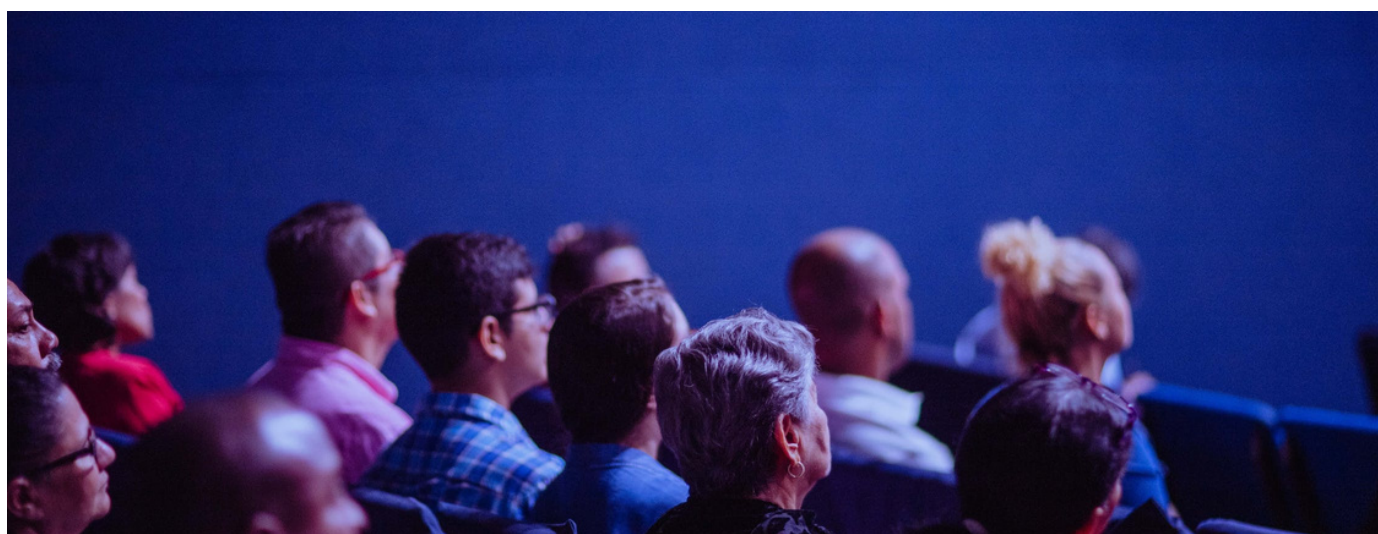
MouthHealthy.org, social media, and media outreach continue to educate the public on the importance of oral health to overall health. In 2022, coverage citing the ADA resulted in an audience reach of 34.8B.

We love to see you thrive.

Contact us anytime at 312.440.2500 or msc@ada.org

CENTRAL CALIFORNIA DENTAL CONFERENCE (CCDC)

By: Merriam Osmondson



The Fresno Madera Dental Society hosted the Winter 2024 Central CA Dental Conference on Friday, January 26 at the Clovis Veteran's Memorial Bldg. Attended by 275+ members and staff, we all learned about the CA Dental Practice Act (Dental Law), OSHA, Infection Control & Bloodborne Pathogens which are all required for license renewal every two years. (OSHA is an annual requirement)

Leslie Canham provided invaluable information which everyone can use in their offices immediately and provided QR codes to many free resources such as updated COVID protocols, infection control checklists and more.

See you January 2025 for the next CA Dental Practice Act, OSHA, Infection Control and Bloodborne Pathogens courses!

THANK YOU TO OUR EXHIBITORS



William Rotert Practice Sales
and Equipment Leasing, Int

MAINTAINING CANINE ORAL HEALTH

A Guide to Veterinary Dentistry and Home Care



BY LAINE JANZEN, DMD AND WHITNEY JANZEN, DVM

Just like us, our furry friends can face a range of dental challenges, from tartar buildup to gum disease and tooth decay. Fortunately, with the right care, we can keep those tails wagging and those teeth sparkling.

Did you know that the relationship between periodontal disease and diabetes mellitus isn't just a concern for humans? Studies show that dogs can experience similar issues, with severe periodontal disease increasing the risk of systemic inflammation, potentially leading to heart, liver, and kidney problems. It's clear: maintaining our pup's dental health is crucial for their overall well-being.

Now, let's talk teeth! Dogs typically boast an impressive 42 teeth: 6 incisors, 2 canines, and 8 premolars in each upper and lower jaw. Additionally, adult dogs have 4 upper and 6 lower molars, though variations may occur depending on breed and size. Notably, dogs lack deciduous molars.

When it comes to dental visits, our canine companions get the royal treatment. An annual veterinary dental involves a thorough exam



Radiograph of dog's 4th mandibular premolar with dental and periodontal disease.



Dr. Whitney Janzen uses an ultrasonic scaler to remove calculus from the molar of a patient "Drake" under general anesthesia

radiographs, periodontal probing, subgingival scaling, and coronal polishing, all performed under general anesthesia.

Essential preparation prior to a dental procedure involves a pre-anesthetic evaluation to ensure the dog is fit for anesthesia, which typically includes a physical exam and blood tests. Once cleared, anesthesia is administered, and the dental work begins.

While some vets offer non-anesthetic dentals, these aren't recommended by the American Veterinary Medical Association. Although they may leave teeth looking cleaner, they fail to address periodontal disease as subgingival probing and scaling aren't possible.

Much like in general dentistry, the range of dental procedures offered by general veterinary practices can vary greatly. Common procedures include extractions for periodontal disease, while more advanced treatments such as endodontic therapy may be referred to a veterinary dental specialist, if one is available. Becoming a board-certified veterinary dentist entails completing a three-year residency program, with fewer than 200 such specialists practicing in the United States.

HOME CARE TIPS

In dog dental care, unleashing smiles begins with good hygiene. Dr. Whitney Janzen from Animal Medical Clinic has some paw-some tips for at-home dental care:



TOOTHBRUSH AND TOOTHPASTE

Dogs are routine driven, so build a routine that involves daily brushing. Start with a pet-friendly, enzymatic flavored toothpaste treat at the same time every day, then introduce the brush. Finger brushes and wipes are less effective than a toothbrush.



DENTAL CHEWS/TREATS

Greenies dental treats and prescription dog foods such as Hills t/d are popular options known for their plaque removal benefits. While not as effective as a toothbrush, they can serve as useful alternatives when brushing isn't an option.



WATER ADDITIVES

Chlorhexidine rinses can reduce bacterial load in the mouth, and help prevent future plaque formation. These chemical additives do not remove existing biofilm.

REMEMBER+

DAILY BRUSHING AND REGULAR CHECK-UPS WITH YOUR VETERINARIAN ARE KEY TO MAINTAINING YOUR DOG'S ORAL HEALTH.

Congratulations

2024 LIFE MEMBERS



Life membership is attained by being a tripartite member for 40 continuous years.



Jeffrey Arkelian

Eugene Yamaguchi-Retired

Jeffrey Stanley

Treva Lee

Lark Kobayashi

Lester Lowe

Reed VanWagenen

CDA HOUSE OF DELEGATES

BY: MERRIAM OSMONDSON



WHAT IS THE HOUSE OF DELEGATES?

The CDA House of Delegates (HOD) is the policy-setting body of CDA, representing all members of the association. The HOD meets annually to set strategic direction on matters of dental policy and practice, act on recommended bylaws changes, elect officers of the association, and establish membership dues.



FMDs AND THE HOUSE OF DELEGATES

The 2023 CDA House of Delegates was held on November 17-18 at the Sacramento Hyatt Regency. The Fresno Madera Dental Society sent a delegation of 5 members to the CDA HOD this year. This delegation included Drs Paul Ayson, Paul Hsiao, Laine Janzen, and Aaron Noordmans. Our alternate delegate in attendance was Dr Shannon Barnhart. The number of delegates sent to the HOD from each component is allotted by the total number of members in the respective society. This year, the HOD consisted of just over 200 voting members. It made quite an impression to see a large group of dentists in one room working together to protect and improve our amazing profession! Spirited debate arose on a number of important issues, but the overall tone was positive and constructive.

See next page for minutes of the HOD.



California Dental Association
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Minutes of the 54th Annual Session of the California Dental Association (CDA) House of Delegates

Hyatt Regency Sacramento
November 17-18, 2023

Friday, November 17, 2023 – First Session

1. Call to Order: Speaker Dr. Debra Finney called the first session of the house of delegates (house) to order on November 17, 2023 at 3:00 p.m.
2. Establishment of Quorum: Secretary Dr. Carliza Marcos determined that a quorum was present.
3. Introduction of New Business Not Requiring a Resolution: The speaker advised the house that no new business had been submitted for consideration.
4. Approval of the Agenda: The agenda was approved by general consent, with the following addition:
 - Resolutions Deliberations, Out of Order Rulings in the Second Session as item 3C.
5. Officer Elections: In 2021, the house adopted Resolution 1-2021-H (Board Composition), honoring the officer elections that had already occurred including Dr. Carliza Marcos, president 2024 and Dr. Max Martinez, president 2025. As such, there were two open positions for the 2023 election – secretary and treasurer.

Having received no notice of intent to contest the slate of candidates for elected positions, the speaker declared the nominees elected as follows:

- Resolution 3-2023-H: Resolved, that the following candidates be elected officers of the California Dental Association:

Secretary (2024) Dr. Robert Hanlon
Treasurer (2024-2025) Dr. Scott Kim

6. Organizational Update: Executive Director Peter DuBois provided an overview of 2023-2024 initiatives and milestones including membership achievements, dental benefit challenges and plan reform efforts, CDA vs. Delta Dental litigation, state budget wins, and a 2024 ballot measure to secure funding for Medi-Cal and dental student loan repayment.
7. CDA Dues Discussion: A panel, including Dr. John Blake, Dr. Steven Kend, Dr. Scott Kim, Dr. Natasha Lee, Dr. Carliza Marcos and Chief Financial Officer Kevin Roach participated in a discussion regarding the proposed dues increase. First, Treasurer Dr. Steven Kend provided a summary of the information presented during the October 30 CDA Dues Q&A Session, which highlighted the 2022 financial results, the clean audit opinions, controls and transparency, and the reasons for the dues increase. Following the summary, delegates were given an opportunity to ask questions of the panel to help inform their decision regarding the proposed CDA dues increase.
8. Outgoing President Address: President Dr. John Blake addressed the house reflecting on his year as president.
9. ADA President Address/Updates: ADA president Dr. Linda Edgar provided an update regarding ADA's programs and initiatives.
10. State Dental Director Address: California State Dental Director Dr. Jayanth Kumar provided an overview of the CDA Access to Care Plan strategies and the progress that has been made in addressing high disease rates and low utilization of dental services in children.

11. Recognition/Awards: CDA Foundation Board of Directors Chair Dr. Richard Graham announced Maria Augello, RDH as the 2023 Webb Family Grant recipient, and Dr. Marc Hayashi as the Dr. Arthur A. Dugoni Faculty Award recipient.
12. Incoming President Address: Incoming President Dr. Carliza Marcos addressed the house in anticipation of her 2024 presidential term.
13. Adjournment of the First Session of the House: The speaker adjourned the first session of the house at 5:46 p.m.

Saturday, November 18, 2023 – Second Session

1. Call to Order: The speaker called the second session of the house to order on November 18, 2023 at 8:00 a.m.
2. Establishment of Quorum: The secretary determined that a quorum was present.
3. Resolutions Deliberations: Reference committee chairs Dr. Lindley Zerbe and Dr. Stephanie Sandretti presented resolutions proposed by the reference committees, with the final actions reflected below.

The following resolutions were adopted on consent:

- Resolution 1RC, House of Delegates Resolutions Deadline
- Resolution 5, Component Boundary Review
- Resolution 7, Whistleblower Protection Report
- Resolution 8, Hygiene Staff Shortage Report
- Resolution 9, Medi-Cal Dental Providers Report
- Resolution 11, Dental Benefits Report
- Resolution 16, House of Delegates Reference Committee Hearings
- Resolution 20RC, Human Papillomavirus Screening and Vaccinations

All resolutions are reflected in numerical order for ease of reference in the minutes, noting which were adopted on consent and which were acted upon individually.

Resolution 1RC-2023-H, House of Delegates Resolutions Deadline was adopted on consent as follows:

Resolved, that the resolutions deadline for the annual house of delegates be modified, allowing non-bylaws resolutions to be submitted to CDA until 10 business days prior to the reference committee hearing or first session of the house, whichever comes first, and that any non-bylaws resolution deemed to be in order be distributed to the delegates at least 5 business days prior, and be it further

Resolved, that resolutions requiring a bylaws amendment may be submitted to CDA up until 10 business days prior to the 30-day deadline by which such resolutions must be distributed to the delegates as required by CDA Bylaws, and be it further

Resolved, that the CDA Bylaws and General Operating Principles be amended to reflect this change.

Resolution 2RC-2023-H, Speaker of the House Tenure and Election Process was pulled from consent, amended and adopted by vote of 165 (88%) in favor and 22 (12%) in opposition:

Resolved, that the tenure for the speaker of the house be modified to two three-year terms, and be it further

Resolved, that the timing of the speaker election be modified, electing a nominee for speaker-elect the year prior to the expiration of the incumbent speaker's term, allowing the incoming speaker to shadow the incumbent speaker for a year before taking office, and be it further

Resolved, that for purposes of transition to this new structure, the current speaker's term be extended by one year through December 31, 2025, and the first election utilizing the new process be conducted in 2024 for the 2026-2028 term, and be it further

Resolved, that the CDA Bylaws and General Operating Principles be amended to reflect these changes.

Resolution 4RC-2023-H, CDA Strategic Plan was pulled from consent and adopted by vote of 191 (96%) in favor and 9 (5%) in opposition:

Resolved, that the CDA Strategic Plan goals be approved as amended, and be it further

Resolved, that CDA leadership offer a presentation to all components by March 30, 2024, detailing the strategic plan, including how the plan will be operationalized and how planned programs are related to the plan.

The adopted strategic plan goals are reflected in Attachment A.

Resolution 5-2023-H, Component Boundary Review was adopted on consent as follows:

Resolved, that Resolution 12RC-2009-H be rescinded, thereby eliminating the 10-year periodic component boundary review requirement, and be it further

Resolved, that CDA conduct component boundary reviews upon request by any component.

Resolution 6RC-2023-H, Modification of CDA Councils was pulled from consent, amended and adopted by vote of 178 (89%) in favor and 21 (11%) in opposition:

Resolved, that the board of directors be urged to continue the suspension of funding for Peer Review and the Judicial Council until at least the 2024 House of Delegates, and be it further

Resolved, that the appropriate CDA entity evaluate options to reinstate a peer review program and Judicial Council, and be it further

Resolved, that a report and final recommendation be provided to the 2024 House of Delegates.

Resolution 7-2023-H, Whistleblower Protection Report was adopted on consent as follows:

Resolved, that the Whistleblower Protection Report be filed.

Resolution 8-2023-H, Hygiene Staff Shortage Report was adopted on consent as follows:

Resolved, that the Hygiene Shortage Report be filed.

Resolution 9-2023-H, Medi-Cal Dental Providers Report was adopted on consent as follows:

Resolved, that the Medi-Cal Dental Providers Report be filed.

Resolution 10-2023-H, Addressing Barriers for Patients with Special Health Care Needs Report was pulled from consent and adopted by vote of 169 (98%) in favor and 4 (2%) in opposition:

Resolved, that the Special Health Care Needs Policy be adopted, and be it further

Resolved, that the Addressing Barriers for Patients with Special Health Care Needs Report be filed.

The adopted policy is reflected in Attachment A.

Resolution 11-2023-H, Dental Benefits Report was adopted on consent as follows:

Resolved, that the Dental Benefits Report be filed.

Resolution 12-2023-H, Sleep Apnea Report was pulled from consent and adopted by vote of 144 (80%) in favor and 37 (20%) in opposition:

Resolved, that the Sleep Apnea Report be filed.

Resolution 13-2023-H, CDA Bylaws and General Operating Principles Cleanup was pulled from consent, amended to include "in consultation with the chair of the Committee on Volunteer Placement and other entities as deemed appropriate" on lines 839 and 1119, and adopted by vote of 164 (91%) in favor and 16 (9%) in opposition:

Resolved, that the CDA Bylaws and General Operating Principles be amended.

Resolution 14-2023-H, Establishment of CDA Dues was adopted by vote of 136 (69%) in favor and 60 (31%) in opposition:

Resolved, that 2024 CDA dues increase by \$100.

Resolution 15-2023-H, CDA Special Committee Composition was referred to the appropriate CDA entity by vote of 124 (66%) in favor of referral and 64 (34%) in opposition.

Resolution 16-2023-H, House of Delegates Reference Committee Hearings was adopted on consent as follows:

Resolved, that the CDA Board of Directors be urged to reinstate the in-person reference committee hearings in conjunction with the House of Delegates meeting, beginning 2024.

Resolution 17RC-2023-H, Dental Plan Payments was pulled from consent, amended and adopted by vote of 192 (98%) in favor and 3 (2%) in opposition:

Resolved, that CDA communicate directly with dental plans reimbursing dental providers for services rendered in California to offer provider reimbursement options without mandatory transaction fees, and if using such a fee-based payment method, it be on an opt-in basis by signature so that the burden does not fall on the dental provider to opt-out and be it further

Resolved, that the appropriate CDA entity be urged to pursue possible legislative action and advocate to prohibit payers from requiring provider reimbursement options with mandatory transaction fees.

Resolution 18RC-2023-H, Home Sleep Apnea Testing Clarification was pulled from consent and adopted by vote of 148 (87%) in favor and 22 (13%) in opposition:

Resolved, that CDA supports dentists in ordering and providing home sleep testing (HST) from their own practice or third party HST equipment inventory as long as the HST results are interpreted, a diagnosis is made, and treatment is prescribed by a physician appropriately trained in sleep medicine, and be it further

Resolved, that the appropriate CDA entity be urged to seek confirmation of the appropriateness of dentists performing oral appliance titration when providing HST to patients as long as the HST results are interpreted, a diagnosis is made, and treatment is prescribed by a physician appropriately trained in sleep medicine.

Resolution 19RC-2023-H, CDA Leadership Institute was pulled from consent and adopted by vote of 174 (96%) in favor and 8 (4%) in opposition:

Resolved, that the CDA Board of Directors be urged to establish, fund and oversee the "CDA Leadership Institute" as a pilot, providing leadership development opportunities for CDA members who have demonstrated strong organizational leadership interests and potential at the local, CDA and/or ADA levels, with the first program to be implemented by 2025, and be it further

Resolved, that the CDA Leadership Institute be inclusive of one in-person galvanizing event, and be it further

Resolved, that following each event, components match prospective leaders with an experienced, geographically similar leader to serve as a mentor with respect to leadership development, roles and responsibilities.

Resolution 20RC-2023-H, Human Papillomavirus Screening and Vaccinations was adopted on consent as follows:

Resolved, that CDA provide dentist members appropriate questions to add to patient health questionnaires to enable screening for HPV and past HPV vaccination and continue to provide educational tools to members to increase vaccine confidence within their communities, and be it further

Resolved, that the appropriate CDA entity be urged to pursue legislation to allow dentists to provide HPV vaccinations, and be it further

Resolved, that should the dentist scope of practice change to include administration of HPV vaccinations, CDA provide programs to help dentist members overcome barriers and challenges to providing HPV vaccinations.

Out of Order Rulings: Prior to the house, several proposed resolutions were submitted and ruled out of order by the speaker. All delegates, alternate delegates and component executive directors were notified of the process to appeal the speaker's rulings. During the house, the following appeals were considered, with the speaker providing rationale as to her ruling, followed by debate on the ruling:

- Diagnosing and Treating Obstructive Sleep Apnea, submitted by the San Fernando Valley Dental Society. The speaker's ruling was sustained by vote of 139 (76%) in favor and 43 (24%) in opposition.
- Clarification of Scope of Dental Practice, submitted by the San Fernando Valley Dental Society. The speaker's ruling was sustained by vote of 139 (80%) in favor and 35 (20%) in opposition.

4. Adjournment of the House of Delegates: There being no further business, the speaker declared the house adjourned sine die at 1:03 p.m.

Resolution 4RC-2023-H, CDA Strategic Plan

CDA Strategic Plan Goals

- **Membership Model:** Define and implement a membership model that prioritizes member engagement, experience and value, maximizes overall membership market share and strengthens the tripartite operations and sustainability to serve members.
- **Early Career Dentists:** Prioritize engagement, programs and investments that acknowledge the unique needs of early career dentists, including the career path chosen, to maximize the recruitment and retention efforts with this segment.
- **Advocacy/Community/Profession:** Pursue initiatives that strengthen the practice of dentistry, address challenges within the dental payer environment and improve the oral health of Californians.
- **Financial Sustainability:** Diversify sources of and maximize non-dues revenue, prudently manage expenses and thoughtfully evaluate dues levels to maintain financial sustainability.

Resolution 10-2023-H, Addressing Barriers for Patients with Special Health Care Needs Report

Special Health Care Needs Policy

Every Californian deserves timely and affordable access to dental care, regardless of their special health care needs, including developmental, medical, or physical disabilities. Expanding access to dental care for patients with special health care needs is an important part of CDA's commitment to creating equity in timely and affordable dental care for all Californians, especially those in vulnerable populations. This includes reducing barriers to sedation and anesthesia, as well as expanding capacity and removing barriers to models of care that prioritizes behavior modification and adapting the treatment space to meet the patient's needs and reduce medical risk.

CDA shall work to achieve equity for patients with special health care needs through a variety of means including advocacy in the state budget, collaboration with other health care providers (medical-dental integration), provider education and partnerships with state agencies and patient and provider-based organizations with expertise in providing care for patients with special health care needs.

ADA Reaffirms Policy Opposing Direct-to-Consumer Dentistry



Following news reports about the liquidation of a manufacturer and marketer of teeth aligners sold directly to consumers, the ADA has reaffirmed its policy stating its opposition to direct-to-consumer dentistry.

According to the ADA, direct-to-consumer dentistry has the potential to cause “irreversible harm to individuals, who are treated as ‘customers’ rather than patients.” In a press statement, the Association said that dentists are the only individuals licensed to accept responsibility for patient care.

“Under virtually all states’ laws and as is reflected in ADA policy, the dentist is ultimately responsible for the patient’s care and is the only individual licensed and qualified to accept responsibility,” the press statement said.

“Moving teeth without knowing all aspects of a patient’s oral condition has the potential to cause bone loss, lost teeth, receding gums, bite problems, jaw pain, and other damaging and permanent issues,” the statement continued. “Without



the involvement of a licensed dentist, patients lose an essential quality control checkpoint — their dentist — to ensure all aspects of their treatment are performed and are progressing in the best interests of the patient.”

The statement reiterates the ADA’s commitment to patient safety and quality care and encourages those using or considering using a direct-to-consumer dentistry service to consult a dentist and discuss care options.

“Oral health and overall health are deeply connected, and the ADA encourages all patients to find a dentist they can visit regularly,” the ADA said.

For more information on the ADA’s position on DIY dentistry, visit, [MouthHealthy.org/DIYdentistry](https://www.mouthhealthy.org/DIYdentistry).



NEW 2024 EMPLOYMENT LAWS

SUMMARY

Dentists in California should expect to comply with a dozen new employment-related laws in 2024. Most of them will take effect Jan. 1, including an increase in allowable Paid Sick Leave and another that prohibits discrimination against employees who use cannabis off-duty and away from the job. Most of the new laws impact employers of every size. Read on for summaries of the new laws. CDA is developing and updating resources to help members comply by the effective dates.

Dentists in California will have new employment-related laws to comply with in 2024, including one that increases California Paid Sick Leave from the current three days to five days and another that prohibits discrimination against employees who use cannabis off the job.

Gov. Gavin Newsom signed most of the bills in the latest legislative session, and most will take effect Jan. 1, 2024. A law requiring employers to establish and maintain a workplace violence prevention plan will take effect in July 2024.

Most of the new laws impact employers of every size, while a law that extends the family leave mediation pilot program for small businesses affects only employers with five to 19 employees.

Read on for a summary of the 12 new employment laws. Dentists should take steps to comply with the laws no later than Jan. 1, 2024, unless otherwise stated.

FIVE DAYS OF PAID SICK LEAVE FOR ALL EMPLOYEES

Employees in California will be allowed to take five days (40 hours) of paid sick leave — up from the current three — under Senate Bill 616 signed into law in October.

The law applies to employers of every size, and employers may continue to provide front-loaded time or utilize the statutory accrual rate of one hour for every 30 hours worked up to 40 hours annually. Employers may limit carry over of unused sick leave to 80 hours.

Also under the law, employers:

- Must update their policies to reflect the increases.
- Continue to provide employees with the amount of available Paid Sick Leave, either on the printed wage statement or in a separate written document provided on the pay date.
- Pay the employee for any used sick leave no later than the payday for the next regular payroll period.

The law does stipulate that employees should provide “reasonable advance notification” of a foreseeable need to use Paid Sick Leave.

Members can log in to access CDA's California Paid Sick Leave FAQ and Comprehensive Guide to California's Paid Sick Leave Law updated in late October to reflect the changes taking effect in January 2024.

PROTECTIONS FOR EMPLOYEES' OFF-DUTY USE OF CANNABIS

Beginning Jan. 1, California law will bar most employers from penalizing or discriminating against applicants or workers who use cannabis off the clock and off-site, as CDA first reported in October 2022.

Also, drug tests commonly used by employers now to detect the presence of cannabis molecules will no longer be usable to terminate a worker, restrict hiring or otherwise penalize a worker because the tests do not indicate that a worker is impaired on the job. Specifically, employers cannot discriminate against a person in hiring, firing or any other employment decision based on:

- The person's use of cannabis off the job and away from the practice.



- The employer's drug screening test that found the person to have nonpsychoactive cannabis metabolites in their hair, blood, urine or other bodily fluids.

The governor signed the bill into law in fall 2022 with a delayed effective date to give employers who already have or wish to maintain a drug test policy adequate time to research and implement a compliant policy, as well as laboratories time to revise their testing processes.

The law does not permit workers to use, possess or be impaired by cannabis while on the job and does not alter an employer's right and obligation to maintain a drug-free workplace.

[Find more details in the article CDA published last year](#), which covers the use of allowable impairment tests and exemptions for federal contract and other workers.

CDA does not include a drug test policy in its Sample Employee Manual for members. Instead, CDA recommends that practice owners seek legal counsel to develop and implement or revise a drug test policy specifically for their practice.



PRE-EMPLOYMENT INQUIRIES ABOUT CANNABIS USE WILL BE UNLAWFUL

Gov. Newsom this year signed a second bill that provides cannabis use-related protections in employment decisions.

Senate Bill 700 amends California's Fair Employment and Housing Act to prohibit most employers from asking job applicants about their prior use of cannabis for the purpose of making an employment decision, including hiring or terminating, or for disciplinary purposes. Employees in the building and construction trades are exempt from the law. The law takes effect Jan. 1.



LEAVE FOR QUALIFYING REPRODUCTIVE LOSS MUST BE GRANTED

Employers cannot refuse to grant any eligible employee's request for up to five days of leave for reproductive loss under a new law that the California Fair Employment and Housing Act. The law defines reproductive loss as a failed adoption or surrogacy or a miscarriage, stillbirth or unsuccessful assisted reproduction experienced by the employee or their spouse or domestic partner.

Among other provisions, the law:

- Requires employees to take the leave within three months of the qualifying event, except as described in the bill.
- Does not obligate the employer to provide more than 20 days of leave time for reproductive loss within 12 consecutive months.

- Makes it unlawful for an employer to retaliate against an individual who exercises their right to use reproductive loss leave.

CDA's updated resource State and Federal Leaves of Absence that Apply to Employers in California covers this new law and over a dozen more leave laws with explanations of covered employers and the protected leave period plus links to the respective state or federal regulation.

NEW PROTECTIONS FOR EMPLOYEE CONDUCT

Existing state law prohibits employers from terminating or discriminating or retaliating against employees or job applicants who engaged in specified protected conduct, and employees who are unlawfully discharged or

subjected to an employer's adverse action are entitled to reinstatement and reimbursement of lost wages. A new law effective Jan. 1 creates a rebuttable presumption in favor of an employee's claim if an employer engages in any "retaliatory action" within 90 days of a protected activity. The law also states that employers cannot prohibit an employee from discussing or disclosing their wages, inquiring about another employee's wages or encouraging another employee to exercise their rights under the law.



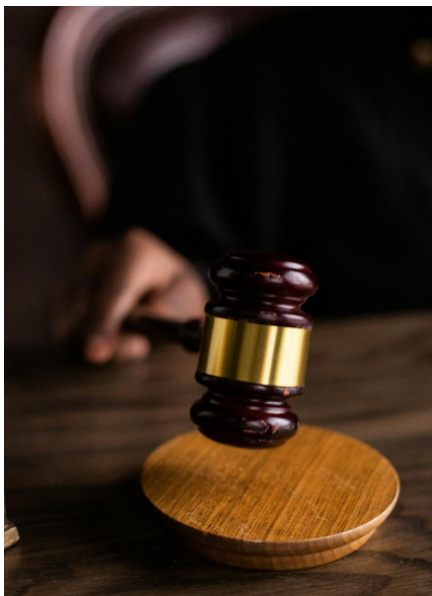
NONCOMPETE AGREEMENTS DECLARED UNLAWFUL

Up until now, employers were able to include noncompete agreements in their contracts with employees, but the agreements have been unenforceable historically. Such agreements are intended to prevent or restrain an employee from engaging in another lawful possession, trade or business of any kind during their employment.

Beginning Jan. 1, including a noncompete clause in an employment contract or requiring an employee to enter a noncompete agreement will be considered unlawful regardless of where and when the agreement was signed. The new law requires employers who have noncompete agreements in place to notify their current and former employees in writing by Feb. 14, 2024, that the noncompete clause or agreement is void. Law amends arbitration procedure

Under California's Code of Civil Procedure, an aggrieved party may appeal certain orders, including an order that dismisses or denies the party's petition to compel arbitration. Existing law generally stays — or delays — proceedings in the trial court that are pending an appeal of an order denying a motion to compel arbitration. Senate Bill 365 amends the code to specify that trial court proceedings will not be automatically stayed during a pending appeal of an order to dismiss or deny a petition to compel arbitration.

Dentists who use arbitration agreements should have their attorney review them for compliance with state law.



UNENFORCEABILITY OF RESTRICTIVE COVENANTS

In business contracts, restrictive covenants restrain employees from engaging in a lawful profession, trade or business. Beginning Jan. 1, any contract containing an employee restrictive covenant will be unenforceable regardless of when it was signed. The law bars employers and former employers from enforcing a contract that restricts an employee's ability to engage in a lawful profession, trade or business, even if the contract was signed outside of California and the employment was maintained outside the state. Additionally, it prohibits employers from entering into a contract with an employee or prospective employee that includes noncompete clauses and other restrictive covenants that are void.

[Read more in the article by SHRM.](#)



WORKPLACE VIOLENCE PREVENTION PLAN REQUIRED

Employers will be required to establish, implement and maintain "an effective workplace violence prevention plan containing specified information" no later than July 1, 2024, under SB 553 signed into law in September.

The law will require employers to:

- Record information in a violent-incident log for every workplace violence incident, as specified.
- Provide effective training to employees on the workplace violence prevention plan and additional training when a new or previously unrecognized workplace violence hazard has been identified and when changes are made to the plan.
- Create and maintain records of workplace violence hazard identification, evaluation, correction and training.
- Maintain violent-incident logs and workplace incident investigation records to be maintained.

Additionally, employers must make certain records available to employees and others, as specified.

[Read the article by SHRM](#) or the [text of the bill](#) for more details, including specific details that the workplace prevention plan must include.



employers with five to 19 employees and their current or former employees the right to mediate certain disputes before the employee can file a court case. Covered employers and employees can mediate – at no cost to either party – disputes about the employee’s right to medical or family care leave under the California Family Rights Act, as well as bereavement leave.

Originally set to end Jan. 1, 2024, the program was extended through Jan. 1, 2025. Read California Civil Rights Department’s FAQ about the program.

CLARIFYING BASIC LABOR RIGHTS FOR MINORS SEEKING WORK PERMITS

Beginning Aug. 1, 2024, any minor seeking an authority’s signature on a Statement of Intent to Employ a Minor and a Request for a Work Permit must be issued a document that explains workers’ basic labor rights. The document must express those labor rights in plain, natural terminology and be provided before or at the time the authority provides the signature. Electronic versions of the document must be made available to the minor in additional languages other than English.

UNEMPLOYMENT INSURANCE PROGRAM AND EITC NOTIFICATIONS

Through Jan. 1, 2029, employers will be allowed to provide their employees with information about the Earned Income Tax Credit and Unemployment Insurance Program by email to the employee’s preferred email address only if the employee opts into receiving electronic

statements or materials in writing or electronically. Such notifications include potential eligibility for certain income tax filing assistance programs, antipoverty tax credits and information related to claims for UI benefits, for example.

SMALL BUSINESS MEDIATION PROGRAM EXTENDED

Small business mediation program extended
The employer family leave mediation program provides

CDA RESOURCES ASSIST COMPLIANCE

CDA is updating and developing resources, including the Sample Employee Manual, to help members get ahead of and comply with the new employment laws that take effect in 2024 and will share these with members in the coming weeks through the newsroom and weekly member newsletter.

Questions?

MEMBERS CAN CONTACT CDA’S
EXPERT ANALYSTS WITH SPECIFIC
COMPLIANCE QUESTIONS

800-232-7645

contactcda@cda.org

Classified Ads

Employment Opportunities

RDA, RDAEF, DA, Dental Receptionist

- Minimum of 2 year of experience as a Registered Dental Assistant Extended Function (RDAEF)/ Registered Dental Assistant (RDA), Dental Assistant (DA)
- Proficient in dental assisting techniques, including four-handed dentistry and chair side assisting.
- Familiarity with dental receptionist duties, such as scheduling appointments and verifying insurance coverage, recalls, Collecting co-pays (etc.)

Skills:

- Excellent communication skills to effectively interact with patients and dental team members.
- Strong attention to detail to ensure accurate recordkeeping and adherence to infection control protocols.
- Knowledge of dental terminology, procedures, and materials.
- Ability to work well under pressure in a fast-paced dental office environment.

Please note that this job description is not exhaustive and may be subject to change or modification at any time.

Please email your resume for consideration to adriana@reedleyfamilydental.com or you may fax it to 559-637-7200.

Employment Opportunities

Registered Dental Assistant

We are looking for a team-oriented Registered Dental Assistant to join our fast-paced, efficient, and friendly office. The right candidate will ensure excellent customer service and lift administrative and basic dental tasks off the dentist's shoulders. We are looking for someone who is well-organized and has great attention to detail.

Responsibilities:

- Welcome patients into the dental office
- Prepare patients for treatments or checkups ensuring their comfort
- Select and set up instruments, equipment and materials needed
- Sterilize instruments according to regulations
- Assist the dentist through 4-handed dentistry
- Undertake lab tasks as instructed
- Provide oral hygiene and post-operative care instructions
- Keep the dental room clean and well-stocked
- Schedule appointments
- Maintain accurate patient records and assist with payment procedures
- Proven experience as dental assistant:
- Knowledge of dental instruments and sterilization methods

Continued on next page...

Classified Ads

Employment Opportunities

...continued from previous page

- Understand health & safety regulations
- Ability to perform regulated non-surgical tasks like coronal polishing
- Good computer skills
- Excellent communication and people skills
- Attention to detail
- Well-organized and reliable

Education and experience:

- High school or equivalent (Preferred)
- RDA License (Required)
- X-Ray Certification (Required)
- Dental Assisting: 1 year (Preferred)
- CPR license
- Additional certification or training is an asset (e.g. EFDA)
- Experience preferred but willing to train the right individual

We are a busy office looking for an additional RDA to help support our clinical staff. The ideal candidate would be a team player that enjoys seeing patients smile and the office flourish in a positive atmosphere. Our office hours are Monday-Thursday 8AM-5PM. Compensation is dependent upon experience and is negotiable and competitive. Some benefits are offered.

- Job Type: Temporary (medical leave) with possibility for an extended offer of employment
- Salary: \$20.00 per hour; dependant upon experience

Wendy Quiroz, DDS Family Dental Practice INC
401 Clovis Ave #203, Clovis, CA 93612
(559)299-9211

Practices for sale

Hanford dental office fully equipped condominium for Sale:

Location: 114 W. Ivy St.
Hanford Ca.

Suite size: 1,573 SF

Dental Ops: 4 with 2 sinks each.

-dental ops overlook an atrium.

Sale price: \$350,000 including all dental equipment.

\$300,000 if dental equipment is removed.

Comment: well below replacement cost, and recently redecorated.

Full Marketing Brochure available.

Contact: Scott Commercial

William Scott DRE# 00458978

C. 559-905-3956

E. bill@scott-commercial.com

Visalia Dental Practice & Building!

Located on a busy street, this all FFS/PPO practice collected \$880,000 in 2023. 4 operatories, one large surgical suite with a newer CBCT and digital scanner.

1 to 2 days of hygiene per week. 6 great staff members work with the Seller Monday through Friday.

Seller relocating and will transition.

Excellent net and room to keep growing! Please call 949-548-4559 for details.

Marketing Opportunities

The Fresno Madera Dental Society offers a variety of opportunities providing vendors/sponsors marketing visibility to our members. Exhibitor space is limited at our meetings and is on a first come, first served basis. Payment must be received in advance of the meeting/publish date.

GRAPEVINE NEWSLETTER (QUARTERLY)



	1 issue	4 issues (Paid in full)
Business card 3.5" x 2"	\$ 50	\$180
¼ page 5" x 2"	\$100	\$360
½ page 5" x 3.75"	\$150	\$540
Full page 5" x 8"	\$250	\$900

CENTRAL CA DENTAL CONFERENCE

Bronze	\$375
Silver	\$750
Gold	\$1000
Platinum.	\$1500

Listed fees are per conference

- All categories include 8 foot covered table and 2 chairs, lunch for one rep, (\$50 for each additional rep) morning introductions
- Silver, Gold, and Platinum categories would have placement on advertising flyers, ¼ page ad in one issue of the FMDS Grapevine quarterly newsletter, company logo for one quarter on FMDS website with link to your company's website*

EXCLUSIVE GENERAL MEETING SPONSORSHIP

(ONE SPONSOR PER MEETING)

\$1500

- Sponsorship acknowledgement in all promotional materials
- 8 foot covered table and chair provided
- Meal for two representatives
- ½ page ad in the FMDS Grapevine quarterly newsletter
- Company logo displayed for one quarter on the FMDS website with link to your company's website

Advertising is subject to approval of the Fresno Madera Dental Society

Marketing Opportunities



FMDS MEMBER SPECIAL

FREE

**FMDS WEBSITE AD (60 DAYS)
NEWSLETTER AD (1 ISSUE)**

\$100 for non-members

Email or fax your ad to fmds@fmds.com or
559-438-7287

Advertising is subject to approval of the Fresno Madera Dental Society

2024 BLS/CPR class schedule

Saturday March 2, 2024

Saturday May 11, 2024

Saturday August 3, 2024

Saturday November 2, 2024



Time 8:30 am

Location 371 E Bullard Ste 120
Fresno, CA 93710

Price \$80.00
Members, non-
members and staff



**All necessary materials are
provided**
Call 559 438-7284 to register

FMDS Calendar of Events



January

26 OSHA, CA Dental Practice Act (CA Law) Infection Control
Clovis Veterans Memorial Bldg
8:30 AM-3:30 PM
Leslie Canham
6 CEs

February

29 Vaping, Cannabis & a New Tobacco Landscape
Staff Night and FMDS Board Installation
Hotel Piccadilly
5:00 pm-8:00 pm
Dr Ben Chaffee
2 CEs

March

10 CDA's Now & Next Program
How dental plans can impact patient care and financial success.
Fresno Chaffee Zoo, Fresno
10:00 am-2:00 pm
Dr Aamrita Patel
2CEs
Free for CDA members
\$20 for non-members
Register at: cda.org/NowNextEvents

Note new date & time!

March

28 HR Bootcamp*
Hotel Piccadilly
5:00 pm-8:00 pm
Michelle Coker (CDA staff)
2 CEs
*Dentist and office managers only

April

25 Dentistry's Role in the Mass Disaster Scenario/
Recognizing child abuse
Hotel Piccadilly
5:00 pm-9:00 pm
Dr Anthony Cardoza
3 CEs

May

16-18 CDA Presents-Anaheim