

The Bridge

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Organized 1869



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SAN FRANCISCO DENTAL SOCIETY 2020 OFFICERS AND BOARD OF DIRECTORS

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(confidential assistance to professionals and staff
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THE BRIDGE Managing Editor

Deborah Elam, MS, CAE

SFDS Staff

Rachel Whitaker – Membership Engagement
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Open – Administrative & Advertising Asst.

SFDS MEMBER SOCIAL/NETWORKING MIXER



December 5, 2019 at Sheba's Piano Lounge, 1419 Fillmore St

Members enjoyed catching up with colleagues and with meeting new ones. Everyone enjoyed delicious food and beverages. Mixers are hosted by the SFDS Membership Committee. A shout out of thanks to membership committee members Drs. **Todor Stavrev** and **Elizabeth Ubaldo** for serving as the evening's hosts.



Rebecca Hsieh, DDS: Pediatrics; UCSF 2017; Children's Hospital 2019;
5233 Geary Blvd, SF

Melissa Lass, DDS: GP; NYU 2017; 2660 5th St Ste C, Alameda

Dina Shibeika, DDS: Orthodontics; UCLA 2016; SUNY-Buffalo 2019;
1791 Marlow Rd, Santa Rosa

Raymond Lee, DDS: GP; UCSF 2019; Office Address Pending

Michael Pedram, DDS: GP; UOP 2019; OMFS, UCSF 2025

PRESIDENT'S MESSAGE

Carlos Nogueiro, DDS, President



Directing and Navigating Change

First, I want to thank Dr. Paul Crespo for serving as our Installing Officer at our SFDS Annual Meeting at Marines' Memorial Club on January 29. Thank you, Dr. Crespo. And thank you, Dr. Jang, for this past year of service as SFDS president and for the wonderful job you did serving the members and the community throughout 2019.

I am very thankful and feel very honored to have this opportunity to serve as president of the San Francisco Dental Society, all made possible because of some very special people in my life.

First, my mother and father, Alicia and Carlos Nogueiro—thank you for always emphasizing the value of family, the importance of a good education, and always encouraging me to do my best. Also, my wife Anna of 30+ years—she has always been here for me and together we have raised two wonderful kids, Laura and Eric. Additionally, I have my brother Pedro, my sister Alicia, and my brother-in-law Kipp. Family has always been an important part of my life.

Next, my staff—Dr. Khalil, Stephanie, Catherine, Camila, and Michele. They all help to make the practice of dentistry so enjoyable.

In looking at the picture of me when I joined the SFDS board it is pretty obvious that I have changed over the years. We have all changed over the past 20 years. Things are not the same. They are not supposed to be the same.

The SFDS has also changed since it was started over 150 years ago and it will continue to change. But by having access to good information, making good choices, and with some good for-

tune, we will hopefully be able to direct the coming changes in a way that is best for our membership. I can assure you that we have a very dedicated and committed board. We are all looking out for your best interests and the best interests of the community we serve.

Let me give you a few examples of what the SFDS has been doing to serve you and the community. I don't know how many of you saw the Chronicle's on-line report of January 14, 2020. In that report, we learned that supervisor Dean Preston had proposed that all San Franciscans have access to dental care because: "Poor oral health continues to disproportionately affect low income people, vulnerable communities and the already underserved."

The SFDS responded to this news by immediately acting to gather information about his plan and doing everything possible to ensure that the SFDS has a united voice in shaping how dental care will be delivered in our community. In less than 12 hours, we solicited input from the San Francisco Department of Public Health and reached out to CDA about what was happening. They in turn contacted the supervisor's office. We organized a meeting of the executive committee, which resulted in the crafting of the following SFDS position statement:

"ORGANIZED DENTISTRY HAS BEEN WORKING FOR YEARS TO EXPAND ORAL HEALTH CARE TO VULNERABLE COMMUNITIES IN CALIFORNIA. THE SFDS LOOKS FORWARD TO ENGAGING WITH THE SUPERVISOR'S OFFICE TO EXPLORE ADDITIONAL OPPORTUNITIES TO IMPROVE ACCESS TO DENTAL CARE FOR THE

PEOPLE OF SAN FRANCISCO."

Not one of us could have done this alone in 12 hours, but by staying informed and united we will make sure that any coming changes will have our input.

I also wanted to ensure that members are aware of the myriad of benefits and services available to them through the SFDS, the CDA and the ADA. As a result, the Society designed a *Benefits of Membership* brochure. It lists the many services available to you through the SFDS.

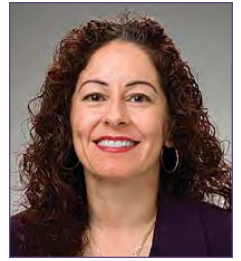
Let me highlight a few of the services that we have recently added.

- We partnered with Viva-Online Learning to offer our members online continuing education that is available at no extra cost to you—it is included in your annual SFDS dues.
- If you have offices with more than 5 employees, you are required to provide sexual harassment training every 2 years. We have negotiated a 20% discount with CalChamber for SFDS members to fulfill this training requirement through the CalChamber website.
- Additionally, we have negotiated special pricing for credit card/merchant services processing through Rectangle Health. I signed up and it is saving me a lot of money each month and has helped make my ability to manage my receivables a little easier.

I look forward to serving as the SFDS president this year and to do my part to help the Society navigate any changes that may be coming. Here's to 2020! ♦

ON YOUR BEHALF

Irene Hilton, DDS, MPH, SFDSPAC Chair



Support Your PAC – And Here Is Why!



By law, associations like the SFDS are prohibited from providing direct political support in the form of association corporate dollars to fund campaigns/elections. For this reason, many years ago the SFDS, as allowed by law, formed a Political Action Committee as a means of providing individuals who share common interests a way to leverage their financial support for electing candidates whom they support. SFDS PAC funds cannot be used to support issues (ie. propositions), only candidates. The dollars used to fund candidate campaigns come from SFDS members, not from the SFDS itself.

The SFDS PAC's mission is to support candidates and legislators who understand and embrace SFDS's philosophy, goals and vision for dentistry, oral health care, and the challenges of operating small businesses in San Francisco by:

- Directing contributions to pro-dentistry, pro-oral health, pro-small business candidates seeking election to public offices in San Francisco, the California state legislature, and some select state-wide offices.
- Educating dentists about the political process, to help them become effective advocates in the political arena.
- Providing interested members with advice on organizing local events for legislative candidates, and, in collaboration with the SFDS Legislative Committee, sponsor local events.
- Collaborating with colleagues on the SFDS Legislative Committee to meet with legislators to discuss issues important to San Francisco dentists.

Why is this important? We need to support candidates who support us. To demonstrate how important this is, we

need go no further than Assemblymember David Chiu. The SFDS PAC supported David Chiu for Assembly District 17 in the recent election. David Chiu opposes California's trial attorneys' assault on California's historic tort reform law, which since 1975 has helped keep malpractice premiums in-check and ensured that California's patients have access to affordable health care.

The Medical Injury Compensation Reform Act (MICRA) has helped contain health costs and reduce frivolous lawsuits — but trial lawyers want to change the law. Assemblymember Chiu has been under assault by the trial lawyers because of his support of MICRA. The SFDS PAC and SFMMS (San Francisco-Marín Medical Society) PAC hosted a fundraiser for Assemblymember Chiu in December, attended by SFDS PAC Chair, Dr. **Irene Hilton**, SFDS President and PAC board member, Dr. **Jeff Jang**, SFDS PAC Board member Dr. **Dennis Song**, and representing CDA, CDA Immediate Past President, Dr. **Natasha Lee**.

It is your support that allows the SFDS to be an effective advocate for San Francisco dentists and the clients we serve.

San Francisco Dental Society PAC is managed by a Board of Directors consisting of four officers and six to eleven Board members. Each January 1, the

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EXECUTIVE PERSPECTIVE

Deborah Elam, MS, CAE, Executive Director



Full Speed Ahead: Success Planning for Our Future

Goodbye 2019...Welcome 2020. I cannot believe we've already started a new decade. With our 150th anniversary behind us, we are ready to embrace the future. The board of directors spent a weekend in January talking about future trends that may impact how we do business while listening to and embracing the positive energy and input of our newest board members and dental student representatives. Before diving into the future, the board spent some time assessing our performance of the previous success plan. I would like to share some of those outcomes with you:

- *Increase non-dues revenue to 21% of income:* achieved 34% of income and increased sources of non-dues revenues.
- *Attain a market share of no less than 73% with 76% a stretch goal and retention rate at 93% of members eligible to renew:* market share year-end 2019 at 74.7% (down for 75.7% year-end 2018); retention rate 96.8%, up from 95.5% year-end 2018. Total members 1057 12/31/2019, up from 1052 year-end 2018.
- *Recruit, select and provide orientation for new leaders and recruit 1 newer board member, 1 newer delegate each year:* 2 new dentists elected to the board 2018-2019; 1 new dentist appointed, and 1 elected for 2019-2020; 1 new dentist elected delegate and 2 new dentists elected as alternate delegates. Selection guidelines/processes

developed and approved by the board, with NomCom committed to the process; orientations developed and delivered to the board and select committees.

**“Study the past if
you want to define
the future.”**

Confucius



**“The past is your
lesson. The present is
your gift. The future
is your motivation.”**

Anonymous

- *Support and collaborate on advocacy efforts and regulatory changes impacting dentistry and small business:* Advocacy supported by legislative committee; state and local legislative updates in The Bridge and weekly Bridging the Gap; collaborated with SFMMS on Candidates' Night; participated in Legislative Day activities with CDA in 2018 & 2019. Launched a business portal on SFDS website connecting to the City's Small Business

Portal to provide information about starting a business in SF and related regulatory requirements.

- *Member engagement- define, measure and assess, with a goal of 692 members engaged:* Since data collection relies on meeting attendance, which is not a comprehensive measure of engagement, data is incomplete. Meeting attendees, 225 unique attendees (21.3%); 178 volunteers with 95 unique volunteers (9%); Online CE with 249 courses accessed, 215 completed by 33 unique users (4.2%).
- *Increase attendance at SFDS meetings/events by 10% above previous 3-year running average:* 597 people attended SFDS meetings/events (up 231 from 2018, includes ADHP/Guests); Unique member attendees at 225 for 2019 or 21.3%.
- *Increase volunteer engagement in SFDS activities and collaborate with other organizations to provide diverse volunteer opportunities for members:* SFDS is partnering with SFDPH on the DTI; **Dr. Hilton** and I are members of the CavityFree SF Coalition and its related workgroups; SFDS is collaborating with PHC, DPH, SFUSD, CDA on various community-related activities (School Screenings, CDA Cares, etc.); 178 total volunteers with 95 unique volunteers for local programs/projects.

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ON YOUR BEHALF

continued from page 4

SFDS President, President-Elect, Immediate Past President and Legislative Chair of the SFDS join the PAC Board.

How Can You Contribute to the SFDSPAC?

Take part in our growing advocacy movement and help strengthen our political voice. There are several ways to make a contribution to the SFDS PAC:

- Include a donation to SFDS PAC with your annual CDA membership dues invoice; renewal notices are

mailed out in November. Enter \$40 (or more) on the "voluntary SFDSPAC contribution" line.

- Contact SFDS at (415) 928-7337 to make a contribution any time in the year - in other words, we will take your contribution via credit card over the phone today!
- Download a contribution form from the website - to be submitted by mail or email. Go to www.sfds.org/AboutUs/SFDS-PAC

While suggested contributions are \$40,

the SFDS PAC welcomes larger contributions. Contributions are **not deductible** for state or federal income tax purposes. 2020 is an election year. Half of San Francisco Supervisorial seats will be in play in odd-number districts, as well as State Senator and Assembly Member. The SFDS PAC will be contributing to candidates.

Questions?

Please direct inquiries about the SFDS PAC to exec@sfds.org or contact (415) 928-7337. ❖

EXECUTIVE PERSPECTIVE

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As you can see, the SFDS has been busy. Additionally, we are financially sound, ending the year with a surplus.

Now let's turn our eyes to the present and the future by looking at some of the new programs that we trust will provide you with a ROI (return on investment):

- Rectangle Health Merchant Services – to provide your practice a full-service processing solution that can save you time and money.
- JVS DA to RDA Program – the JVS/SFDS collaboration to uptrain your DAs to RDAs is a response to

members' pleas. What a great opportunity for members to be a part of the solution and to shape the future of dental assisting staffing in San Francisco.

- **Starting a Business in SF** Webpage Portal under the Professional Tab at www.sfds.org
- We've added new resources on our website about **COVID-19** and will continue to keep this information updated daily.

With achievements chronicled, the board has some sound information on where to focus future efforts, and in the process, develop goals to drive the organization forward. The board is concentrating on four major areas over the next 1-3 years: Membership, Organizational Stewardship, Advocacy, and Community Oral Health. Stay tuned...SFDS leadership team is busy working on your behalf... ❖



MOVERS AND SHAKERS



Golisano Foundation 2019 *Move to Include* Award Presented to Dr. Allen Wong

Ann Costello, Director of the Golisano Foundation, presented its prestigious *Move to Include* Award to Allen Wong, DDS, EdD, DABSCD, on October 28, 2019 at the University of Buffalo School of Dental Medicine's Joseph E. Bernat Symposium—Oral Health Care Options for the Population with Intellectual & Development Disabilities. In her remarks, Ms. Costello said, "Dr. Wong is the perfect, most deserving recipient of the Award. His tireless efforts and lifelong work to improve oral health for people with IDD is remarkable, greatly appreciated and a shining example to dentists all over the world." Congratulations Dr. Wong!



Celebrating 100 Years

SFDS board member Dr. **Irene Hilton** helped her mother, Graciela, celebrate her 100th birthday in January. What an amazing milestone.



CONGRATULATIONS TO OUR 2019 MEMBER-GET-A-MEMBER

Dr. **Barbara Baum** has had her 2020 SFDS dues paid by recruiting a colleague to join the SFDS. Each member who referred an eligible new SFDS member between April 1 and October 31, 2019, received a \$25 gift card and a chance to have their 2020 SFDS dues paid.

Congratulations, Dr. Baum!

Big membership benefits!

You now have 24/7 savings on the supplies you love from brands you trust through The Dentists Supply Company.

Get \$30 off your first online order and free shipping on every order. Enter code **WEL30** at checkout.*

Start shopping at **tdsc.com** The Dentists Supply Company

*See Welcome at TDSC.com/disclaimer for full terms and conditions. Code expires 12/31/20.



SUCCESS PLANNING

With the holidays just behind us, SFDS Officers, Directors and Committee Chairs convened for a two-day strategy meeting, working together to plan for the Society's future, including current and future programs and services. The SFDS was fortunate to have **Dr. Jo Linder-Crow** to conduct a brief board orientation before leading the leadership team through discussions and activities to establish principle strategic initiatives that will guide the Society for the next one-three years.



BOARD HIGHLIGHTS

Board Actions, January 2020

- Approved Consent Agenda that included executive committee actions of November 19, 2019, with presidential appointments of Dr. **Stephanie Jee**, chair nominating committee, Dr. **Glen Young** and **James Han** for second terms on nominating committee, ending 12/31/2021, approved letter campaign to SF 49ers about new menu pricing model for season ticketholders.
- Presidential appointments of Dr. **Courtney Fitzpatrick** to a 2-year term on nominating committee as board representative, Dr. **Gail Duffala** to a two-year term on the finance committee, Dr. **Matt Young** to a 2-year term on the governance committee, and Drs. **Aparna Subramanian** and **Vlad Shuster** to 2-year terms on the professional development committee.
- Received an unadjusted financial report through Q4 2019 from SFDS treasurer Dr. **William Lee**. Total assets are up 11.96%, Total equity is up 12.06% over 2018. Overall income is up at 104.62% of budget income \$565,448. Expenses are at 80.03% of the expense budget of \$555,448.
- Approved Policy Statements recommendations of new sunset review date of 2023 on the following policies: I-A; I-B; I-C; I-G; I-I; I-J; III-B-1; IV-A-4; IV-C-1; IV-C-2; VI-A; VI-B.
- Dues Waivers Report: - Hardship, Medical and Late Fee Waivers approved for 2019 totaled \$8,299.
- IT support report: 192.45 hours of work at \$95/hr (\$18,272.75) discounted to 63.05 hours (\$5,989.75). Savings passed to SFDS \$13,407.50. Hardware/SW purchases for the SFDS at DAES Services wholesale/partner discounted rates, resulted in additional savings of \$314.61.
- Approved *Bylaws* language changes – dues discounts.

RESOLVED THAT THE SFDS BYLAWS WILL BE AMENDED TO REMOVE REFERENCES TO DUES DISCOUNTS FOR LIFE AND RETIRED MEMBERSHIP CLASSIFICATIONS, AND BE IT FURTHER RESOLVED THAT THE SOCIETY'S BOARD OF DIRECTORS SHALL HAVE THE RIGHT TO SET THE DUES OF THIS COMPONENT SOCIETY.

- HOD Delegate Discussion: SFDS, due to unforeseen circumstances, was short 2 delegates for the 2019 HOD. The board referred questions to the governance committee to evaluate and recommend processes, including tenures and application guidelines, for delegates.
- MICRA Challenge 2020 – Consumer Watchdog announced it is pursuing a 2020 statewide ballot initiative to challenge MICRA. Discussion ensued. It was agreed that the SFDS will follow CDA's and CAPP's lead on this initiative and communicate to members as necessary.
- MarComm Plan, 2015-2018: Executive Director **Elam** asked for 2-3 members to assist in reviewing the current plan. How SFDS operates has changed since the plan was last approved and there are new opportunities available to engage SFDS members and potential members. President **Nogueiro** appointed Drs. **Ubaldo, Subramanian** and himself to work with Executive Director Elam.
- Committee Person of the Year: Approved

RESOLVED THAT THE BOARD OF DIRECTORS APPROVE THE EXECUTIVE COMMITTEE'S RECOMMENDATION TO HONOR DR. **MATTHEW YOUNG** WITH THE COMMITTEE PERSON OF THE YEAR AWARD, AND BE IT FURTHER

RESOLVED, THAT THE AWARD WILL BE PRESENTED TO DR. YOUNG AT THE ANNUAL MEETING ON JANUARY 29, 2020.



SFDS IN ACTION AT THE 2019 CDA HOUSE OF DELEGATES &



Dr. Richard Nagy was introduced to the delegates as the 2020 CDA President at the November 2020 CDA HOD. A periodontist and Santa Barbara Ventura County Dental Society member, Dr. Nagy's goals are to focus on increasing member value, supporting the CDA HOD in policy-related decisions, and successfully executing CDA's mission, vision and strategic plan.

Delegates considered several initiatives, including passing a policy statement taking a stand against vaping and tobacco use, passed resolutions approving the future goals of the organization and ratified the slate of officers for the CDA. One resolution, Resolution 5, proposed a

reorganization of the CDA leadership structure. While the resolution failed by a minute margin, the majority of delegates agreed that a smaller board would better serve the organization. The reason for passage failure had less to do with the proposed size of the board, and more to do with the proposed "selection process" of board members.

Attending the 2019 CDA House of Delegates in Sacramento, representing the SFDS, Drs: **Jeff Jang, Carlos Nogueiro, Matt Young, Joseph Gabany, William Lee, Erin Shah** and **Vlad Shuster**. Also, from SFDS, CDA Immediate Past

President, Dr. **Natasha Lee**, TDIC Board Chair, Dr. **Dan Davidson**, SFDS Trustees Drs. **Gail Duffala** and **Courtney Fitzpatrick**, and Executive Director, **Deborah Elam**. SFDS hosted five student representatives, from UOP, **Stephani Martini** and **Lindsay Treppa**. From UCSF, **Jasleen Kaur** and **Shannon Walker**, and from LLU, **Joshua Penners**.





JANUARY 29, 2020 ANNUAL MEETING



Outgoing President Dr. **Jeff Jang** called the annual meeting to order at the Marines' Memorial Club & Hotel 7:05 PM. Dr. **Carlos Nogueiro** was installed as the **151st SFDS President** by colleague Dr. **Paul Crespo** during this year's Annual Meeting. SFDS Officers and Board of Directors for 2020 were also installed. Newly elected, appointed, and incumbent leaders included Drs: **Natasha Lee**, President Elect; **Carolyn Brown** (not attending), Secretary; **William Lee**, Treasurer; **Gail Duffala**, Trustee; **Courtney Fitzpatrick**, Trustee; Directors – **Swati Agarwal**, **Carsen Bentley**, **Joseph Gabany**, **Irene Hilton**, **Sima Salimi**, **Erin Shah**, **Aparna Subramanian**, **Elizabeth Ubaldo**, **Matthew Young** and Executive Director **Deborah Elam**.

Highlights of the evening included Dr. Jang's recognition of **Dr. Matt Young as the 2019 "Committee Person of the Year"** for his outstanding fundraising efforts for the SFDS 150th Anniversary Gala. Dr. Young exceeded the initial fundraising goal and spurred his team to exceed each new fundraising milestone that he set. Additionally, he set the stage by personally sponsoring at the Emerald (\$5000) level and encouraging other leaders and members to do likewise. He and his promotion team colleagues raised over \$80,000. This level of fundraising provided the Society with the financial resources to host a memorable 150-year gala celebration without having to access financial reserves.

Also recognized by Dr. Jang were outgoing board members and committee chairs: Dr. **Vlad Shuster**, Past President 2019, Board 2015-2019, NomCom 2019; Dr. **Curtis Raff**, Board 2002-2019; Dr. **Sima Salimi**, Co-Chair 150th Gala, Dr. **Dennis Shinbori**, Co-Chair 150th Gala & Co-Chair Poster Contest (since forever); Dr. **Glen Young**, Chair Nominating Committee 2019; Dr. **Nicole Olivares**, Chair Membership/New Dentist 2017-2019; and Dr. **Carolyn Brown**, Chair Professional Development 2018-2019 (not attending).

Dr. Jang bestowed SFDS Life Memberships with SFDS, CDA, and ADA: to Dr. **Frank Grimaldi** and Dr. **Martin Chee**. Not attending, yet achieving ADA, CDA, & SFDS Life Membership Drs.: **Robert Koshiyama**, **Mark Maberley**, **George Merijohn**, **Steven Woo**, **Sarah Wong**, **David Yee**, **Anita Youngblood**. Receiving Life with CDA and ADA: **Robert Mostovoy**. **Steven Baldwin**. Life with CDA, Dr. **Mark Ryder**.

Dr. Nogueiro thanked Dr. **Jang** for his exemplary leadership during 2019 and presented him with a plaque in recognition of his service.

The evening also featured dental student poster presenters from UCSF and UOP showing their research to both judges and attendees. UOP's **Victoria Lo** and **Supriya Kazi** received **Third Place** and \$50, for their presentation on Inferior Alveolar Nerve Block: Anatomical & Geometric Morphometric Assessment of Injection Pathways; UCSF's **Katherine Lovell**, **2nd Place recipient**, received \$100 for her presentation on Sugar Industry Involvement in Cyclamate Research: A historical analysis of internal documents, 1962-1970; **First Place** and \$150 went to **Jenny Giao** of UCSF for her poster presentation on Efficacy of Botox in PTSD Patients Treated for Chronic TMD. A huge thank you to our evening's judges, as they had their work cut out for them: Drs. **Matthew Young**, **Katherine Vo Cook**, and **Christina Woo**. And kudos to all the student poster presenters.

A big thank you to our supporters: **Platinum Sponsors:** Uniform Teeth & House Call Dentists – A Division of the Blende Dental Group; **Gold Sponsor:** Garfield Refining; **Exhibitor/Supporters:** Rectangle Health – David Fitzgerald Representative; Wells Fargo Practice Finance – Jason Greenland & Michael Stetka Reps; Fotona - Whitney Lewis Representative.



JANUARY 29, 2020 ANNUAL MEETING



JANUARY 29, 2020 ANNUAL MEETING



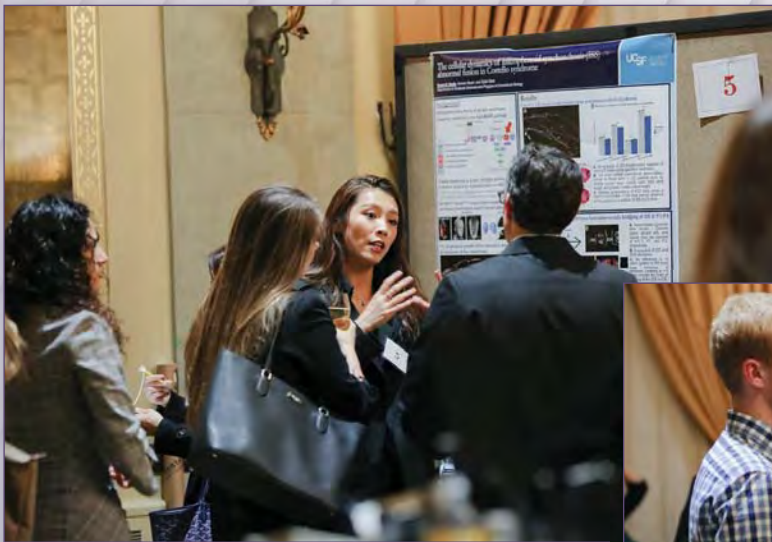
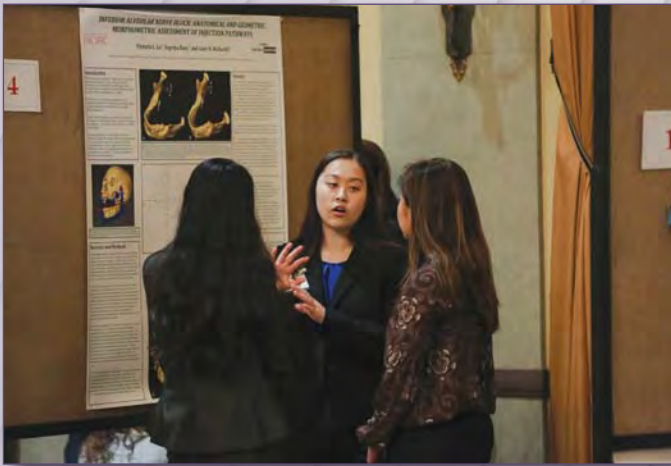
JANUARY 29, 2020 ANNUAL MEETING



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JANUARY 29, 2020 ANNUAL MEETING





Key Employment Law Issues When Addressing Workplace Illnesses

Our employee has recently returned from traveling in an area where there is an illness epidemic. What can we do to address the employee's exposure and protect our workplace?

Under the federal and California Occupational Safety and Health Act (OSHA), an employer has an obligation to provide a safe and healthy work environment. However, managing illnesses in the workplace implicates a number of medical and privacy concerns that an employer must balance.

Injury/Illness Prevention Plan

Part of an employer's OSHA obligation to provide a safe and healthy work environment is the creation and implementation of an Injury and Illness Prevention Plan (IIPP). The IIPP should contain a communicable disease policy and procedure that includes employee awareness training regarding diseases, procedures for reporting and addressing symptoms, and procedures for issuing personal protective equipment, if necessary.

Medical Screenings, Exams, Vaccinations

Employers must use caution and should consult with legal counsel before requiring current employees to undergo medical screenings or examinations to test for illnesses.

Under these circumstances, a medical screening or examination can occur only when the employer, based on objective evidence, observes symptoms which indicate that an employee may suffer from a medical condition that impairs that individual's ability to perform essential job functions or poses a direct threat to the safety of others.

This means that an employee who has returned from a region experiencing an epidemic, but without symptoms, likely cannot be subject to a required medical examination.

If an employee is demonstrating symptoms, you may require the employee to leave the workplace because that individual is a direct threat to the safety of others, and may require the employee to undergo a medical examination to verify that it is safe for the employee to return to work.

For diseases for which there are vaccinations, most employers may not require employees to be vaccinated unless the employer can show that the immunization is job-related and consistent with business necessity.

Even in situations where an employer may require vaccinations, there may be additional religious accommodation issues to explore with legal counsel.

Leaves of Absence

Although most cases of seasonal illnesses do not constitute a "serious medical condition," complications from an illness may create a serious medical condition that requires the use of available job-protected leave under the federal Family Medical Leave Act and the California Family Rights Act.

Of course, any contraction of an illness is a qualifying reason to use California/San Francisco Paid Sick Leave time.

Maintaining Privacy

As with any issue involving an employee's health and medical conditions, any information the employer receives must be held private.

When employees inquire about the steps the employer is taking to protect workers from illnesses, the employer needs to prepare an appropriate message that addresses employees' concerns while also protecting employee privacy. ♦

Reprinted with permission from the CalChamber ALERT of February 28, 2020. The author, Matthew J. Roberts, is an employment law counsel/subject matter expert. He explains California and federal labor and employment laws to CalChamber members and customers and serves as an HR adviser on the Labor Law Helpline. Based on questions asked by callers on the Labor Law Helpline, a service to California Chamber of Commerce preferred and executive members.





The San Francisco Dental Society is **accepting Leadership Interest Forms** for SFDS 2021 Officer and 2021-2022 Board of Directors positions. Interest forms are being accepted through **April 30, 2020**.

The SFDS values and seeks diverse leadership, leaders from all types and sizes of eligible practice types. During the selection process, a number of desired attributes are considered, including:

- Whether experience and qualifications meet the requirements of the position
- Has exhibited strong leadership qualities both professionally and in commitment/involvement in SFDS committees and/or member society
- Has experience in the governance of other similar organizations
- Ability for effective engagement and contribution to board culture
- Able to commit to the time and participation requirements in order to serve effectively on the board

- Positive leadership attributes, emotional intelligence, ability to work collaboratively and engage in appropriate debate and discussion when needed

The benefits are many and include:

- A significant role in advancing your profession
- An opportunity to enhance the value of SFDS to the community
- Access to up-to-date information about the challenges facing the profession
- The chance to exchange perspectives with others
- The pleasure and satisfaction of working with some of the best and brightest in your profession

Complete a SFDS Leadership Interest Form (LIF) at www.sfds.org > About SFDS > SFDS Leadership (takes 3 minutes to complete). As part of the LIF, please also submit a C.V. to info@sfds.org.

If you have any questions, contact us at (415) 928-7337. **DEADLINE TO SUBMIT: Thursday, April 30, 2020.** Upon receipt of your completed interest form, the SFDS will contact you to schedule an interview with the SFDS Nominating Committee, chaired by Dr. Stephanie Jee. ❖

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LEADERSHIP ROUNDTABLE

by Stephanie Jee, DDS – Chair SFDS Nominating Committee



In Part II of our roundtable series, we interview two past presidents who look back on their terms as trustees, Dr. Irene Hilton and Dr. Gail Duffala.

Q: What are you doing presently and when were you president?

IH: I recently served as the Interim Dental Director of the SF Department of Public Health.¹ I'm a public health dentist but spent 35 years as a dental clinician. I was president of SFDS in 2008.

GD: I was president of SFDS in 2011. I practice in the Downtown/Union Square area.

Q: Who inspired you to pursue dentistry?

IH: My first influence was through my family dentist whom I admired as someone who could give my 6-year old self a shot and yet make it seem OK. As a student at UC Berkeley, my awareness of public health issues was formed through meeting others in the Latinx community and discovering public health programs.

GD: An admissions officer at UCSF. I was an officer in the pre-dental pre-med club, and while waiting for club members to show up for the discussion, we had a wonderful talk regarding my future plans. I was struggling between two career pathways 1) attending medical school and treating patients, or 2) attending graduate school and continuing with my research in microbiology and immunology. She informed me that I could essentially do either pathway in dental school. I learned later

that it had been a dream of my father to become a dentist.

Q: Who were your mentors in dentistry and organized dentistry? What did you learn from them?

IH: Getting a MPH degree helped me to understand the delivery of healthcare and patient behaviors. When a federal initiative was launched in the late 1990s to promote healthcare access for the underserved, I realized the impact being involved in organized dentistry.

Dr. Newton Gordon appointed me to the board when there was a vacancy. I knew him through my oral surgery rotation at SF General, and through membership in the local NDA chapter. He fast tracked me to leadership positions on the board. I later ran for a position on my own.

GD: In dental school, Dr. Ernest Newbrun supported my interest in dental research, Cariology and Microbiology. Early on in my career, I was inspired by the passion of Dr. Arthur Dugoni. His influence was overarching at both dental schools in San Francisco.

Q: What did you gain from being a trustee and what were your greatest challenges and achievements?

IH: Dr. Carole Summerhays had appointed me to a 2-year term as the Public Health guest to the Board of Trustees. I attended the meetings, but did not vote. I found that this was where policy decisions were made. It was the center of power. If you were here, you could make a difference. Important issues being tackled then

were part of the CDA Access to Care Plan. I eventually ran for and won a trustee position. During my years of service, the board supported the 2014 reinstatement of Denti-Cal Adult Benefits, the 2016 Tobacco Tax legislation that has helped to fund Medi-Cal reimbursement increases and oral health infrastructure including the hiring of a State Dental Director. It was gratifying to see TDSC put in place and the purchase of two out-of-state insurance companies to expand TDIC presence to other states. There has been an effort to develop a portfolio of services to allow private practice dentists to thrive in the DSO era.

GD: I was elected as a Trustee in 2015 for my first term and re-elected in 2018. I will be finishing my tenure in 2020. Serving as a trustee has been a wonderful experience. It has opened my eyes about many different aspects of dentistry. There is a lot of reading and independent research required to be as informed as possible before making decisions that are best for dentists and the communities that we serve. One must try to understand the many different forms of dental practice, be aware of the legislative issues that affect us, and practice good governance of organized dentistry. As chair of the audit committee, it has been fulfilling to see the start of a new business in TDSC and the opportunities that this will present to the dental community.

Thank you, Drs. Duffala and Hilton for your service! ♦

¹At the time of this interview, Dr. Hilton was Interim Dental Director. The department has since hired a Dental Director.



CLASSIFYING WORKERS AS INDEPENDENT CONTRACTORS UNDER LAW:



New website provides employer FAQ

Employers in California can now visit a single website to help them understand their requirements under a new law that further restricts their ability to classify their workers as independent contractors.

Assembly Bill 5 (Gonzales, D-San Diego) took effect Jan. 1 and, as CDA previously reported, the bill requires that employers apply the more stringent “ABC test” when determining if their workers are employees or independent contractors — with some exceptions.

Launched late last year by the California Labor & Workforce Development Agency, the website, www.labor.ca.gov/employmentstatus, provides employer-specific resources and FAQ summarizing AB 5 and the ABC test and how and when the test is applied, how the “more predictable” ABC test compares with the multifactor

Borello test, penalties for misclassifying workers as independent contractors and more. The website also provides resources to help workers understand how the law may impact them.

- **Get answers to questions** about AB 5 and the required ABC test at www.labor.ca.gov/employmentstatus.

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NEW PRESCRIPTION FORMS NOT REQUIRED UNTIL JANUARY 2021

Dentists are reporting to CDA that pharmacies are telling them to get new prescription forms. The new forms are not yet available and, as CDA has previously reported, California law does not require that they be used until Jan. 1, 2021.

The state Department of Justice has a 2019 bulletin on the transition period for using the new prescription forms containing specific serial numbers and barcodes as required by Assembly Bill 149. When they are available, the new forms should be ordered from a printer listed on the DOJ website at www.oag.ca.gov/security-printers/approved-list.

Mandatory e-prescribing for all prescriptions, with limited exceptions, is expected to start Jan. 1, 2022. Information on how to get started with e-prescribing is in the CDA Practice Support resource article “Controlled Substances: Prescribing and Dispensing.” Dentists can check with their respective electronic health record company on availability and costs of e-prescribing software and with the following stand-alone e-prescribing software companies:

- DrFirst: www.drfirst.com/audience/physicians-dentists
- NewCrop: www.newcroprx.com/epcs

- RXNT: www.rxnt.com/solutions/electronic-prescribing
- Bravado Health: www.bravado-health.com/treat
- **Read the DOJ’s May 2019 bulletin** “AB 149 – New Requirements for Prescription Forms” at <https://oag.ca.gov/security-printers>.

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Email: DFitzgerald@RectangleHealth.com

Date Book

April 2019

- 7 SFDS Membership Committee
2143 Lombard St,
6:30 PM
- 23 SFDS Board of Directors
2143 Lombard St,
6:30 PM



May 2020

- 6 Infection Control/CDPA
2143 Lombard St,
12:30-4:30 PM
4 CE
- 25 Memorial Day
SFDS Office Closed
- 27 CPR @ SFDS
2143 Lombard St,
6:00 PM
3.5 CE
- 28 Social/Networking
Arguello, 50 Moraga Ave
(Presidio)
6:00 PM until...



June 2020

- 10 Third-Party Payer Series
2143 Lombard St,
6 – 8:30 PM
2 CE
- 24 CPR @ SFDS
2143 Lombard St,
6:00 PM
3.5 CE



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Coronavirus (COVID-19) UPDATES at WWW.SFDS.ORG - NEWS



News & Resources Regularly Updated