

## Dr. Richard Yang Becoming New QCDS President Plans to Build Membership, Encourage Members to Be More Active

By Marc Katz

Dr. Richard Yang, who becomes the new president of the Queens County Dental Society in January, plans to encourage members to take on a more active role in QCDS during his tenure. In addition, he plans to implement a five-



Dr. Richard Yang

year plan to build Society membership. "I plan to encourage members to volunteer to a greater extent to educate the public about oral health. And, we will be working on building membership, because membership is our future," Dr. Yang said.

The new president, who has an office in Flushing and another in Manhattan, has been in practice for 20-years. He has held numerous positions within

QCDS and has served on the Board since 2003.

Also taking office this month at the QCDS Gala Installation and Dinner Dance, held at Chateau Briand Caterers, Westbury, is Dr. Craig Tischler, president-elect; Dr. Prabhakar Koppikar, vice president; Dr. Arelys Santana, secretary; Dr. Milan Gandhi, treasurer; and Dr. Hemali Ajmera, historian.

New officers of the Institute for Continuing Dental Education are Dr. Robert Shpuntoff, president; Dr. Adam Lighter, vice president; and Dr. James Kouzoukian, secretary/treasurer.

QCDS Past President Dr. Mitchell Greenberg is the recipient of the Emil Lentchner Distinguished Service Award, presented at the installation by QCDS Past President Dr. Charlene Berkman, who is a past recipient of the same award.

### The Art of Dentistry

Dr. Yang called dentistry "a lot of fun." He said, "Dentistry is an art. You have to use your hands like a surgeon uses his."

He said what makes his work fun is that each case is different. "You have to use your professional skills to provide the best possible outcome for your patients. You have to be both artistic and practical—and the results have to be esthetic and functional. You don't want each result to be ordinary; it has to be extra-ordinary.

That's the challenge of craftsmanship, especially to full-mouth restoration," Dr. Yang explained. "Only you and your patient know the difference. Nobody else will understand if the result of a procedure is working. You have to develop a trust with your patients, and an intimate relationship with them. That is something really special!"

Dr. Yang said he plans to ask many members active in previous years to continue to serve, especially the past presidents. "We become like family," he said, "and we need to support each other."

Dr. Yang has served on the QCDS New Dentist Committee, Membership Committee, Peer Review Committee, —Continued on page 19



Incoming President Dr. Richard Yang, right, discussed QCDS with ADA President Dr. Joseph P. Crowley at the recent NYSDA meeting.



New QCDS President Dr. Richard Yang working with a patient.

**IMPLADENT LTD**  
 REGENERATIVE SOLUTIONS

86-90 188th St, Jamaica, NY, 11423  
 Contact 800-526-9343  
 or Shop Online at  
[www.impladentltd.com](http://www.impladentltd.com)

## OSTEOGEN® PLUG

### ONE STEP BONE GRAFTING SOLUTION FOR SOCKET PRESERVATION WITHOUT THE NEED FOR A MEMBRANE

**OSTEOGEN® NON-CERAMIC BONE GRAFT**

**TYPE I BOVINE ACHILLES TENDON COLLAGEN**

At only \$50 per piece, the Impladent Ltd **OsteoGen® Bone Grafting Plug** combines bone graft with a collagen plug to yield the easiest and most affordable way to deliver bone graft for socket preservation. As the graft is completely contained by the collagen, there is no need to use a membrane!

Large 10mm x 25mm

Small 6mm x 25mm

Available in Two Sizes

#### Clinical Case Example Below

Clinical images courtesy of German Nolas DDS, ABQ, NM

Tooth #15 is set to be extracted

Two Slim OsteoGen® Plugs are in place. Sutures over top of socket to contain. No membrane is required

The collagen promotes keratinized soft tissue coverage while the graft resorbs to form solid bone. In this image, a core sample was removed

The surgical site was initially debrided to induce bleeding and establish the Regional Acceleratory Phenomenon

OsteoGen® is a low density bone graft and the OsteoGen® Plugs will show radiolucent on the day of placement

Implant is placed. Note the histology showing mature osteocytes in lamellar bone formation. Some of the larger OsteoGen® crystals and clusters are slowly resorbing. Bioactivity is demonstrated by the high bone to crystal contact absent of any fibrous tissue encapsulation

Insert Large or Slim sized OsteoGen® Bone Grafting Plugs and allow blood to absorb

As the OsteoGen® crystals are resorbed and replaced by host bone, the site will become radiopaque



# IS YOUR WEBSITE READY FOR 2018?



Call 888-891-4116 to receive your  
**FREE Website Review and Health Check Report**

## GET YOUR FREE WEBSITE HEALTH CHECK TODAY



### 1. CALL YOUR WEB PRESENCE ADVISOR

They're here to help your practice be the best it can be. Give them your website's address, and they'll use sophisticated diagnostic tools (and years of experience) to assess your strengths and potential weaknesses.



### 2. REVIEW YOUR RESULTS

After diagnostics are complete, you'll receive a detailed report. Your Web Presence Advisor will help break it down step by step, so you'll know exactly where you stand.



### 3. MAKE A PLAN OF ACTION!

Now that you have all the important information, what happens next? Whether you want better search engine rankings or stronger online reviews, we'll help you set goals and give you the tools you need to reach them.

(888) 891-4116 • [Officite.com/FEB/QCDS](http://Officite.com/FEB/QCDS)



Officite

# MLMIC AGREES TO JOIN BERKSHIRE HATHAWAY FAMILY OF COMPANIES

"MLMIC is a gem of a company that has protected New York's physicians, mid-level providers, hospitals and dentists like no other for over 40 years. We welcome the chance to add them to the Berkshire Hathaway family and enhance their capacity to serve these and other policyholders for many years to come."

Warren Buffett, CEO, Berkshire Hathaway

For more information, visit [MLMIC.com/faq](http://MLMIC.com/faq).



# ADA's 2017 Accomplishments

**1 Introduced new credentialing service.** The ADA Credentialing Service, powered by CAQH ProView® is a digital solution that helps streamline the credentialing process. Now you can spend more time on patients and less time on paperwork. Start today at ADA.org/credentialing.

**2 Helped new patients find you.** Since the launch of our ad campaign in July, the ADA Find-a-Dentist® website has seen more than 1,000,000 visits from potential patients. Make sure they find you! Take five minutes to upload your picture and update your profile. Find details at ADA.org/FAD5mins.

**3 Participated in national dental legislation for the public.** The Action for Dental Health Act of 2017, calling for Congress to authorize additional oral health promotion and disease prevention programs, was passed by the House's Energy and Commerce's Subcommittee on Health by a unanimous vote. Also, the EPA published a final rule governing discharges of amalgam waste which closely follows the ADA's best management practices for amalgam waste and meets the nine principals established by the ADA House of Delegates as a condition for supporting a national rule. In addition, the ADA has been pressing Congress to take an active role in addressing opioid abuse, including helping convince the FDA to institute a prescriber education and outreach strategy to deal with the category of short-acting opioids that dentists sometimes prescribe for acute pain.

**4 Participated in national dental legislation for your dental practice and the dental profession.** The ADA continues to work towards reform regarding Medicare enrollment requirements and section 1557 regulation through active lobbying efforts. In addition, the ADA testified before the Senate Indian Affairs Committee in support of the medical credentialing system provision, calling for the Indian Health Service to implement a centralized system to credential licensed health care professionals who seek to provide health care services at any IHS facility.

**5 Streamlined online CE offerings.** The ADA offers hundreds of online continuing education options, and our new CE tool enables you to keep track of the CE you take, and print out the certificates you need. Learn more at ADACEonline.org.

**6 Helped you stay current on third-party payer advocacy.** ADA members can now access data and documentation to help make sound decisions about payer networks, as well as obtain guidance on contract negotiations, financial forecasts, coding and reimbursements. Read more at ADA.org/dentalplans.

**7 Assisted with debt management.** ADA membership entitles dentists to an additional .25 percent rate reduction on already-low interest rates on student loan refinancing through our endorsed partner, Laurel Road, a division of Darien Rowayton Bank. The average dentist has saved more than \$30,000. View rates, terms and conditions, and disclosures at LaurelRoad.com/ADA.

**8 Released new clinical guidelines and chair side guides.** The ADA Center for Evidence-Based Dentistry created new practice guidelines on the Evaluation of Potentially Malignant Disorders in the Oral Cavity, Sealants and Topical Fluoride. Read more at EBD.ADA.org.

**9 Developed even more support for your practice.** The ADA Center for Professional Success created new resources for dentists on topics including preventing and dealing with identity theft, disaster preparedness and recovery, how to comply with the amalgam separator rule, and various webinars targeting common practice needs, such as how to use social media to promote your practice.

**10 Offered new materials to help educate your patients.** The ADA Catalog released a new brochure on tooth erosion and updated 20 existing brochures, including its top-seller on periodontal disease. The catalog has also updated its CDT reference guide and many other professional resource products. Visit ADACatalog.org to find out more.

## QCDS Bulletin

**Editor**  
Boris Arbitman

**Co-Editor**  
Gina Cucchiara

**Executive Director**  
Oleg Rabinovich

**Administrative Assistant**  
Guadalupe Rodriguez

**2018 Officers**  
Richard Yang, *President*  
Craig Tischler, *President-Elect*  
Prabhakar Koppikar, *Vice President*  
Arellys Santana, *Secretary*  
Milan Gandhi, *Treasurer*  
Hemali Ajmera, *Historian*

**Board of Trustees**

S. Akhtar	C. Gehani	A. Queen
C. Berkman	H. Gomez	R. Samuels
D. Bhagat	M. Greenberg	I. Schwartz
M. Bhuyan	S. Kesner	V. Shah
H. Biller	J. Kouzoukian	R. Shpuntoff
J. Caruso	N. Lalani	D. Sidhu
A. Dogra	L. Lehman	R. Singla
A. Feigenbaum	A. Lighter	J. Trivedi
	R. Olan	

**ADA Trustee** Chad Gehani  
**NYSDA Trustee** Prabha Krishnan  
**NYSDA Delegates**

R. Gehani	M. Mota-Martinez	B. Vallejo
V. Jhaveri	S. Shetty	R. Yang
J. Ledner	R. Shpuntoff	

**Past Presidents**  
Ronald Garrett Bijan Anvar  
Eric Huang Doron Kalman  
Sudhakar Shetty

**ADA Delegates**  
Rekha Gehani Jay Ledner  
Alternate Delegate: Viren Jhaveri

**Institute for Continuing Dental Education**  
Robert Shpuntoff, *President*  
Adam Lighter, *Vice President*  
James Kouzoukian, *Secretary/Treasurer*

The *Bulletin* is published six times a year, bimonthly. It is the official publication of the Queens County Dental Society. Neither the Society nor the *Bulletin* assumes responsibility for the points of view or opinions of its contributors.

Deadlines for manuscripts is six weeks prior to the date of publication. For example, the deadline for March/April issue is January 10th. All Submissions must be typed as a word document and emailed to QCDSBulletin@gmail.com.

For more information about advertising, contact the Business Manager at 86-90 188th Street Jamaica NY 11423 or call (718) 454-8344. Inclusion of an advertisement does not imply endorsement of any firm, goods, or services unless such endorsement is specifically stated.

Subscription is included in the annual membership dues of the Queens County Dental Society. The Subscription rate for non-members is \$30 per year, or \$5 per issue.

The QCDS Board of Trustees meets on the third Tuesday of each month (Except July and August) at QCDS Headquarters. For information about the Society, Call QCDS at (718) 454-8344.

 **Publication Member of the American Association of Dental Editors**

**Queens County Dental Society**

86-90 188 Street | Jamaica, NY 11423  
718-454-8344 | fax: 718-454-8818  
www.qcbs.org | e-mail: info@qcbs.org



## From the President

drichardyang@yahoo.com

## Know Your In-House Services

By Dr. Richard Yang, D.D.S.

After 13 years of serving as a board member of QCDS, I have spotted some odd things about our membership. For example, some members pay their dues, but never physically visit QCDS. Some members only take continuing education courses, but miss out on other nice events. Some members call us in November telling us they don't have enough CE credits and they need to register for all the remaining classes through the end of the year. Some members believe that the Society is just the QCDS Bulletin and it has no other functions.

As the president of the Society, I'd like to give everyone nine recommendations. You have to know your in-house service. QCDS operate a lot of services you just have to know what they are and use them! We offer more service than any other components in New York. You just don't know about them.

### Free and Low-Cost CE Classes

In New York State licensed dentists must have 60 hours of continuing education courses every three years. If you divided it by three, that's 20 hours per year. Our society offers 34 free hours of credits in our video study club and the general membership meetings every year. You can also choose other topics you need at a very reasonable price. Compared to dental schools, study clubs, or other dental societies, we have one of the best offers in New York. All of our meetings include meals as well.

### We Are Just a Call Away

Our staff is always ready to help you. Whether it is registering for a class, a problem in your practice, or any other question, we can help you. Contact us at 718-454-8344 or text or email us at ed@qcbs.org and we will do our best to get back to you as soon as possible. Executive Director Oleg Rabinovich or our staff member, Guadalupe Rodriguez, will reach out to you. When I started my practice, I was always on the phone to QCDS. They guided me in the right direction and they can do the same for you.

### QCDS Bulletin and Website

After our ADA and NYSDA representative have their meetings, they will come back and report their findings in the QCDS Bulletin. Problems and solutions will be discussed in those reports along with many other interesting articles on clinical and legislative updates. All of the events, meetings, and study club information, can be found in the Bulletin and on our website.

### Party and Social Events

You don't need to dress like 007 and play games in Monte Carlo, we host an annual casino night at our New Dentist/Resident Night. If you are a baseball fan, come to the Mets oral cancer screening event at Citi Field. If you like to dance, the installation of officers' celebration is your best bet.

### EDPAC and ADPAC

We constantly promote the interests of our members and the public on the local, state and national level. Our way of life is being guarded by watchdogs and our lobbyists constantly promote policies, which benefit dentists.

### Volunteer and Mentorship Program

You don't need to sentence yourself to your own office. Go out and smell the roses! You can enjoy the freedom of volunteering by screening elementary schoolchildren in the Colgate van, or help with dental cleanings for new immigrants in downtown Flushing or become a mentor and let a student shadow you. QCDS runs all of these programs.

### Peer Review Committee

An alternate dispute resolution process in lieu of litigation is available to members through the peer review process. This process is free to our members and does not require an attorney. The decision is made by fellow dentists, not laymen.

### Group Health Insurance

QCDS is pleased to offer its members an Oxford group health plan by AMWins Group Benefits.

### World's Fair of Dentistry

Do not miss this annual event open to everyone. This is an epic event where you can meet everybody: your officers, staff members, board members, practice neighbors, and dental school friends. Last year we had almost 600 doctors attend. You can meet more than 50 vendors at once, and participate in great continuing education lectures to obtain 18 credits in just two days.

The mission of QCDS is to encourage the improvement of the health of the public, promote the art and science of dentistry and to represent the interests of the members of the profession and the public we serve. QCDC can assist patients seeking a dentist in their area by providing names and addresses of member dentists convenient to the patient's location. Make your membership worth it. Don't miss out on all the opportunities that we offer. I will welcome you at the door of QCDS.

*If you have not yet renewed your QCDS membership, please do so as soon as possible.*

*Call the Executive Director at 718-454-8344*



Representing dental practices in the areas of:



Dental Practice Transitions  
Estate and Tax Planning  
Retirement Plan Design &  
Administration

Westchester:

1133 Westchester Avenue, Suite N208, White Plains, NY 10604

Long Island:

135 Pinelawn Rd, Suite 245 South, Melville, NY 11747

Contact: Gregory R. Tapfar, Esq. 914.948.1556  
gtapfar@dmlawyers.com

danzigermarkhoff.com



**CUSTOM UPHOLSTERY Inc.**

3280 Sunrise Hwy Ste 59  
Wantagh, NY 11793

**SPECIALIZING IN  
DENTAL FURNITURE ALL  
WORK COMPLETED AROUND  
OFFICE HOURS**



**DENTIST'S CHAIRS  
OFFICE FURNITURE  
WAITING ROOMS  
ETC...**

**(516) 354-5650**

**FREE ESTIMATES**

**THE QUEENS COUNTY DENTAL SOCIETY**



*Endorsed Independent  
Financial Planning Firm*

**Altfest**

personal wealth management™

**OFFERING A FULL RANGE  
OF FEE-ONLY WEALTH  
MANAGEMENT SERVICES FOR  
DENTISTS, INCLUDING  
Investment Management  
Financial Planning  
DISCOUNTS AVAILABLE FOR ACTIVE AND  
RETIRED NYSDA MEMBERS**



**President Lewis J. Altfest**  
Ph.D., CFA®, CFP, CPA, PFS

**BARRON'S TOP 100  
Independent Financial Advisors**  
2007, 2008, 2009, 2010, 2011

425 Park Ave. New York, NY  
212.406.0850  
inquiry@altfest.com

## NYSDA Trustee Report



### Look Where Dr. Gehani's Hat Is!

By Prabha Krishnan, D.D.S.

As I write this, we are rapidly winding down a very successful 2017, the perfect moment to sit back and reflect on the accomplishments of the New York State Dental Association, even as we look forward to continued prosperity in the new year.

Perhaps the most exciting development that has occurred over the last year is that our very own trustee, Dr. Chad Gehani, has put his hat into the race for ADA president-elect, a campaign that will culminate with an election at the 2018 ADA House of Delegates meeting in Hawaii. As you know, Chad is a formidable candidate, but is facing steep opposition by no fewer than three other candidates. The Second Trustee District has a long and reputable history of presenting excellent candidates—and proven winners—so hopefully, with everybody's backing and support, we will once again have a NYSDA member at the helm of the ADA.

And speaking of the broader picture, the NYSDA Board authorized donations of \$10,000 each to the Texas, Florida and Puerto Rican dental associations, in the aftermath of this fall's devastating hurricanes.

**Legal/Legislative**  
NYSDA won a crucial victory earlier this year when it, working with the Eighth District Dental Society leadership, successfully oversaw defeat of a local law proposed by the Erie County Legislature that would have required dentists to identify and inform patients of the country of origin of all dental devices and materials in the patient's mouth and would have made it a criminal offense to fail to do so. In addition to being both impractical and impossible to administer, this proposal was beyond the legal authority of a local government to impose on interstate commerce or on dental practices with respect to patient care.

The new dental anesthesia regulations took full effect on January 1. The State Education Department has promised to promulgate explanatory materials and develop a targeted website about these regulations. SED is also working with NYSDA to change the title of "certified dental assistant" to "registered dental assistant" because of continuing confusion over assistants "certified" by the Dental Assisting National Board (DANB).

—Continued on page 14

*...the most exciting  
development that has  
occurred over the last year  
is that our very own trustee,  
Dr. Chad Gehani,  
has put his hat into the race  
for ADA president-elect...*

## Queens County Dental Society

### 2017 EDPAC

#### CAPITAL CLUB MEMBERS

##### LIBERTY LEVEL

Joseph Caruso Arelys Santana

##### HONOR ROLL

Harold Biller  
Chad Gehani

Rekha Gehani  
Viren Jhaveri

Prabha Krishnan  
Mercedes Mota-Martinez

Michael Tyner  
Beatrice Vallejo

##### CAPITOL CLUB

Paul Addeo  
Mukesh Ajmera  
Deepak Bhagat  
Mohammad Bhuyan

Hanette Gomez  
Eric Huang  
Warren Kaggen  
Gopalswamy Kalyanaraman

Kaushik Khakhar  
Rakesh Khilwani  
Mohammed Mukit  
Hugh Parker

Vinitkumar Shah  
Sudhakar Shetty  
Robert Shpuntoff  
Pratix Shroff  
Richard Yang

(As of December 11, 2017)



## QCDS's Dr. Caruso Is Meeting and Greeting Politicos

QCDS Past President and EDPAC Treasurer Dr. Joseph Caruso attended a fundraising event for State Assemblyman Edward Braunstein. The assemblyman provided QCDS with a citation last year from the New York City Council. Dr.

Caruso also had an opportunity to speak with City Councilman Paul Vallone and other political leaders about the Queens County Dental Society and services it provides for Queens residents.



EDPAC Treasurer Dr. Joseph R. Caruso talked about the dental profession with State Assemblyman Edward Braunstein.



Discussing QCDS: EDPAC Treasurer Dr. Joseph R. Caruso and City Councilman Paul Vallone.



# Dental Fill-Ins™

PERMANENT AND TEMPORARY EMPLOYMENT AGENCY

*We've Moved To A Larger Office To Accommodate Our Growing Agency*

- **Dentists**
- **Hygienists**
- **Assistants**
- **Receptionists**

*We place temporary and permanent staff*

**NYS LICENSED**  
*Serving our community since 1999*

**212-421-9009**  
**631-421-9006**  
**WWW.DENTALFILL-INS.COM**

*We screen your dental temps, so you don't have to.*

*Let us take care of your staffing needs.*

## From The Executive Director

ed@qcds.org



## New York's New Earned Sick Time Act

By Oleg Rabinovich

On November 6, 2017, New York City Mayor Bill de Blasio signed into law an amendment (Intro. 1313-A) to the Earned Sick Time Act (the "Act"). This amendment:

- expands the Act to require New York City employers to allow victims of family offense matters and their family members to use earned "safe time" in connection with such abuse,
- expands the list of covered family members for whom sick and safe leave can be used,
- amends existing provisions of the act to address safe time use, documentation, confidentiality, and notice.

The amended law, renamed the "Earned Sick and Safe Time Act" (ESSTA), is scheduled to take effect on May 5, 2018.

As was the case under the act, under ESSTA New York City employers who employ five or more employees must provide paid sick and safe leave, while employers with less than five employees must provide unpaid sick and safe leave, to employees and their family members. ESSTA expands the definition of "family member" to include for both safe and sick leave a child, spouse, domestic partner, parent, sibling, grandchild, grandparent, the child or parent of an employee's spouse or domestic partner, any other individual related by blood to the employee, and any other individual whose close association with the employee is equivalent of a family member.

For employees covered by a valid collective bargaining agreement (CBA) in effect on May 5, 2018, ESSTA will apply when the CBA terminates or a new CBA is executed. Once one of these two events occurs, ESSTA will apply to CBA-covered employees unless the CBA expressly waives ESSTA's requirements and provides employees with a comparable benefit in the form of paid days off.

Under ESSTA, earned safe time can be used for any of the following reasons:

- To obtain services from a domestic violence shelter, rape crisis center, or other shelter or services program for relief from a family offense matter, sexual offense, stalking, or human trafficking;
- To participate in safety planning, temporarily or permanently relocate, or take other actions to increase the safety of the employee or employee's family members from future family offense matters, sexual offenses, stalking or human trafficking;
- To meet with a civil attorney or other social service provider to obtain information and advice on, and prepare for or participate in any criminal or civil proceeding, including but not limited to, matters related to a family offense matter, sexual offense, stalking, human trafficking, custody, visitation, matrimonial issues, orders of protection, immigration, housing, discrimination in employment, housing, or consumer credit;

- To file a complaint or domestic incident report with law enforcement;
- To meet with the district attorney's office;
- To enroll children in a new school; or
- To take other actions necessary to maintain, improve or restore the physical, psychological, or economic health or safety of the employee or the employee's family member or to protect those who associate or work with the employee.

While ESSTA imposes an additional set of circumstances in which employers must permit employees to take leave it does not add to the total amount of leave an employee is entitled to take. Thus, employers with five or more employees are still required to provide a minimum of one hour of safe/sick time for every 30 hours worked by an employee, to equate to not less than 40 hours of safe/sick time in a calendar year.

“

*...under ESSTA*

*New York City employers who employ five or more employees must provide paid sick and safe leave...to employees and their family members.*

”

Finally, ESSTA contains specific provisions for safe time use as it relates to employee notification, documentation, and confidentiality. Under ESSTA, an employer can require an employee to provide up to seven days' notice of a foreseeable absence. For unforeseeable absences, notice must be provided as soon as practicable. For an absence of more than three consecutive workdays, reasonable documentation demonstrating that leave was used for a covered purpose can be required.

Information concerning victim status obtained solely for utilizing leave must be treated as confidential and cannot be disclosed unless the employee consents in writing to such disclosure. Employers, however, may consider the information regarding a request for reasonable accommodation pursuant to the New York City Human Rights Law.

With ESSTA scheduled to take effect in less than a year, employers should:

- Update their employee handbooks and any existing leave policies and procedures to comport with ESSTA to include safe time;
- Provide employees hired on or after May 5, 2018 with notice of their paid sick time rights, including their right to safe time under ESSTA. This notice should be provided to employees upon commencement of employment in English and in the employee's primary language if the New York City Department of Consumer Affairs has created a notice in that language; and
- Provide notice to current employees of their right to safe leave by June 4, 2018.

Please note that this is a general overview of developments in the law, and does not constitute legal advice. Nothing herein creates an attorney-client relationship. If you have questions regarding these provisions, or any other aspect of employment law, please contact an attorney





# Congratulates The Newly Elected 2018 Officers and Board

## ELECTED REPRESENTATIVES FOR 2018

President: Richard Yang    Vice-President: Prabhakar Koppikar    Treasurer: Milan Gandhi  
President Elect: Craig Tischler    Secretary: Arelys Santana    Historian: Hemali Ajmera

ADA Delegates		ADA Alternate Delegate
Rekha Gehani	Jay Ledner	Viren Jhaveri
NYSDA Delegates		NYSDA Alternate Delegates
Rekha Gehani	Sudhakar Shetty	Bijan Anvar
Viren Jhaveri	Robert Shpuntoff	Mitchell Greenberg
Jay Ledner	Beatriz Vallejo	Eric Huang
Mercedes Mota-Martinez	Richard Yang	

QCDS Board of Trustees			
Shazia Akhtar	Ashok Dogra	James Kouzoukian	Risa Samuels
Charlene Berkman	Arthur Feigenbaum	Naushir Lalani	Ira Schwartz
Deepak Bhagat	Chad Gehani	Lawrence Lehman	Vinit Shah
Mohammad Bhuyan	Hanette Gomez	Adam Lighter	Robert Shpuntoff
Harold Biller	Mitchell Greenberg	Robert Olan	Daljeet Sidhu
Joseph Caruso	Stuart Kesner	Alan Queen	Raj Singla
			Jayesh Trivedi

ICDE  
President: Robert Shpuntoff    Vice President: Adam Lighter    Secretary/Treasurer: James Kouzoukian

Board  
Bijan Anvar, Charlene Berkman, Deepak Bhagat, Mitchell Greenberg, Eric Huang,  
Doron Kalman, Jay Ledner, Lawrence Lehman, Alan Queen, John Schaf

## Getting to Know Your 2018 QCDS Officers



**Richard Yang**  
*President*

Dr. Richard Yang graduated from Columbia University, School of Dental and Oral Surgery. He was later trained as a general dental resident at Bronx Veteran Hospital, and an oral surgery fellow in Mt. Sinai Hospital. Dr. Yang started his private practice in 1997 and has managed two private dental clinics ever since. In addition to his professional dedication, Dr. Yang also volunteers with community services and international outreach programs. He served as the president of the Chinese American Dental Society, New York Chapter, from 2006 to 2008. He has been an active member of the Queens County Dental Society since 2004 and served on the New Dentist Committee, Membership Committee, Education Committee, Peer Review Committee, and Budget and Finance Committee. Since 2013, he has been a QCDS officer, serving as treasurer, secretary, vice president, and president-elect.



**Arelys Santana**  
*Secretary*

Dr. Arelys Santana completed her undergraduate education and received her dental degree from the Universidad Central del Este in San Pedro de Macoris, Dominican Republic. Dr. Santana received her Doctor of Dental Surgery certification from the New York University College of Dentistry. She continued her post-graduate training by completing a GPR residency at Brooklyn's Woodhull Hospital. During her residency, she received an Outstanding Knowledge Award for her service and many contributions to the hospital's HIV clinic. After completing her training, Dr. Santana has been in private practice for more than 20 years. She has served as member and trustee of QCDS, as a member of the New York State Dental Society, the American Dental Association, the Dominican Dental Association, and the Puerto Rican Dental Association. She was also the president of the Spanish-American Medical Dental Society of New York and the Hispanic Dental Society Chapter of New York.



**Craig Tischler**  
*President-Elect*

Dr. Craig Tischler graduated from the SUNY Buffalo School of Dental Medicine in 1985. He completed an advanced training fellowship in oral pathology and oncology. Dr. Tischler is also a fellow of the Pierre Fauchard Academy and the International College of Dentists. He has maintained a private practice in Rego Park for the past 29 years. In addition to his practice, Dr. Tischler enjoys teaching and has been involved in training new dentists at Maimonides Medical Center and Flushing Hospital, where he currently holds an attending position.



**Milan Gandhi**  
*Treasurer*

Dr. Milan Gandhi came to America as a young dentist from Bombay when he was only 21 and graduated at age 24 from New York University. He finished his residency at Seaview Hospital on Staten Island. Dr. Gandhi has been in private practice in Richmond Hill for the last 25 years.



**Prabhakar Koppikar**  
*Vice President*

Dr. Prabhakar Koppikar is a 1979 graduate of Bombay University Dental. He is also a 1996 graduate of the New York University College of Dentistry. Dr. Koppikar has been involved with residency teaching programs since 1998 and is currently in private practice in Flushing.



**Hemali Ajmera**  
*Historian*

Dr. Hemali Ajmera is a graduate of Bronx High School of Science. She is a member of the ADA and the New York State Dental Association. She attended New York University's accelerated seven year B.A.-D.D.S. Program. Dr. Ajmera completed her general practice residency at Flushing Hospital Medical Center in 2009 and is practicing general dentistry in two family-owned and operated private practices. Dr. Ajmera is chairwoman of the New York State Dental Association New Dentist Committee.

CE COURSES

Pre-registration is required for all CE Courses except General Membership Meetings. Call 718-454-8344 to register.

Friday, Feb 29:00 a.m.

CPR - Certification4 C.E. Credits
Topic: Basic Cardiac Life Support

Basic Cardiac Life Support Certification will cover 1 and 2 rescuer CPR, Heimlich maneuver, child CPR, and AED. The ability to recognize the signals of a heart attack and provide stabilization of the victim at the scene of a cardiac arrest is a priceless commodity. Life over death may someday become a reality to someone you know or care for. Be prepared to help save a life.

Instructor: Eric Zalewski, BLS Instructor
Tuition: ADA member /staff: \$105 Non-ADA member: \$260

Pre-registration is required. Call 718-454-8344 to register. Class begins promptly at 6:00 p.m. A \$15 late fee will be assigned to those who pay and/or register on the day of the event. A light dinner is included.

Tuesday, Feb 67:00 p.m.

General Membership Meeting2 C.E. Credits
Topic: Use a Mobile App to Improve Your Practice Management

Mobile technology is reshaping the world we live in. According to the Pew Research Center in the second quarter of 2015, close to 2 billion mobile users use their devices to search for products and services, social media and for interaction. Is your dental practice or clinic taking advantage of this trend? This presentation will address using mobile technology to increase patient engagement, further patient education, increase recall appointments, improve collection rates, offer new products and use social media to benefit your practice. The discussion will also touch on using the mobile app to improve search engine rankings for your website and basic things that Google looks for to rank your website higher.

Speaker: Peter Outar

Sleep Medicine for the Dentist8:00 p.m.

Oral appliance therapy is becoming a popular therapy for sleep apnea patients. There are many courses on dental sleep medicine and how to make an oral appliance. The best way to treat this condition is with a collaborative multi-disciplinary approach. This lecture will show how to screen for sleep apnea, work with physicians, and understand sleep studies. Dr. Lown, a sleep physician, and Dr. Feigenbaum, a sleep dentist, will lead the discussion.

Speaker: Dr. Arthur J. Feigenbaum and Jonathan S. Lown
Free admission to all members; Non-QCDS Members by invitation only. Dinner included.

Friday, Feb 99:00 a.m.

Video Study Club: Easy Crown Lengthening3 C.E. Credits

You routinely face frustrating challenges in your practice in situations such as: teeth in the smile zone that have uneven and unsightly gingival levels; teeth for which you are planning crowns that do not have adequate clinical crown length to provide optimum retention of crowns. Simple laser or electrosurgery soft tissue removal solves some of the problems. However, what is the solution to those clinical situations where removal of soft tissue is judged to be inadequate? Crown lengthening is a simple surgical procedure that should be incorporated into every practice. You need only determine the most acceptable level of the periodontal supporting structures, make a few easy incisions, make a flap, remove the appropriate amount of osseous tissue, reposition the gingival flap, and await healing. Crown lengthening, including needed recontouring of underlying osseous tissue, should be a part of every restorative practice.

Instructor: Dr. Al A. Gulum

Tuition: QCDS members: Free
Non-QCDS members (one time): \$100
Non-QCDS members (VSC annual pass): \$350

Pre-registration is required. Call 718-454-8344 to register. A \$15 late fee will be assigned to those who pay and/or register on the day of the event. A light breakfast will be included.

Friday, Feb 169:00 a.m. - 4:00 p.m.

Total Health Focus for the 21st Century and Dispelling the Myths About Oral Cancer6 C.E. Credits

9 a.m.-noon: The dentistry of today is about more than just fixing teeth: it is about maintaining good health, preventing disease and saving lives. The future of dentistry is incorporating a total health focus now for patient care, especially in our large aging population. Learn enhanced oral assessment through an improved health history approach, oral cancer detection, periodontal disease analysis through salivary diagnostics, and sleep disorder diagnosis and treatment. Focus the practice in these four areas to ensure up to date and outstanding patient care. Explore the newest research and approach for educating patients and incorporating important clinical protocols. Beyond awareness, create the “must have” written protocols so that total care is not hit or miss but consistently provided.

1 p.m.-4 p.m.: Dispelling the myths surrounding oral cancer is critical for the profession and for effective patient care. Oral Cancer is an ‘epidemic’ around the world. As more people become aware of the risks, demographics, and treatments, there have developed many areas of misunderstanding or ‘myths’ about oral cancer and the new technologies for enhanced detection both by patients and the dentist/entire dental team. A frequent seminar presenter on oral cancer throughout the country, Dr. Bregman cuts through the clutter to expose the facts. The goal of this educational program is to move both patients and dental healthcare providers in a positive direction using the ‘facts’ as their guide.

Instructor: Dr. Jonathan A. Bregman

Tuition: ADA member /staff: \$60 Non-ADA member: \$160

Pre-registration is required. Call 718-454-8344 to register or go to: http://qcds.org/events/total-health-focus-21st-century-dispelling-myths-oral-cancer/
.A \$15 late fee will be assigned to those who pay and/or register on the day of the event. Light breakfast and lunch will be served.

Friday, March 29:00 a.m.

Video Study Club: Esthetic Gingival Covering of Exposed Crown Margins3 C.E. Credits

You know the frustrating problem of exposed crown margins. The gingiva around some beautiful crowns in your patient’s smile zone has receded, and the unsightly junctures between the crowns and the tooth structure are evident. If the patient has adequate attached gingiva, it is relatively easy to reposition their attached gingiva and recover the crown margins. After a few weeks for gingival healing, the crown margins are once again covered. This presentation includes the indications and contraindications for this procedure, necessary instruments, a close-up clinical demonstration of the procedure, and follow-up of the completed crown margin coverage after normal healing.

Instructor: Dr. Al A. Gulum

Tuition: QCDS members: Free
Non-QCDS members (one time): \$100
Non-QCDS members (VSC annual pass): \$350

Pre-registration is required. Call 718-454-8344 to register. A \$15 late fee will be assigned to those who pay and/or register on the day of the event. A light breakfast will be included.

Tuesday, March 67:00 p.m.

General Membership Meeting2 C.E. Credits
Topic: Estate Planning For Dentists

Estate Planning is normally associated with those who have considerable wealth. However, Estate Planning is for everyone who has family and some wealth. This course explores simple and complex strategies to help plan for today and the future. Discussed will be wills, health care proxies and power of attorneys and go through various strategies to end with Slit Interest Trusts. Paresch Shah and Len Cohen are not attorneys and will be going through all of these from a Financial Planners perspective.

Speaker: Paresch Shah and Leonard Cohen

TMJ Disorders: Recognizing and Managing Them Optimally8:00 P.M.

The course will cover classification, diagnostics and red/yellow flags for different facial pain conditions. The audience will also learn which disorders should be treated and managed and which ones should be referred to a specialist.

Speaker: Dr. Brijesh Chandwani

Free admission to members. Non-QCDS members by invitation only. Dinner included.

Thursday, March 86:00 p.m.

Infection Control4 C.E. Credits

In the past this course has had an overwhelming positive response from those clinicians and their staff who earnestly want to stay informed of the latest infection control recommendations and does so through the eyes and thoughts of a speaker/clinician who understands the nature and demand of the everyday dental practice. Bring your entire staff and satisfy OSHA’s annual staff training requirements. Learn what’s new in infection control techniques and what is needed to comply with appropriate infection control guidelines. Course qualifies for relicensure.

Pre-registration is required. Call 718-454-8344 to register. Class begins promptly at 9 a.m. A \$15 late fee will be assigned to those who pay and/or register on the day of the event. A light breakfast will be included.

Instructor: Safety Compliance Services

Tuition: ADA member /staff: \$95 Non-ADA member: \$260

Dietary Concerns

QCDS wishes to accommodate the dietary needs of attendees at meetings and programs. Anyone requiring kosher or other specialized foods should notify the QCDS office at the time of registration.

Sunday, March 1810:00 a.m.

Topic: Actions and Algorithms for Medical Emergencies: How to Save a Life (Including Your Own)5 C.E. Credits

A crisis situation can—and likely will—occur at some time in your practice. Many potential medical emergencies can be prevented. Gain a comprehensive command of the essential knowledge and skills needed to handle a life threatening medical crisis. There are more medically compromised patients coming to our offices than ever before. Acquire up-to-the-minute actions for dealing with a medical emergency while challenging preconceived or outdated ideas. Daniel Pompa, D.D.S. discusses the prevention, preparation, recognition and management of medical emergencies. Delivered in an interactive, high energy, multi-media presentation, the course offers a step-by-step medical approach using basic physical diagnostic methods giving a clear understanding of these medical findings. Explore the “Conversational History” and how it will uncover medical issues not revealed by the standard health history form. Additionally, the participant will learn simple, non-invasive critical tests that can reduce overall risks. Clearly delineate indications for emergency drug use and proper dosages, as well as how to assemble and maintain an ideal emergency drug kit. The newest techniques for drug administration will be shown for participants to hone their skills utilizing simulation models and real drugs. Incorporate live demonstrations to enhance the learning experience. Attendees will receive and review color-coded instructional cards depicting the most common life-threatening situations, with algorithms providing an easy to follow action plan for both dentist and team members. Also reviewed are the legal and moral obligations that are presented during a medical crisis. Emergencies covered include adrenal insufficiency, anaphylaxis, angina, asthmatic attack, cardiac arrest, hyperglycemia, hyperthyroidism, hyperventilation, hypoglycemia and insulin shock, hypothyroidism, mild allergic reactions, myocardial infarction, orthostatic hypotension, seizures and epilepsy, stroke (CVA), and syncope.

- Objectives:
- Discover three simple chair-side, non-invasive tests to help avoid an emergency.
  - Recognize the most frequent life-threatening emergencies and know when and why they occur.
  - Review a systematic approach to treat the most common life-threatening scenarios.
  - Learn how to develop a plan for the office team when dealing with a crisis event.
  - Determine when to administer the essential “Top 10” emergency drugs.
  - Understand legal and moral obligations presented by medical emergencies.

Instructor: Dr. Daniel Pompa
Tuition: ADA member /staff: \$195 Non-ADA member: \$295
Pre-registration is required. Call 718-454-8344 to register. Class begins promptly at 9 a.m. A \$15 late fee will be assigned to those who pay and/or register on the day of the event. A gourmet Sunday brunch buffet.

Visit QCDS online at
www.qcds.org



## STUDY CLUBS

### Dr. Fialkoff Study Club

CONTACT DR. FIALKOFF 718-229-3838

**Feb 7** 7:00 -10:00 p.m.  
**Topic:** Jewels You Can Use On Monday  
**Speaker:** Dr. Marc Gottlieb  
**Location:** 47-10 Bell Blvd., Bayside

**March 14** 7:00 -10:00 p.m.  
**Topic:** Bone Grafting and Implants  
**Speaker:** Drs. Steve Wallace and Bernard Fialkoff  
**Location:** 47-10 Bell Blvd., Bayside

### Kalman Study Club

CONTACT DORIS 718-897-6400

**April 12** 6:30 -9:00 p.m.  
**Topic:** Treatment Considerations For Immediate Load Full Arch Implant Patients: The Teehexpress Concept In Your Office  
**Speaker:** Dr. Andrew Ferrier  
**Location:** 6070 Woodhawn Blvd., Unit C-2 Elmhurst

## NYSDA Trustee Report: Dr. Gehani's Hat

—Continued from page 7

### Good and Welfare

One area that continues to concern your trustees and leadership is that of finances. Based on NYSDA's second quarter year-to-date financials, dues were \$160,000 less than budgeted through June. Clearly, our financial well-being is closely tied to a robust and growing membership. NYSDA staff is working with the ADA and component dental societies to mount a year-end push for membership, including the new Find-a-Dentist national campaign.

NYSDA has a new ten-year lease for its headquarters at 20 Corporate Woods began December 1. Concurrent with that, capital improvements are being made to modernize some office equipment, including an updated telephone system, conference room AV and conference room chairs. Many of you have had the opportunity to meet at the headquarters and to see first-hand the hard work of the staff, which we all benefit from.

The next meetings of the NYSDA Board of Trustees will be on February 11-12 (which will include Student Advocacy Day) and May 2-3, both in Albany. The NYSDA House of Delegates will meet May 30-3 June in Saratoga Springs, during which time there will be a celebratory reception in recognition of NYSDA's 150th anniversary. Here's to another 150 years, and to those of you reading this, a tremendously happy 2018.

### JACOBSON GOLDBERG & KULB, LLP Attorneys and Counsellors at Law

585 Stewart Avenue  
 Garden City, New York 11530  
**(516) 222-2330**

- Office of Professional Discipline
- Purchase & Sale of Practices
- Partnership, Employee, Independent Contractor Agreements
- Business Transactions
- Medicaid
- Third Party Audits & Termination
- State & Federal Criminal Proceedings
- Administrative Hearings
- Estate and Real Estate Matters

Amy T. Kulb  
 Daniel M. Goldberg  
 Jeffrey A. Granat

### Committed To Teaching and Learning The Latest Guidelines Developed From Evidence-Based Research . . .



**We Are The Medical Emergency Experts  
 Serving Dentists For Over 25 Years**

Have Dummy Will Travel, Inc.  
 595 Route 25A, Suite 13  
 Miller Place, NY 11764  
 (631)-849-4978  
[www.havedummy.com](http://www.havedummy.com)



## TAX TIPS FOR DENTISTS

The due date for form 1065 U.S. Partnership Income Tax will be the 15th day of the third month following the close of the partnership's tax year. Previously, partnerships were due by the 15th day of the fourth month. The due date for form 1120 U.S. Corporation Income Tax Return is changed to the 15th day of the fourth month following the close of the tax year. The deadline was the 15th day of the third month.

Both of the above changes are applicable to returns for years beginning after 12/31/2015

### Stuart A. Sinclair CPA

1120 Old Country Road • Plainview, NY 11803  
 Phone (516) 935-2086 Fax (516) 935-1787  
 website: DenTaxSolutions.com  
 e-mail: StuSinclair@yahoo.com

## PRINTING SPECIALS FOR DENTAL PROFESSIONALS

### 10% DISCOUNT FOR QCDS MEMBERS

- |                     |                   |
|---------------------|-------------------|
| ■ Brochures         | ■ Envelopes       |
| ■ Business Cards    | ■ Labels          |
| ■ Prescription Pads | ■ Rubber Stamps   |
| ■ Medical Forms     | ■ Mailings        |
| ■ Letterhead        | ■ Design Services |

### DELIVERY TO YOUR OFFICE DOOR!

**KC GRAPHICS**

25 Cutter Mill Plaza • Great Neck

**516-466-2434**

## Practice Financing



- Commercial real estate loans
- Practice start-up and buy-in financing
- Equipment and renovation financing
- Practice refinance or debt consolidation

**Viridiana Azarmehr**  
 Area Manager NY/NJ  
 646.787.6300 | [viridiana.azarmehr@bankofamerica.com](mailto:viridiana.azarmehr@bankofamerica.com)

To learn more, visit [bankofamerica.com/practicesolutions](http://bankofamerica.com/practicesolutions)

All programs subject to credit review and underwriting. Bank of America Practice Solutions may prohibit use of loan proceeds to pay off or pay down other Bank of America accounts. Bank of America is a trademark of Bank of America Corporation. Bank of America Practice Solutions is a division of Bank of America, N.A. ©2015 Bank of America Corporation. APR 2015 | 15 JULY 2015 DEN | Rev. 07/2015



Practice Solutions

Bank of America

### Eric J. Ploumis, D.M.D., J.D. Attorney at Law

*Why not use a lawyer who is also a dentist?*

#### Comprehensive Legal Services for Dental Professionals

- \* Purchase and sale of practices
- \* Employment and independent contractor agreements
- \* Office leases
- \* Partnership agreements and dissolutions
- \* Corporate and LLC formation
- \* Real estate transactions
- \* Office of Professional Discipline representation
- \* Patient dismissal issues
- \* Collections issues

Manhattan  
 453 Second Avenue  
 New York, NY 10010  
 212-685-4320

Brooklyn  
 372 Rockaway Street  
 Brooklyn, NY 11237  
 347-321-1084

[www.DentalPracticeLawyers.com](http://www.DentalPracticeLawyers.com)





At the start of this year Paid Family Leave provides you with a structure to help employees care for their families. Paid leave has been shown to increase workplace morale and employee retention. New York’s Paid Family Leave benefit is fully funded by employee payroll contributions.

Paid Family Leave provides job-protected, paid time off so an employee can:

- **Bond** with a newly born, adopted, or fostered child
- **Care** for a family member with a serious health condition
- **Assist** loved ones when a family member is deployed abroad on active military service.

What coverage do employers need?

Private employers must have Paid Family Leave insurance in place by this past January 1. Generally, coverage will be added to your existing disability benefits policy. The insurance policy will provide payment of the Paid Family Leave benefit to your employees. Public employers may choose to offer Paid Family Leave to their employees.

How is Paid Family Leave funded?

Employees pay for these benefits through a small weekly payroll deduction, which is a percentage of their weekly wages up to a cap set annually. The employee contribution rate is set every year to match the cost of insurance coverage and you use the employee contributions to pay the insurance premium.

The 2018 payroll contribution is 0.126 percent of an employee’s weekly wage and is capped at an annual maximum of \$85.56. Employees earning less than the New York State Average Weekly Wage (\$1,305.92 per week) will have an annual contribution amount less than the cap of \$85.56, consistent with their actual weekly wages.

For example, in 2018 if an employee earns \$27,000 a year (\$519 a week), they will pay 65 cents per week.

Who is eligible to receive Paid Family Leave benefits?

Most employees who work in New York State for private employers are eligible to take Paid Family Leave. Public employers may opt into the program.

■ **Full-time employees:** Employees with a regular schedule of 20 or more hours per week are eligible after working 26 consecutive weeks.

■ **Part-time employees:** Employees with a regular schedule of less than 20 hours per week are eligible after working 175 days, which do not need to be consecutive.

Employees are eligible regardless of citizenship and/or immigration status.

Can employees opt out?

Employees can opt out of Paid Family Leave if they do not expect to work for their employer for the minimum amount of time required for eligibility. As the employer, you must offer a Paid Family Leave waiver to employees who will not meet the eligibility requirements. The waiver is available at [ny.gov/PaidFamilyLeave](https://ny.gov/PaidFamilyLeave). You should keep completed waivers on file.

If the employee’s schedule changes and they will now meet the minimum eligibility requirements, the waiver is automatically revoked. An employee may voluntarily revoke their waiver at any time. If their waiver is revoked, you may retroactively collect any deductions from the date the employee signed the waiver.

What are the Paid Family Leave benefits?

Benefits phase in over four years. During 2018 employees can take up to eight weeks of Paid Family Leave and receive 50 percent of their average weekly wage (AWW), capped at 50 percent of the New York State Average Weekly Wage (SAWW). An employee’s AWW is the average of the employee’s last eight weeks of pay prior to starting Paid Family Leave. The SAWW is updated annually.

YEAR	WEEKS OF LEAVE	BENEFIT
2018	8 weeks	50% of employee’s AWW, up to 50% of SAWW
2019	10 weeks	55% of employee’s AWW, up to 55% of SAWW
2020	10 weeks	60% of employee’s AWW, up to 60% of SAWW
2021	12 weeks	67% of employee’s AWW, up to 67% of SAWW

What is the Paid Family Leave request process?

■ The employee will notify you at least 30 days before their leave will start, if it’s foreseeable. Otherwise, the employee should notify you as soon as possible.

■ The employee will contact you, your insurance carrier, or visit [ny.gov/PaidFamilyLeaveApply](https://ny.gov/PaidFamilyLeaveApply) to obtain the required forms.

■ The employee completes the Request For Paid Family Leave (Form PFL-1) and submits it to you.

■ As the employer, you must then fill out your section of Form PFL-1 and return it to the employee within three business days. Make a copy for your records.

■ The employee will submit Form PFL-1, the other request forms specific to the leave they are taking, and supporting documentation to your insurance carrier. The insurance carrier must pay or deny the request within 18 calendar days of receiving the completed forms.

What if you already offer Paid Family Leave?

You must ensure that your Paid Family Leave benefit offers what the law requires, at minimum. However, you may choose to supplement with a more generous leave policy. Covered employers are required to purchase an insurance policy or provide Paid Family Leave benefits directly if approved as a self-insured employer.

If you pay full wages to your employees while they are on Paid Family Leave, you may seek reimbursement from your insurance carrier for the amount payable under your Paid Family Leave policy.

What actions should employers take now?

■ Ensure your company has Paid Family Leave coverage.

Most private employers with one or more employees are required to obtain Paid Family Leave insurance. Contact your broker or insurer for information about available policies as well as options for paying your premium (e.g., whether it can be paid semi-annually, annually, or annually on a retrospective basis). NOTE: *This insurance is generally added to an existing disability insurance policy.*

If you are self-insured for disability, you may purchase a separate Paid Family Leave policy or apply to the NYS Workers’ Compensation Board to self-insure.

For a list of insurers offering Paid Family Leave policies, visit the Paid Family Leave section of the Department of Financial Services website at [dfs.ny.gov/PFL](https://dfs.ny.gov/PFL).

■ Inform your employees about Paid Family Leave.

Update appropriate written materials distributed to your employees, such as employee handbooks, to include Paid Family Leave information.

If you do not have a handbook, provide written guidance to employees concerning their Paid Family Leave benefits.

Model language for handbooks or other written guidance is available to download in the Employer section of [ny.gov/PaidFamilyLeave](https://ny.gov/PaidFamilyLeave).

■ Prepare for employee payroll contributions.

Update your payroll processes to collect the employee contributions that pay for this insurance.

It is strongly recommended you notify employees before withholding any contributions. A model notification is available in the Employer section of [ny.gov/PaidFamilyLeave](https://ny.gov/PaidFamilyLeave).

The employee contribution rate is set every year to match the cost of insurance coverage. For 2018, payroll contribution rate is 0.126 percent of an employee’s weekly wage and is capped at an annual maximum of \$85.56. Employees earning less than the New York State Average Weekly Wage (\$1305.92 per week), will have an annual contribution amount less than the cap of \$85.56, consistent with their actual weekly wages.

To assist you, a deduction calculator is available at [ny.gov/PFLcalculator](https://ny.gov/PFLcalculator).

■ Inform ineligible employees about waivers.

Identify employees who will not meet the time-worked requirement for eligibility, and offer them the option to waive coverage.

Provide these employees with a waiver form, which is available at [ny.gov/PaidFamilyLeave](https://ny.gov/PaidFamilyLeave).

Keep a copy of all completed waivers on file.

■ Post an employee notice.

Your insurance carrier will provide you with a Notice Of Compliance (Form PFL-120) — also known as “Notice to Employees” — stating that you have Paid Family Leave insurance.

If you are self-insured, you can get this notice by contacting the NYS Workers’ Compensation Board at [certificates@wcb.ny.gov](mailto:certificates@wcb.ny.gov)

Post and maintain this notice in plain view, similar to how the signage for workers’ compensation and disability insurance is displayed.

For more information, including Paid Family Leave forms and other resources for employers, visit [ny.gov/PaidFamilyLeave](https://ny.gov/PaidFamilyLeave) or call (844) 337-6303.



# QCDS CLASSIFIEDS

**THINKING OF RETIRING?** Established GP dentist with 20+ years’ experience seeks practice in Eastern Queens/Western Nassau for satellite/second office. I will take good care of your patients. Call: 718-404-7364. Email: Queensdentist@aol.com

**DENTAL OFFICE FOR SUBLET:** 3 operatory fully updated, digital x-rays, CBCT. Ideal for specialist or GP. Available 1-3 days/week, ½ day availability as well. Located just outside of Huntington Village, Suffolk County, Long Island on main thoroughfare, easy access to all parkways. Email facemd1@yahoo.com for further information.

**MEDICAL CONDO FOR SALE OR LEASE.** This is a prestigious, professional condo building zoned for medical or dental use. This space consists of 2,690 square feet which can easily be subdivided into 2 separate dental offices. Its located on East Shore Road, Great Neck with easy access to the Long Island Expressway and Northern State Parkway. It has ample covered parking and private parking for doctors and staff. Motivated owner. Contact Chris Pappas 516-659-6508 chris.pappas@elliman.com or Stuart Bayer 516-375-1005 sbayer@elliman.com for additional information or to schedule a showing.

**Dentist Wanted:** A long established and well-located dental office in East Elmhurst, Queens, is considering transition. I am looking for a young dentist to work F/T or P/T to treat their patients, new patients and patients coming to the office on a split fee basis or rental. The current staff includes a F/T office manager, F/T dental assistant and a P/T hygienist. If interested please call 718-899-0581 or email Kasowjd@aol.com

## Dr. Richard Yang Becomes New QCDS President

—Continued from page 1

Education Committee, Budget and Finance Committee, and Honors Committee, as well as having served as the Society historian, treasurer, secretary, vice president, and president elect.

He graduated from Columbia University School of Dental and Oral Surgery in 1997 and later trained as a general dental resident at Bronx Veterans Hospital for one year and an oral surgery fellow at Mt. Sinai Hospital for two years.

Dr. Yang started his private practice in 2000 and has managed two private dental clinics ever since.

Active in the greater dental community, he served as the president of the Chinese American Dental Society, New York Chapter, from 2006 to 2008. He volunteers with community services and international outreach programs.

He also regularly treats patients, along with other QCDS members, using the mobile dental units from the Tzu Chi Foundation. He has done cleanings, fillings and extractions as part of dental outreach programs in Brooklyn, Queens and on Long Island. Following an earthquake in Mexico, he joined a dental/medical team treating disaster victims. “I like to think that my practice is not confined to borders,” he said.

Dr. Yang has been married to his wife, Vivian, for 21-years. The couple has two daughters, Isabel and Madaline, a high school senior and sophomore, respectively, and a son, Christopher, who attends middle school. “Hopefully, they will go into dentistry, too,” he said.

## Insurance Planning for the Healthcare Professional

“Taking You from Residency to Retirement”™



- Individual Disability
- Business Disability
- Life Insurance
- Group Insurance
- Office Insurance
- Malpractice Insurance
- Health Insurance
- Retirement Protection
- Financial Planning
- Employee Benefits



**Eric S. Studley & Associates, Inc.**  
234 West Jericho Turnpike, 2nd Fl.  
Huntington Station, NY 11746

P: 631-673-9496 | F: 631-673-9497  
E: Insurance@DrEricStudley.com

[www.DrEricStudley.com](http://www.DrEricStudley.com)

*If you have not yet renewed  
your membership,  
please do so as soon as possible.*

*You will no longer be receiving  
communications from the ADA, NYSDA,  
or QCDS unless you renew for 2018.*

*Please don't let your membership lapse!*

*Call the QCDS Executive Director at  
718-454-8344 if you are experiencing  
temporary financial difficulties  
to explore possible options.*



**Queens County Dental Society**  
86-90 188 Street | Jamaica, NY 11423



Policies as low as

# \$3,477

In Territory 1  
(Brooklyn, Manhattan, Staten Island, and Bronx).

\*For mature Claims Made - Full Time with \$1,000,000/\$3,000,000 Limits  
Part Time is eligible for a 50% discount

PRI also offers policies starting at

## \$50

For dentists who are new to practice when meeting PRI's requirements

Policies as low as

# \$2,533

In Territory 2  
(Queens, Nassau, Suffolk, Westchester, and Rockland).

\*For mature Claims Made - Full Time with \$1,000,000/\$3,000,000 Limits  
Part Time is eligible for a 50% discount

PRI also offers policies starting at

## \$50

For dentists who are new to practice when meeting PRI's requirements

- ✓ **No Deductible On Any Of Our Policies**
- ✓ **Coverage For Additional Insureds At No Extra Charge**
- ✓ **No Finance Charge Or Installment Fee On Any Of Our Policies**
- ✓ **Free Home Study Risk Management Course**

- ✓ Free “Tail” Coverage when meeting PRI’s requirements in which the limits renew 100% on an annual basis indefinitely
- ✓ Coverage for botox at no extra charge
- ✓ “Nose” Coverage when switching to PRI, so you do not have to purchase “Tail” coverage from your current carrier
- ✓ Live customer support during business hours to assist you
- ✓ Claims-Made & Occurrence policies
- ✓ Exceptional customer service

*For over 34 years, PRI has insured the finest healthcare professionals in New York State. As a licensed and admitted carrier regulated by the New York State Department of Financial Services, PRI's policy holders enjoy all of the regulatory and statutory safeguards and protection afforded by the provisions of the New York State Insurance Law.*

**Contact us to see how much you can start saving:**  
**888-526-4006** **[www.PRI.com](http://www.PRI.com)**