

# QCDS Scores at Citifield, Mets Fans Win Big at Annual Oral Health Event

QCDS members provided free oral cancer education and screening to hundreds of Mets fans and staffers for the tenth year when Queens County Dental Society members went out to the ballgame in a strike for oral health.

"This is what the dental society should be doing, community outreach," said Dr. Stuart Kesner, who has organized the event for QCDS since its inception in 2008. A lifelong Mets fan, Dr. Kesner said he wanted "to encourage more people in our profession to give back to the community."

Partnering with local groups like the Mets allows the dentists of QCDS to reach more people over a short period of time to convey the importance of screening for oral cancer and the need to have regular checkups.

Each year in the United States 35,000 people are diagnosed with oral cancer and 8,000 people die from the disease.

Suspicious lesions are often discovered during these voluntary screening programs.

"If you catch it early, like a routine dental visit, there's an 80-90 percent survival rate, and that's just from a painless two-minute screening at the dentist," said Dr. Kesner about oral cancer.

Along with informational pamphlets, QCDS doctors and residents presented dental health information to Mets fans.

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QCDS doctors and residents presented dental health information to Mets fans.

## ADA Finds Success In Dental Advocacy

By Viren Jhaveri, D.D.S.

Merriam Webster's dictionary defines "advocacy" as "the act or process of supporting a cause or a proposal."

As America's leading advocate for oral health, the ADA works relentlessly to better the policies that influence the profession of dentistry, dental health and the "things that matter" to dentists. The tripartite structure of the ADA works like a well-oiled machine on all levels, state, local and national. There is tremendous support available to the local components from their respective

states and the ADA to all states.

Here is one of the top priorities and latest successes on the part of the ADA:

- CMS Finalizes Rule removing parts C, D enrollment Requirements for dentists
- Centers for Medicare and Medicaid Services published a final rule revising regulations for the Medicare Advantage program (Part C) and Prescription Drug Benefit program (Part D). The final rule "rescinds a previously announced

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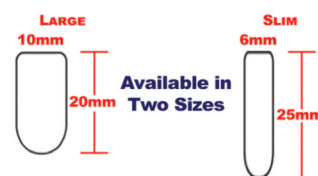
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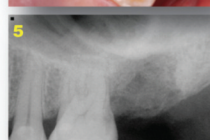
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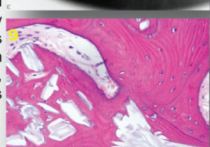
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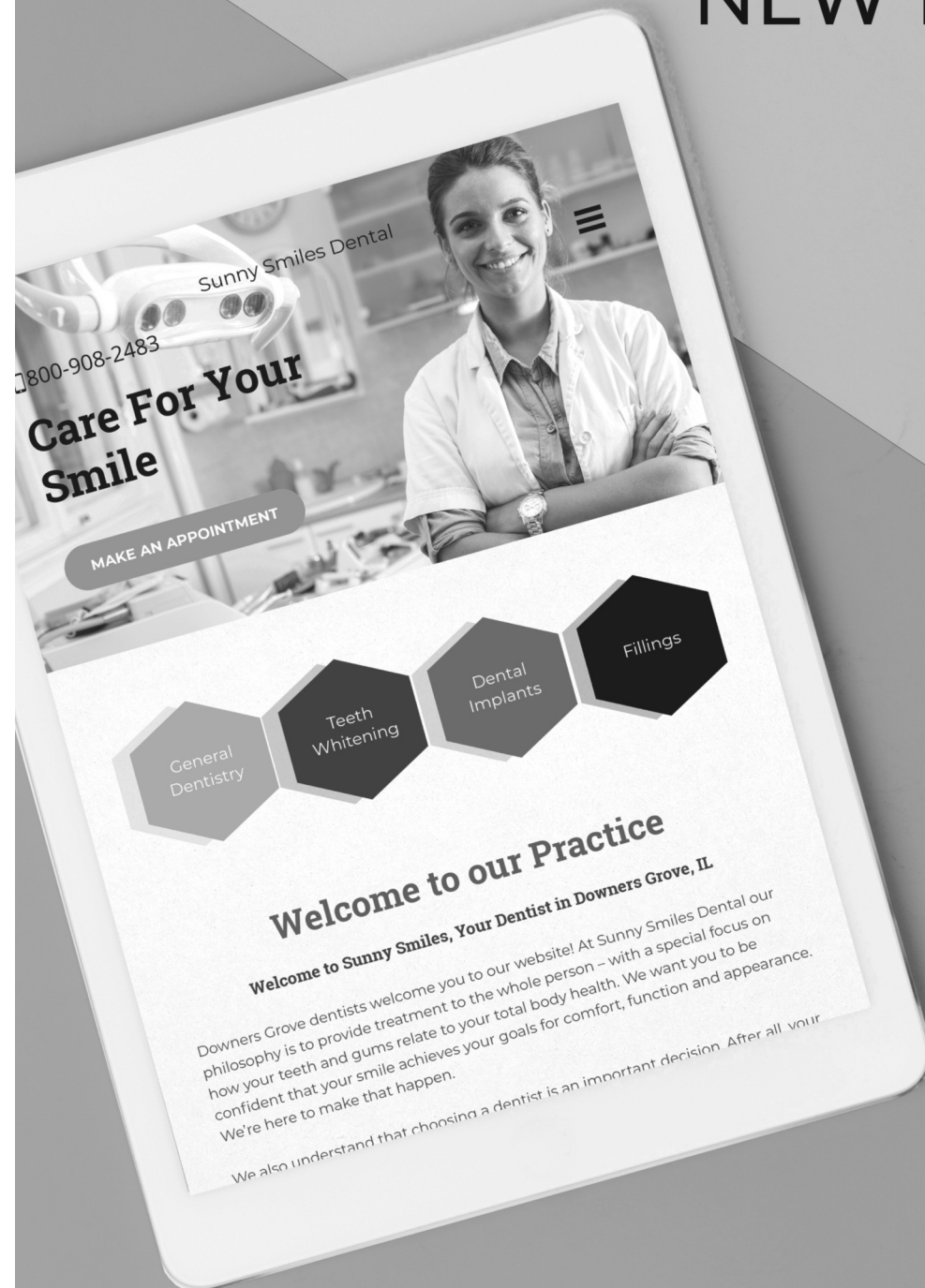


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## From the President

drrichardyang@yahoo.com



## Our Guardian Angels

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

Many members of the Board of Trustees of the Queens County Dental Society ("QCDS") served or are serving more than 20 years, 30 years or even 40 years. These members are the leading essences of our society. They have built the foundation of QCDS. They assembled the influential power to support the New York State Dental Association and delivering the local voice to the American Dental Association and have reached to the roof of our ADA.

I will introduce some of these legends. They all share common graceful characteristics: passion, dedication, and sincerity. Their guidance is still impacting us in many aspects, especially to those who knows them personally.

### Who Was Our QCDS President 1997?

Joseph Caruso DDS is an affectionate and powerful man that helped the community in many ways. Historically, Dr. Joseph Caruso has been serving QCDS for the longest time. In QCDS, he was treasurer of Empire Dental Political Action Committee (EDPAC) and chair of NYSDA Support Services. Dr. Joseph Caruso is one of the key persons that is constantly in action, and he is the tip of the spear who watches the movement of the government.

EDPAC is a bipartisan political action committee of New York State dentists that serves and protects the interests of NYSDA members. Regardless of party affiliation, EDPAC supports candidates who will be strong advocates for dentists and the patients they serve. EDPAC makes sure that the voice of dentistry gets through to the right people in government—men and women of both political parties who understand and support the needs of the profession.

EDPAC is administered by a Board of Directors comprised of approximately 30 volunteer dentists who are members of the New York State Dental Association. Thirteen of the Board are chosen, one each, by the component districts of NYSDA to represent that Geographic Region on the Board. In addition, there are as many as ten "at-large" directors, the officers, and the Second Trustee District's ADPAC representative making up the balance of the Board.

The NYDSA website states that EDPAC is the voice of thousands of New York State dentists. Together, it helps elect candidates to state office who understand the importance of dentistry and dentists' unrelenting commitment to improving oral health care in New York State. Over 90 percent of New York State Dental Association members make voluntary contributions to EDPAC through their annual NYSDA dues. Many members also donate additional funds, above and beyond the basic contribution, by participating in the Capital Club, Liberty Level or Honor Roll. You are encouraged to contact any of EDPAC's Board Members with questions, concerns or input that you may have regarding office holders or candidates for office. EDPAC would like to hear from you

### Who Was Our QCDS President 1999?

Charlene S Berkman chaired and served on numerous committees of QCDS including – Public / Professional Relations Committee and District Claims Committee. Whenever a dentist need assistance of any type, her committee is there to hear from you. In the event of disputed insurance claims, the District Claims Committee reviews records, interviews the involved parties, and helps the doctor through the process as painlessly as possible.

Dr. Berkman also served as an ADA Delegate for 10 years. She held offices of Original Committee and Commission on the Young Dental Professional. Dr. Berkman also led the Alpha Omega International Dental Fraternity in 2010. She has practiced since 1978 and had her own private practice since 1986 in Forest Hills, Queens.

In addition to her professional dedications, Dr. Berkman also devoted herself to local communities. She was an active member of the Conservative Synagogue of Jamaica Estates and helps out many local charitable activities.

### Who Was Our President 2003?

The most promising presidential candidate for the upcoming ADA election in October this year is Dr. Chad Gehani. Dr. Gehani was the leader of QCDS in 2003. Dr. Chad Gehani is a caring doctor of many qualities—a respected clinician, visionary leader, passionate educator, admired mentor, and humanitarian. He collaborated every member effectively and made significant contributions to organized dentistry, oral health care and dental education.

Dr. Gehani made every effort to advocate the well beings of underprivileged communities. He also made many visionary decisions about the futures of dentistry. The members of ADA respect his foresight and his vision.

Dr. Gehani was installed as Trustee of the American Dental Association, representing New York State in 2014. He has served at difference committees as following:

- 2005-2009: member of the Committee on International Programs and Development.
- 2006-2009: Council on Membership;
- 2002-2007: Chair, New York State Tripartite Grassroots Membership Initiative;
- 2002-200: National Summit on Diversities;
- 2009-2010: EDPAC Ex-Officio Board Member;
- 2011-2012: President of New York State Dental Association.

During his tenure, he successfully preserved adult Dental Medicaid and created a task force to examine the licensure process. NYSDA was successful in passing legislation offering loan forgiveness to young dentists/recent graduates willing to serve in areas of decreased access to care in New York State.

Dr. Gehani was awarded Ellis Island Medal of Honor in

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# SAVE THE DATE!



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## From the Executive Director

[ed@qcde.org](mailto:ed@qcde.org)



## Sexual Harassment Law Update

By Oleg Rabinovich

In response to the #MeToo movement and increased discourse, media, and lawsuits involving sexual harassment in the workplace, employers conducting business in New York will face a new host of legally mandated sexual harassment prevention requirements. New York State and City law now require employers to implement policies and procedures for preventing sexual harassment in the workplace, and conduct annual sexual harassment prevention training for all employees.

### Mandated Anti-Sexual Harassment Policies

Under the new laws, all New York State employers must adopt and distribute to employees a sexual harassment prevention policy. At a minimum, this policy must:

- Explicitly state that sexual harassment is prohibited in the workplace;
- Contain a statement that sexual harassment is a form of employee misconduct that can result in adverse employment consequences for the harasser and any supervisor or manager who knowingly allow such behavior to continue;
- Provide examples of conduct that would constitute sexual harassment;
- Inform employees of applicable federal and state laws, the remedies available to sexual harassment victims, and contain

a disclosure that other local laws may apply;

- Provide employees with a standard complaint form;
- Set forth the employer's procedure for a timely and confidential investigation of complaints;
- State employees' rights of redress, including all available forums available to the employee for adjudicating sexual harassment complaints both administratively and judicially; and
- Set forth an anti-retaliation policy.

Employers located in New York City with 15 or more employees must also display a state-issued anti-sexual harassment rights and responsibilities poster and provide a state-issued information sheet on sexual harassment to new hires by this September 6th. Both the poster and information sheet will be created by the New York City Commission on Human Rights (the "Commission") and made available to employers through the Commission's website.

### Mandated Annual Sexual Harassment Prevention Training

While both the Budget and the Act require covered employers to provide their employees with annual sexual harassment prevention training, the Act mandates additional requirements:

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	New York State: The Budget	New York City: The Act
Covered Employers	All employers in New York State, regardless of size	Employers in New York City with 15 or more employees
Frequency of Training	Annually	Annually
Mandated contents of Training	<p>The training must be interactive</p> <p>Define sexual harassment</p> <p>Provide examples of conduct that would constitute sexual harassment</p> <p>Provide information on applicable state and federal laws, along with the remedies available to victims</p> <p>Inform employees of the available forums for adjudicating complaints of sexual harassment, both internally with the employer as well as through available administrative and judicial forums</p> <p>Special training must also be afforded to supervisors regarding additional responsibilities they bear in preventing and responding to complaints of sexual harassment in the workplace</p>	<p>Must contain all training requirements of the Budget</p> <p>The training must be interactive.</p> <p>While this interactive training is not required to be live, it must include some form of participatory teaching or trainer-trainee interaction.</p> <p>Set forth the employer's anti-retaliation policy and provide examples of retaliation</p> <p>Must also address:</p> <ul style="list-style-type: none"><li>• Bystander Intervention</li></ul> <ul style="list-style-type: none"><li>• A description of the complaint process available through the New York State Department of Human Rights, and the United States Equal Employment Opportunity Commission, as well as provide contact information for both agencies</li></ul> <ul style="list-style-type: none"><li>• State the specific responsibilities of supervisors and managers for preventing sexual harassment and retaliation.</li></ul>
New Employees	No specification as to how soon new hires must be trained	New employees who work 80 or more hours per year must be trained after 90 days of hire, unless the employee received training within the same annual cycle from a prior employer
Recordkeeping	No requirement	Employers must maintain signed employee acknowledgments (which can be electronic) of trainings for three years. These records must be made available for inspection upon request.
Effective Date	October 9, 2018	April 1, 2019



# From the Executive Director: Harassment Law

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### Other Important Dates:

The Budget and the Act not only require that covered employers create and implement sexual harassment policies and annual training, but also:

### Effective Immediately for all New York State Employers

Employers can be held liable for sexual harassment of non-employees, including contractors, subcontractors, vendors, consultants or other individuals providing services under a contract in the workplace. Previously, “non-employees” could not file a claim for sexual harassment.

### Effective Immediately for New York City Employers

The New York City Human Rights Law is amended to permit claims of gender-based harassment by all employees, regardless of the size of the employer. Previously, the NYCHRL only applied to employers with four or more employees.

The NYCHRL is amended to extend the statute of limitations period for filing sexual harassment claims from one to three years.

### July 2018 (all New York State employers)

City contractors will be required to provide their practices, policies and procedures as they pertain to preventing sexual harassment in the workplace, as part of an existing report required for certain contracts pursuant to the City Charter and corresponding rules.

Employers will not have the authority to include in settlement agreements any nondisclosure clauses for a claim involving sexual harassment, unless the complaining party desires confidentiality and is provided with 21 days to consider the clause and a seven day revocation period.

Contractual provisions mandating arbitration for any allegations or claims of sexual harassment, except where inconsistent with federal law, will be prohibited, unless such arbitration clauses are contained in a collective bargaining agreement. Any such provision included in a contract will be considered null and void, but will not impact the enforceability of other provisions in the contract. How this requirement will stand-up to the Federal Arbitration Act and to what extent has yet to be determined.

### January 2019 (all New York State employers)

All state contracts requiring competitive bidding for services performed or goods sold must contain a statement affirming that the contracting organization or bidder has implemented a written sexual harassment policy and that it provides annual sexual harassment prevention training to all employees.

### Employer Next Steps

Model policies and training modules will be provided by state agencies in the near future (the “Guidance”). Employers can either adopt the Guidance or implement their own policies and procedures, so long as same either meet or exceed the standards set forth in the Guidance. While the Guidance may result in additional changes to existing policies and procedures, New York State employers should begin:

- Evaluating existing sexual harassment policies and procedures for compliance with the newly enacted laws;
- Evaluating existing sexual harassment training programs for compliance with the newly enacted laws; and
- Reviewing standard settlement and arbitration agreements in connection with sexual harassment complaints to ensure compliance with the newly enacted laws, keeping in mind that the Budget’s interplay with the Federal Arbitration Act has yet to be determined.

### New York City Employers Must Provide “Safe Time” Leave To Employees

With the May 5, 2018 effective date having come and gone, 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. At this time, employers should:

- Have up-to-date employee handbooks and existing leave policies and procedures that include safe time;
- Provide new hires with notice of their paid sick time rights, including their right to use safe time; and
- Provide notice to current employees of their right to safe leave.

As a refresher, on November 6, 2017, Mayor de Blasio signed into law an amendment (Intro. 1313-A) to the Earned Sick Time Act (the “Act”). This amendment: expanded 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, expanded the list of covered family members for whom sick and safe leave can be used, and amended existing provisions of the Act to address safe time use, documentation, confidentiality, and notice. The amendment renamed the Act as the Earned Sick and Safe Time Act (ESSTA).

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 occur, 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 em-

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## RISK MANAGEMENT ALERT



# DENTAL MALPRACTICE INSURANCE UPDATE

## Topic: Managing the Risks of Maxillary Molar and Premolar Extractions

### Professional Advice

Maxillary molars and premolars are located in proximity to the maxillary sinus, and their extraction can result in a perforation and oral antral communication. Although rare, the potential for a fracture of the maxillary tuberosity must also be considered before initiating an upper molar extraction. To help manage the risks associated with maxillary posterior extractions, a thorough pre-operative examination should be performed, inclusive of a review of diagnostic radiographs and an updated medical history. A sober assessment must then be made regarding a referral to a specialist.

A referral should always be made to an oral surgeon if the tooth to be extracted is impacted, there is significant curvature or angulation of the roots, it is severely infected, bone appears thin, fused to roots or ankylosed, roots are in the sinus, and/or the sinus lies low. A referral should also be made if the general practitioner lacks skills necessary to perform a complex surgical extraction, and does not have immediate access to a specialist. For, it is not uncommon for a posterior maxillary tooth to appear capable of a simple extraction, but turn out to require root sectioning or significant bone removal.

As a matter of routine, practitioners recommending an extraction should document the rationale for the procedure, and note any pain complaints and symptoms. The patient chart should also reflect that informed consent was obtained and that the risks of the extraction were discussed and alternative treatment offered. At minimum, patients contemplating a maxillary molar or premolar extraction should be advised of the following risks: pain; swelling; bleeding; fracture of the tooth and/or surrounding bone; possible injury to adjacent teeth and structures; sinus perforation and complications; infection; dry socket; and the need for further treatment.

In the event of abnormal movement suggestive of a tuberosity fracture, the practitioner should immediately stop the attempted extraction and refer the patient to an oral surgeon. A referral to an oral surgeon and an ENT should also immediately follow identification of a sinus communication, or any suspicion of same.

### Practice Points

**Focus:** Before undertaking an extraction of an upper posterior tooth, a general dentist should determine that a referral to an oral surgeon is not indicated, and that informed consent is properly obtained and documented.

✓ **DIAGNOSTIC RADIOGRAPHIC STUDIES ARE ESSENTIAL TO A PRE-OPERATIVE ASSESSMENT, and should be liberally utilized. Patients should be referred for outside testing as needed.**

✓ **PROTOCOLS SHOULD BE DEVELOPED TO ASSURE THAT APPROPRIATE ORAL SURGERY REFERRALS ARE MADE. General dentists should not perform an extraction if they have any reservation regarding its complexity, or their ability to respond to unanticipated complications.**

✓ **EVEN THE MOST SKILLED GENERAL DENTISTS SHOULD ADVISE PATIENTS OF THE OPTION TO HAVE AN EXTRACTION PERFORMED BY AN ORAL SURGEON, and the option of a referral should always be reflected in the patient chart.**

✓ **BOTH VERBAL AND WRITTEN CONSENT SHOULD BE DOCUMENTED.**

✓ **IMMEDIATELY INFORM THE PATIENT IF A COMPLICATION IS ENCOUNTERED AND MAKE ALL APPROPRIATE REFERRALS.**

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## Dr. Rekha Gehani Becoming ADA Committee Chair

Dr. Rekha Gehani was elected chair of the ADA's Council of Dental Education and Licensure for 2018-2019. The ADA House of Delegates will confirm this selection later this year in Hawaii.



Dr. Gerald N. Glickman, outgoing chair of the ADA Council of Dental Education, and Licensure, congratulates the incoming chair Dr. Rekha Gehani.

## Dr. Fialkoff Hosts Annual Gala for a Drug Free World

More than 300 guests attended the Foundation for a Drug Free World's 11th Annual Drug Free Heroes Awards Gala, held annually in honor of the United Nations International Day Against Drug Abuse and Illicit Trafficking.

Attendees got to hear about the work 18 new Drug Free Hero Award-ees are doing citywide, statewide, nationwide, and even internationally. Attendees said they were moved by the presentation and many are now reaching out to work with the foundation to help spread effective drug education and prevention throughout the eastern United States.

QCDS member Dr. Bernard Fialkoff hosted the evening.



Dr. Bernard Fialkoff hosted a gala presenting Drug Free Heroes Awards.

## Dr. Ajmera Speaks at Career Day at P.S. 24Q in Flushing

QCDS New Dentist Chair Dr. Hemali Ajmera was a first-time attendee at the 2018 Career Day program at Elementary School P.S. 24Q in Flushing in June.

The event was well attended by 24 other professionals, including a New York Times reporter, firefighter, policeman and emergency room doctor. The excitement was obvious as fourth and fifth graders sat in the auditorium and listened as the principal remind students about the importance of working hard, studying, being professional, and giving back to the community.

Dr. Ajmera spoke of the great reasons to become a dentist, including providing a service to others, having a balanced lifestyle with flexibility, empowering patients, and being involved with scientific advancement.

Students were able to see the instruments dentists use for treatment, understand the need for radiographs, and ask questions about their teeth and visits to the dentist.



QCDS New Dentist Chair Dr. Hemali Ajmera spoke to students at P.S. 24Q, Flushing.

# Queens County Dental Society Invites You To Join Us For The 2018 World's Fair of Dentistry

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8:30 A.M. - 8:45 A.M.  
8:45 A.M. - 11:15 A.M.  
11:15 A.M. - 1:00 P.M.  
1:00 P.M. - 2:00 P.M.  
2:00 P.M. - 5:00 P.M.

Registration and Continental Breakfast  
Welcome from QCDS President  
Lecture: Tom Viola—"Pharmacology Declassified: An Overview and Update for Dental Professionals"  
Lecture: Dr. David Sirois—"Pemphigus and Pemphigoid — The Unique Role of the Dental Professional"  
Buffet Luncheon and Lecture: Dr. Kristin Oliver—"Preventing Oropharyngeal Cancer with the HPV Vaccine: The Dentist's Role"  
Lecture: Dr. Daniel Pompa—"To Pull or Not to Pull (Updated for 2018)"

### Sunday, September 30

8:00 A.M. - 8:30 A.M.  
8:30 A.M. - 8:45 A.M.  
8:45 A.M. - 11:15 A.M.  
11:15 A.M. - 1:00 P.M.  
1:00 P.M. - 2:00 P.M.  
2:00 P.M. - 5:00 P.M.

Registration and Continental Breakfast  
Welcome from World's Fair of Dentistry Chairman  
Lecture: Drs. Robert Mikhli & Shlomo Eisenberg—"Fundamentals of Guided Implant Surgery"  
Lecture: Dr. Jonathan Bregman—"The Future of Dentistry is NOW...what is new this year"  
Buffet Luncheon and Lecture: Ric Quense & Joe Fay "Understanding Your Association Benefit Plans & Complimentary Options"  
Lecture: Dr. David Azar—"Crown-Down Implant Dentistry, Implant Treatment Planning from a Restorative & Biological Perspective"

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# QCDS Scores at Citifield, Mets Fans Win Big at Annual Oral Health Event

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phlets, toothbrushes were also distributed to attendees. Dr. Kesner's team included dental residents from Jamaica Hospital, as well as practicing QCDS dentists and his own office staff.

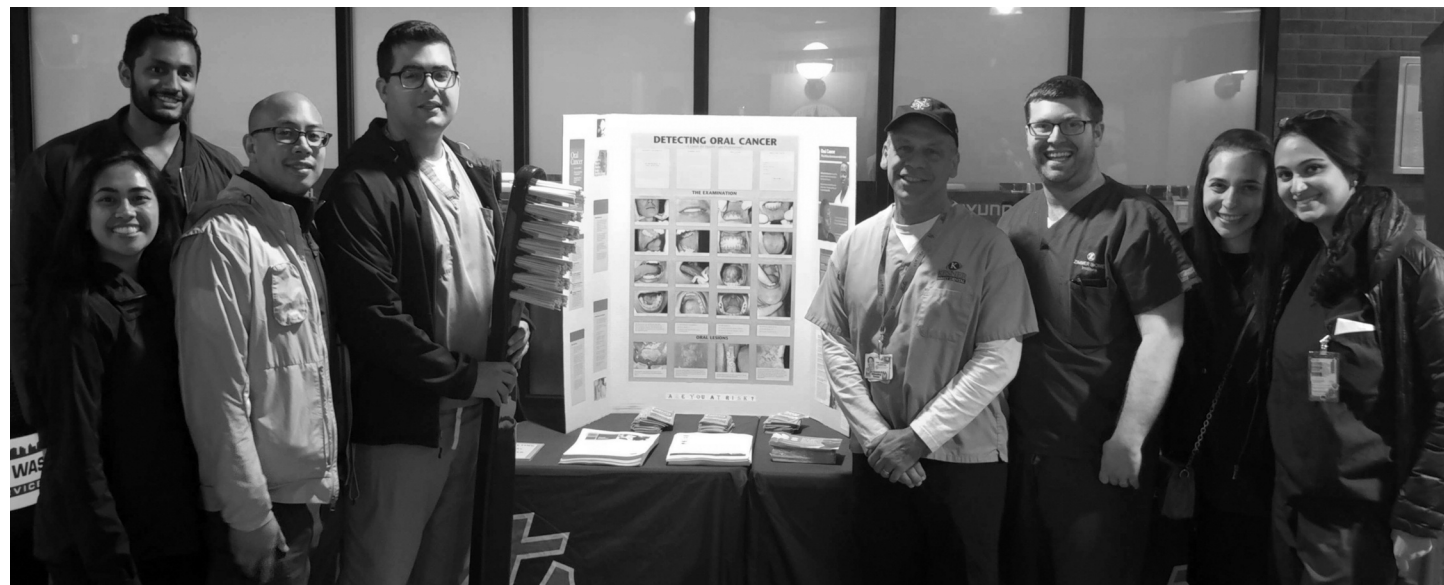
Unfortunately, the Mets lost to the Miami Marlins, 5-1. But there's always next year



QCDS Executive Director Oleg Rabinovich, left, enjoyed the game with President Dr. Richard Yang.



Drs. Stuart Kesner and Richard Yang at the QCDS stadium exhibit table



An array of oral health information was presented to Mets fans by QCDS doctors and residents.

# QCDS Volunteers Screen Students and Discuss Dental Care at Queens Schools

Volunteers dentists from the Queens County Dental Society provided free oral exams and education on oral hygiene to young children at the Al-Mamoor School in Fresh Meadows on May 10 and PS 201 in Pomonok on May 17.

The Queens County Dental Society partnered with Colgate for both of these events. Colgate provided the "Bright Smiles, Bright Futures" Colgate van in which the children were screened.

Volunteer doctors first spoke with the students in the school about oral health. Afterwards, the children were escorted to the Colgate van where they were given oral exams and received an oral health report card and oral hygiene kits to bring back home.

At the Al-Mamoor School, the team of volunteers included Drs. Richard Yang, Marcie Lebovic, Jeffrey Weisbrod, Mohammad Rahman, Stuart Kesner, Sybil Padavathil, Arelys Santana, Leah Schwalb, Mohamman Bhuyan, and Paul Martin. They saw 56 children and of those 44 had no visible dental problems, nine had mild dental problems, and three had severe dental problems.

At P.S. 201Q, the team of volunteers included Drs. Marcie Lebivoc, Jeffrey Weisbrod, Mohammad Rahman, Stuart Kesner, Arelys Santana, Adam Schiff, Hemali Ajmera, Tian Yuan and Paul Martin. The team saw 184 children and of those, 137 had no visible dental problems, 38 had mild dental problems, and nine had severe problems.

This event was part of the National "Give Kids A Smile" program, an endeavor by the ADA which gives a way for dentists across the country to join with others in their community to provide dental services to children in need. The ADA's Give Kids A Smile program enhances the oral health of needy children.

"It is important for the development of their teeth, the development of their smile and to keep teeth healthy, because the teeth help them with many major components of their life," said QCDS Board member Dr. Stuart Kesner.

To volunteer for this program next year, call QCDS at 718-454-8344.



The volunteers arriving at the Al-Mamoor School



Dr. Mohammad Bhuyan escorted the children from the Al-Mamoor School to the Colgate van.



Drs. Hermali Ajmera and Stuart Kesner discussed dental care with the children at P.S. 201Q.



Drs. Stuart Kesner and Richard Yang spoke about oral health to the students at the Al Mamoor School.



Children from P.S. 201Q being seen by the volunteers.



# From the Executive Director: Harassment Law

—Continued from page 6

ployee or employee’s family members from future family of-  
fense 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, in-  
cluding but not limited to, matters related to a family of-  
fense matter, sexual offense, stalking, human trafficking,  
custody, visitation, matrimonial issues, orders of protection,  
immigration, housing, discrimination in employment, hous-  
ing, or consumer credit;  
•To file a complaint or domestic incident report with law en-  
forcement;  
•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 re-  
store the physical, psychological, or economic health or safety  
of the employee or the employee’s family member or to pro-  
tect 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 re-  
quired 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.

Finally, ESSTA contains specific provisions for safe time use

as it relates to employee notification, documentation, and con-  
fidentiality. Under ESSTA, an employer can require an em-  
ployee 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 con-  
secutive workdays, reasonable documentation demonstrating  
that leave was used for a covered purpose can be required.  
The following constitutes reasonable documentation:  
•Documentation signed by an employee, agent or volunteer  
of a victim services organization, an attorney, a clergy member,  
or a medical or other professional service provider form  
whom the employee or a family member sought assistance;  
•A police or court record; or  
•A notarized letter from the employee explaining the need for  
the leave.

Employers are prohibited from requiring (a) that docu-  
mentation specify the details of the family offense matter, sex-  
ual offense, stalking or human trafficking, or (b) that the  
employee disclose details relating to an employee’s or family  
member’s victim status as a condition of providing leave. In-  
formation concerning victim status obtained solely for utiliz-  
ing leave must be treated as confidential and cannot be  
disclosed unless the employee consents in writing to such dis-  
closure. Employers, however, may consider the information  
in connection with a request for reasonable accommodation  
pursuant to the New York City Human Rights Law.

# From the President: Our Guardian Angels

—Continued from page 3

2015, together with many others prestigious recognitions as  
following:  
Emil Lentchner Distinguished Service Award of Queens  
County Dental Society, 2013;  
Distinguished Service Award of The Pierre Fauchard Acad-  
emy, New York Section, 2008;  
New York State Dental Foundation Award of Excellence in  
Community Service, 2006;  
International College of Dentists Award for International  
Dental Service, 2000; Best Teacher Award, International Col-  
lege of Dentists (India Section), 1990.

In addition, he is a Fellow, of American College of Dentists,  
International College of Dentists, Pierre Fauchard Academy.  
Dr. Gehani has given more than 250 lectures worldwide  
and has mentored young dentists, many who are involved in  
leadership roles at various levels in organized dentistry. He is  
like our elderly member in QCDS, let us helping him success  
in this year ADA Annual meeting.

Education Program in Periodontics at the NYU College of Den-  
tistry in 1993. She progressed to become a Diplomate of the  
American Board of Periodontology in 1998 and she has served  
on the Executive Committee of the Indian Dental Association  
since 1992, including as the chairperson of Continuing Educa-  
tion. Dr. Krishnan is a member of the Board of Trustees of QCDS  
since 2000 and was the chair of its Council on Membership in  
2003. She was awarded the fellowship of the Pierre Fauchard  
Academy in 2002 and the International College of Dentists in  
2008. Dr. Krishnan was an attending and the Chair of Peri-  
odontics at Flushing Hospital Medical Center, where she had  
been teaching for over 12 years. She was also a faculty member  
at NYU College of Dentistry and has lectured at local meetings,  
including the Greater New York Dental Meeting. Dr. Krishnan  
has for nearly the last 4 years represented QCDS as its Trustee  
with the New York State Dental Association, member of Diver-  
sity & Inclusion committee of ADA. She has served as our del-  
egate of the ADA.

Those above mentioned devoted members of QCDS are  
the guardian angles of QCDS. There are still a lot of other great  
volunteers at QCDS but because of the length of this article  
they cannot all appreciated. They spent enormous time on at-  
tending or organizing meetings, writing reports, traveling to  
events to help in developing dentistry. They scarified their  
family life to commemorate dentistry, a promising profession  
for all of us. They are all unsung heroes to me. Thank you!

### Who Was Our President 2009?

Dr. Prabha Krishnan started her dental career at the Univer-  
sity of Mumbai, India. She received her Bachelor of Dental Sur-  
gery in 1988. Immediately upon receiving her professional  
degree, Dr. Krishnan continued her dental education at New  
York University College of Dentistry where she received her  
Doctor of Dental Surgery in 1991. She pursued the Advanced



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Gina Cucchiara    Jay Ledner    Sudhakar Shetty    Craig Tischler

As of June 5, 2018



CE COURSES

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

Friday, August 109:00 a.m.

CPR - Certification4 C.E. CreditsBasic 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: Have Dummy Will Travel 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.

Thursday, Sept 136:00 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 want to stay informed about the latest infection control recommendations and do so through the eyes of a speaker/clinician who understands the nature and demands of 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.

Instructor: Safety Compliance Services

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

Course qualifies for re-licensure. 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. Pre-registration is required. Call 718-454-8344 to register. Class begins promptly at 9:00 a.m.

Friday, Sept 219:30 a.m.

Video Study Club:2 C.E. CreditsBruxism- Prevention and Treatment

Is there a more frustrating situation than when you observe patients destroying their dentitions without any knowledge about the seriousness of the condition? This DVD includes Gordon's clinical observations, techniques, and experiences over several decades of preventing and treating bruxism and clenching. It is possible to reduce or sometimes eliminate tooth destruction with proper techniques. This presentation describes early detection of conditions, proven preventive techniques including adequate occlusal splints, simple and complex rehabilitation of dentitions that are being broken down by bruxism and clenching, including materials and techniques.

Topics include:

- What is Grinding Bruxism?
- What is Clenching Bruxism?
- Prevalence of Grinding and Clenching Bruxism
- Nocturnal and Awake Bruxism
- Bruxism in the Primary and Mixed Dentitions
- Measuring Grinding and Clenching Bruxism
- Influence of Bruxism on Restorative Treatment
- Influence of Bruxism on Removable Prostheses
- Influence of Bruxism on Implant Supported Prostheses
- Influence of Bruxism on the Periodontium

- Prevention of Bruxism
- Treatment of Early and Moderate Bruxism
- Occlusal Splints
- Occlusal Equilibration
- Treatment of Advanced Bruxism
- Treatment of Advanced Clenching
- Postoperative Preventive Treatment.

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 is included.

Tuesday, Oct 97:00 p.m.

General Membership Meeting2 C.E. Credits7:00 P.M. – A Proven Way to Pay Less Taxes and Improve Cash Flow

Dentists invest an enormous amount of time, effort and money to become successful at something they are extremely passionate about: helping people live healthier and happier lives by providing the best possible dental care. Most dentists, however, face the challenges of student loans, dental practice loans, and loans for new equipment that allow them to take advantage of the latest advances in dentistry. With all these expenses, the ability to build wealth and secure a strong financial future can seem out of reach. Controlling expenses leads to an accelerated rate of building wealth. One of the largest expenses that dental professionals have is the tax they pay on their income. This course arms dentists with knowledge of tax saving strategies they can use to effectively lower their taxes, ultimately increasing their income which can enhance both their dental practice and their lifestyle.

Speaker: Dr. Sean Scope and Craig Young, Esq

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

Friday, Oct 129:30 a.m.

Video Study Club:2 C.E. CreditsSimple TMD Therapy for your Practice

Diversify your practice by adding this predictable, appreciated therapy! Up to 80 percent of TMD patients fall in the muscular TMD category. It's easy to successfully treat these TMD patients. Gordon shares his pragmatic treatment method, based on research, treatment of thousands of patients and simple logic. When should you treat, and when should you refer? How can you diagnose and identify the patients who are ideal for treatment? What is a fair reimbursement fee for the service? Gordon answers these questions and more. Start treating TMD patients successfully with minimal reoccurrence of signs and symptoms.

Topics include:

- What is Temporomandibular Joint Dysfunction (TMD)?
- Reasons for TMD
- Incidence of TMD
- Diagnosis of TMD
- Muscular TMD
- Bone Involvement with TMD
- Practitioners Treating TMD
- Treatment Available

- Rationale for TMD Therapy
- Sequence of TMD Therapy
- Patient Counseling
- Psychological Evaluation
- Occlusal Splint Therapy
- Staff Involvement
- Type of Occlusal Splint
- Splint Construction – Office vs Lab
- Seating Occlusal Splint
- Use of Splint by Patient
- Occlusal Equilibration
- Decision to Provide Occlusal Equilibration
- Sequence to Occlusal Equilibration
- Use of Occlusal Splint After Occlusal Equilibration
- Long-Term Expectations
- Follow-Up TMD Therapy
- Practice Administration and Fees for TMD

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 is included.

STUDY CLUBS

Dr. Fialkoff Study Club

CONTACT DR. FIALKOFF 718-229-3838

Aug 157:00 -10:00 p.m.  
Topic: "Effectively Targeting And Attracting Your Most Profitable Patients; Fighting Back Against Corporate Dentistry And The Foundation Of A Successful Dental Marketing Strategy"

Speaker: Dr. Mark Fowler  
Location: 47-10 Bell Blvd., Bayside

Sept 127:00 -10:00 p.m.  
Topic: "When to Salvage and When to Extract Case Presentations"

Speaker: Dr. Steven Litwin  
Location: 47-10 Bell Blvd., Bayside

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.

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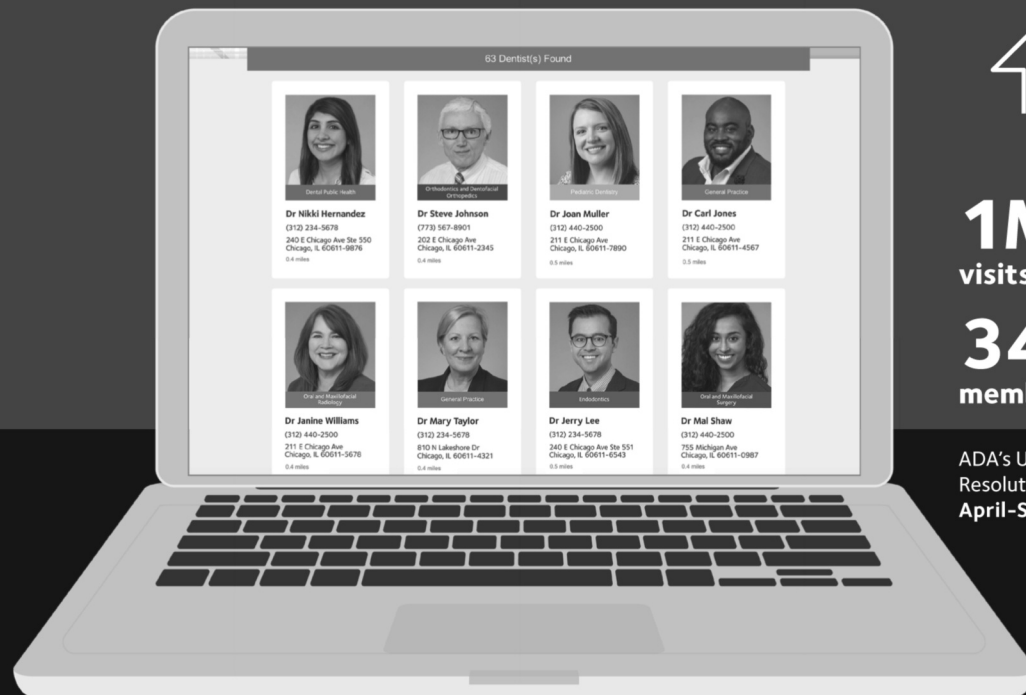
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The due date for form 1065 U.S. Partnership Income Tax will be the 15th day of the third month following the close of the partnership's tax year. Previously, partnerships were due by the 15th day of the fourth month. The due date for form 1120 U.S.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

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**PRACTICE FOR SALE:** Attention dentists in Northeastern Queens: If you are nearing the end of your lease, end of your career, or seeking an exit strategy, I believe that there is a way that those of us in this situation can preserve our legacy on our own terms in a way that works best for each individual. Please reply to toothman68@aol.com or call/text 516-456-5418 so we can chat or arrange to grab a bite.

**SPACE AVAILABLE:** General dentist, preferably with a following to share space in my Oakland Gardens 11364 three operatory office. Possible future transition into my practice if that interests you. If you place implants, then you can place them here for my patients. Can be an older practioner phasing out, or a younger doctor starting a practice. 516-456-5418 or toothman68@aol.com

**PRACTICE FOR SALE:** Attention all dentist—we have a multi-specialty dental practice for sale in the Bronx. Pleasant surroundings. Serious direct buyer only. Please leave a text at 917-405-4038.

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## ADA Finds Success In Dental Advocacy Plans

—Continued from page 1

rule that would have required dentists who provide dental care and prescriptions for Medicare Advantage patients and Part D beneficiaries to be enrolled in Medicare or to have opted out in order for their services or prescriptions to be covered by CMS. CMS has populated a list of professions that will be excluded from this previously mandatory enrollment requirement and dentistry is on the list of excluded professions. The final rule took effect in June.

Add your voice to the thousands of members who support EDPAC, if you have not already done so, please join today. Go to [www.empiredentalpac.com](http://www.empiredentalpac.com)

Be sure to check the QCDS website for the latest Society events and news:  
[www.qcds.org](http://www.qcds.org)

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