A Summer to Remember...

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PRESENTS

7.27.2019
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ENDLESS Summer

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JUNE 2019

6  GDA New Dentist Event, Atlanta
12  Leadership GDA Webinar
14  CPR Course, GDA Office
14  CDDS Summer Planning Session and Member/Family Social
14  GAC Planning Session, Macon
20  GDA Finance Committee Conference Call
21  Work-Life Balance Course, GDA Office
22  Coronal Polishing Course, Savannah
25  GDA Nominating Committee Conference Call
26  NWDDS EC Meeting, Marietta
28  IDBG Board Meeting, Macon

JULY 2019

19  GDIS.GDHC Board Meeting, GDA Office
24  GDA BOT Meeting, Amelia Island, FL
25  GDA HOD Meeting, Amelia Island, FL
25  GDA ADA Delegation Meeting, Amelia Island, FL
25–28  GDA Convention & Expo, Amelia Island, FL
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Make today the day.”
Do we treat dental practices as businesses or places where we provide health care? This question remains to be a fundamental ethical barrier. As we discover different aspects of practice management in this issue, it’s worth giving it some attention.

Are patients our customers, clients or people who need health care? Do all fundamental principles of business management apply equally to dentistry or any other health care profession? Can we truly analyze a dental practice as a business per se? The answer is not so simple and subject to controversy based on what ethical filter one uses to reason.

Let’s look at it from a business perspective. Typically, most businesses will provide products or services. In return, fair compensation is charged and the manner in which the product/service provided creates a goodwill and trust to sustain repeated business. Businesses typically offer a range of products to serve different market segments and brands are positioned in a way to meet customer needs and competitors’ offerings. More often than not, products and services are set apart by differentiation to meet market needs. Most businesses will buy raw product, convert them into products, market it, promote it and sell it to generate revenue and provide post sale support to retain customer loyalty. In other words, they have a value chain established.

Most successful businesses at the executive level have a clear vision of what business they are in. What do customers really want and do they have core competencies to provide it? If not, they establish that by training, buying other businesses, or mergers. Businesses will protect their products by patents. All businesses are subject to new entrants to the markets or disruptive innovation that threatens their product.

In many ways all of this applies to dentistry, except that the oral health care we provide is a necessity for a healthy life. To an extent, the lack of access to good oral care is counterproductive to society. Therefore, some regulations exist as they do with utilities companies.

While we create products in terms of restorations, ethics dictate that we may not market them as “superior” to our competitors. While businesses may boast of “superior technology,” dentists cannot promote this as a way to attract new patients. Some of the traditional methods used by other businesses to attract customers are not legally permissible in our profession because of the ethical component associated with it.

Businesses protect product by patents. We cannot patent a product we provide. The profession as a whole has protection because of licensure needs to practice; however, one dentist cannot really protect his or her services through patents. Some companies have tried this, e.g. “Teeth In a Day” by Nobel Biocare. I am not sure how successful that protection is.

Businesses can and do create a new market for new products if they can show value to consumers. The range of services patients need is based on underlying pathology, and elective treatment is not always ethical and a cause of mistrust and litigation. So, as we can see, in many areas the ethical component limits the application of some fundamental business management principles.

However, in many ways some of the principles are applicable, such as efficiency in terms of organization and work flow to improve productivity and economies of scale in terms of purchase power and selective buying. Improving core competencies by mergers and acquisitions is well implemented by many dentists working in group practices with visiting specialists. This increases range of services. It is something similar to extending product line.

The message is clear in my view. Productivity, efficiency and high-quality service based on trust are the three most important principles of business management we must learn from. At its core we are responsible for the health care of our patients and ethics must never be compromised. We provide an honest opinion first, before we provide any tangible product or service.
Greetings GDA Members! Starting this month, I am going to publish my responses to some of the more frequently asked questions I receive at the office. Hopefully you and your staff will find this column to be a useful resource. GDA staff will also start compiling these questions and responses and create a FAQ that will be hosted on the members section of the GDA website.

Q: If a patient asks for a copy of her dental records but has an outstanding balance owed to the practice for the treatment she received, am I allowed to withhold her records until she pays?

No. GA BOD Rule 150-8-.01(d)(8) specifies that “a dentist must send a patient a copy of his/her records upon request where the request complies with O.C.G.A. Title 31-33, et. seq., even if the patient has an outstanding balance with the dentist, but the patient may be required to pay costs of copying and mailing records and for search, retrieval, certification, and other direct administrative costs related to compliance with the request.” The Georgia Department of Community Health maintains a medical record retrieval fee schedule, which can be viewed here: https://dch.georgia.gov/medical-records-retrieval-rates.

O.C.G.A. § 31-33-2 further specifies that “upon written request from the patient or a person authorized to have access to the patient’s record under an advance directive for health care or a durable power of attorney for health care for such patient, the provider having custody and control of the patient’s record shall furnish a complete and current copy of that record.” Such written request shall be signed by the patient or a person indicating that he or she is authorized to have access to the patient’s records AND accompanied by a HIPAA authorization executed by the patient. The provider then has thirty (30) days of receiving the written request to furnish the records.

NOTE: If the record request is associated with a lawsuit involving your practice or is requested by a third party engaged in a lawsuit involving the patient, other laws/rules/exceptions may apply, so please make sure to consult with your personal attorney before producing any documents. You may also contact me at the GDA office if you have any questions about a record request notice you receive.
In Georgia, how long is a dental office required to keep copies of patient records?

Pursuant to Georgia Board of Dentistry (“GA BOD”) Rule 150-8-.01(h)(4), a Georgia licensed dentist is required “to maintain a patient’s complete treatment record for no less than a period of ten (10) years from the date of the patient’s last office visit.” This rule also specifies that the following items shall be considered part of the “patient’s complete dental record, which may include, but is not limited to, the following: treatment notes, evaluations, diagnoses, prognoses, X-rays, photographs, diagnostic models, laboratory reports, laboratory prescriptions (slips), drug prescriptions, insurance claim forms, billing records, and other technical information used in assessing a patient’s condition.”

Can periodontal maintenance (D4910) be performed by my hygienist without the supervising dentist being present in the office?

No. The GDA submitted this as a formal question to the GA BOD for consideration at its April 2018 meeting, and we were advised that D4910 is not a procedure that is eligible to be performed by Georgia licensed dental hygienists working under general supervision. “General Supervision” means that a licensed dentist has authorized the delegable duties of a licensed dental hygienist but does not require that a licensed dentist be present when such duties are performed.” See O.C.G.A. § 43-11-74(a)(2).

Can dental assistants in Georgia now do prophys?

No. As part of the hygiene supervision rule that the GDA passed in 2017, Georgia dental assistants are now allowed to perform “rubber cup prophys,” which the GA BOD has reclassified as “Coronal Polishing (Rubber Cup Prophy).” Coronal Polishing can be performed by general duties dental assistants under the direct supervision of a Georgia licensed dentist and can only be performed on patients with primary dentition, which the GA BOD defines as those between the ages of one (1) and twelve (12).

Furthermore, dental assistants cannot remove calculus; that can only be done by a Georgia licensed dentist or dental hygienist. Finally, dental assistants must receive additional training in order to perform Coronal Polishing. The GDA is offering the first GA BOD approved course in this state, details of which can be found here: gadental.org/education.

The safest place for special needs* patients with dental issues? In an O.R., of course.

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Medically compromised • Developmentally disabled
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Welcome New Members!
The following members joined GDA in March.

Tina Champion-Harris
Northwestern District Dental Society

Jeremy Hadibe
Northern District Dental Society

Joshua Levy
Northern District Dental Society

Guang Li
Northern District Dental Society

Milin Parikh
Northern District Dental Society

Chirag Patel
Northwestern District Dental Society

Norman Peets
Northern District Dental Society

Robert Pickron
Northern District Dental Society

William Sellers
Northwestern District Dental Society

Brian Smith
Northern District Dental Society

Marnita Stevenson
Northern District Dental Society

Sherise Thomas
Northern District Dental Society

Marharyta Viarkhouskaya
Northern District Dental Society

Douglas Yoon
Northwestern District Dental Society

Hongli Zhao
Northern District Dental Society

Leadership GDA Kick-Off Meeting
The 2019 Leadership GDA Class held their kick-off meeting at the GDA office on April 12.

Dentists and Students Advocate on Behalf of Dentistry
More than 1,100 dentists and dental students gathered in the nation’s capital for the ADA Dentist and Student Lobby Day to advocate for oral health issues. This year’s event focused on McCarran-Ferguson reform, which would empower the Justice Department and Federal Trade Commission to enforce the full range of federal antitrust laws against health insurance companies; higher education and student loan debt; and the Ensuring Lasting Smiles Act, which would ensure that children suffering from congenital anomalies and birth defects would receive the treatments they need.

Pictured: Drs. Jamie Austin, Shenan Bradshaw, Riyaz Jiwaní, Kara Kramer, Amir Lamei, Ponnie Poisal, Charles Spicer, Phuong Quynh Spicer, N.S Prasad

Pictured: Dr. Evis Babo, Ms. Mozamel Malik, Dr. Henry Benson, Dr. Jay Harrington, Dr. Eric Anderson, Mr. Kaseem Beck, Ms. Becca Sirota, Dr. Stan Halpern; Ms. Fatin Jweinat
Good Samaritan East Gwinnett Dental Clinic Celebrates One Year Anniversary

The Good Samaritan Health Center of Gwinnett’s east Gwinnett dental clinic marked its first year on Jimmy Carter Boulevard, during which it completed more than 2,400 dental appointments.

Georgia Ranks Among the Top States for Children’s Oral Health

Georgia ranked 7th in the nation for kid’s oral health. This designation was ranked by Wallet Hub based on the condition of children’s teeth, the number of years lacking access to fluoridated water, the cost of dental treatments, the number of free or low-cost dental clinics and dentists per capita, and the share of dentists participating in children’s dental Medicaid. Rankings were also determined by the presence of state oral health plans, school-based dental sealant programs and state mandates for dental health screenings.
District Leadership Conference
The District Leadership Conference was held in April. This was an opportunity for current and future district leaders and the GDA team to develop their leadership skills and to get to know each other better for stronger statewide collaboration. The two-day conference included a workshop led by Dr. Glenn Hall, ADA Speaker of the House, on how to run productive meetings, the basics of parliamentary procedure, and techniques for working effectively with groups of volunteer leaders. District leaders left the meeting equipped with tools to put together a platform for a successful year, including ways to get members to district meetings, ways to retain members and keep them interested in coming back, and ways to identify and assign roles to members who want to be involved in organized dentistry.

Last Call for Nominations for GDA Editor and At-Large Trustee Positions
Candidates interested in any of the open positions should submit a CV and cover letter listing qualifications to the Nominating Committee c/o Jeannie Watson at jeannie@gadental.org no later than Monday, June 24, 2019.

Send submissions to:
GDA Nominating Committee
c/o Jeannie Watson
7000 Peachtree Dunwoody Rd,
NE, Suite 200, Building 17
Atlanta, GA 30328-1655
Or email to
jeannie@gadental.org

The Nominating Committee will review submitted candidates prior to the July 2019 House of Delegates meeting in order to present a slate of qualified candidates for election by the HOD.
Lunch & Learn

On April 15, the GDA held their second Lunch and Learn of 2019 at the Dental College of Georgia. Lifetime GDA member, Dr. Richard Gangwisch, spoke to the dental students about “Marketing to Survive in a Fee for Service Practice.” He spoke about the importance of patient balance within a practice and how to get patients to your office when you don’t accept insurance. He also discussed the reality of production/income and overhead as well as costs involved with practice ownership. Approximately 130 students (D1-D4) were in attendance.

2019 DCG Transition Day

The GDA Staff and GDIS team attended the annual DCG Transition Day held on March 28 at the DCG Campus.
DCG 50th Anniversary Celebration Honors GDA Alumni Presidents

The DCG 50th Anniversary Celebration was held at the end of April. The festivities kicked-off with a GDA sponsored reception on Friday night and was followed by two days of celebration honoring the college’s “50 Years of Building Smiles.” The college created a beautiful photo tribute that including all DCG alums who have served as GDA Presidents.
SEEN&HEARD

NDDS New Dentist Topgolf Event

July 18, 2019
6:30–9:30 pm
Topgolf Atlanta
1600 Ellsworth Industrial Blvd NW
Atlanta, GA 30318

Wind down from a long week with an evening of fun and networking at the Northern District Topgolf event on July 18, 2019. Enjoy three hours of Topgolf game play, drink ticket, and dinner buffet.

Topgolf is accessible to all skill levels and ages; players simply aim for 11 giant dartboard-like targets on a 215-yard outfield.

This event is open to all GDA New Dentists.

TICKETS ON SALE AT NDDS.ORG/GALA

The Gatsby GALA for Smiles
ROARING FOR A CAUSE

Dunwoody Country Club
August 16, 2019 | 6:00 - 10:00 pm

Benefiting the Greater Atlanta Dental Foundation
If you’re interested in volunteering or you’d like to learn more about these opportunities, please contact Megan Capaldo at the GDA Office.
RETHINKING

Dental Practice Management

By Dr. Roger Levin
Using metrics to understand your practice

First, have a clear analysis of practice performance. This analysis should be based on numerical data that can be easily derived from most dental software systems. The dentist should start by developing a key performance indicator set of metrics. There are probably about a dozen or so numbers that filter into key performance indicators, allowing the practice to develop a better understanding of its daily and monthly performance. They would include the most important numbers that should be tracked regularly in the practice, like production, collections, overdue accounts, 30/60/90 day overdue account analysis, number of new patients, average production per patient, average production per new patient, revenue per service, number of overdue patients, number of inactive patients in the last three years, and hygiene revenue.

Next, benchmark each key performance indicator against the goal. For example, your practice might have a 4.7% no-show rate when the target should be at or below 1%. This immediately indicates an opportunity to improve performance by implementing a new set of scripts and systems to reduce no-shows. Reducing no-shows to less than 1% increases your patient show rate by 3.7%. When this is translated into revenue and production, it's a substantial number.

This is how successful businesses function. They look at their monthly financial information and key performance indicators to determine where their strengths, weaknesses, opportunities and threats lie. They then follow fundamental business principles that allow them to target specific areas for improved performance.

Once you’ve seen this type of improvement, it may be tempting to address every area of concern all at once. In my experience, however, most dental practices are equipped to take on only one specific action at a time. Trying to do too much all at once is overwhelming, and, ultimately, very little gets done. It can also lead to staff confusion, burnout and resistance to new ideas. I recommend making one improvement a month. For example, once you’ve reduced no-shows, then address redesigning the entire scheduling system in the next month. The month after that, tackle collections. Just imagine the benefits in production, profitability and doctor income if 12 key areas are improved over a year.

Bringing the team on board

One of the essential elements of improving your business fundamentals is to help your team reach their highest level of potential. In today’s business world, employees cannot keep up or reach their potential without ongoing training. The day of the generalist worker is coming to a close, and team members who don’t continually improve their skill set will fall behind.

While you may be eager to provide your staff with a wealth of information to help enhance their performance, it is best not put too much on them too soon. Evaluate all team members and identify the next skill set that each of them should learn to improve their performance and the overall practice. After learning one skill
When dentists rethink how their practices operate, the practices perform at higher levels than ever before.

Summary

When dentists rethink how their practices operate, the practices perform at higher levels than ever before. While great clinical care will always be a priority, dental professionals now recognize that in today’s competitive dental industry, it’s more important than ever to keep continued focus on business fundamentals for practice success.

Dr. Levin is a third-generation general dentist and the founder and CEO of Levin Group, Inc. Dr. Levin speaks internationally on dental practice management, and has written 65 books and over 4,300 articles. He is also the executive founder of Dental Business Study Clubs. Learn more at www.dbsclubs.com

Do you tend to look on the sunny side, or do you see a future filled with dark, stormy skies? A growing body of research suggests that having a positive outlook can benefit your physical health. NIH-funded scientists are working to better understand the links between your attitude and your body. They’re finding some evidence that emotional wellness can be improved by developing certain skills.
Having a positive outlook doesn’t mean you never feel negative emotions, such as sadness or anger, says Dr. Barbara L. Fredrickson, a psychologist and expert on emotional wellness at the University of North Carolina, Chapel Hill. “All emotions—whether positive or negative—are adaptive in the right circumstances. The key seems to be finding a balance between the two,” she says.

“Positive emotions expand our awareness and open us up to new ideas, so we can grow and add to our toolkit for survival,” Fredrickson explains. “But people need negative emotions to move through difficult situations and respond to them appropriately in the short term. Negative emotions can get us into trouble, though, if they’re based on too much rumination about the past or excessive worry about the future, and they’re not really related to what’s happening in the here and now.”

People who are emotionally well, experts say, have fewer negative emotions and are able to bounce back from difficulties faster. This quality is called resilience. Another sign of emotional wellness is being able to hold onto positive emotions longer and appreciate the good times. Developing a sense of meaning and purpose in life—and focusing on what’s important to you—also contributes to emotional wellness.

Research has found a link between an upbeat mental state and improved health, including lower blood pressure, reduced risk for heart disease, healthier weight, better blood sugar levels, and longer life. But many studies can’t determine whether positive emotions lead to better health, if being healthy causes positive emotions, or if other factors are involved.

“While earlier research suggests an association between positive emotions and health, it doesn’t reveal the underlying mechanisms,” says Dr. Richard J. Davidson, a neuroscientist at the University of Wisconsin-Madison. “To understand the mechanisms, I think it will be crucial to understand the underlying brain circuits.”

By using brain imaging, Davidson and others have found that positive emotions can trigger “reward” pathways located deep within the brain, including in an area known as the ventral striatum. “Individuals who are able to savor positive emotions have lasting activation in the ventral striatum,” Davidson says. “The longer the activation lasts, the greater his or her feelings of well-being.”

Continued activation of this part of the brain has been linked to healthful changes in the body, including lower levels of a stress hormone.

Negative emotions, in contrast, can activate a brain region known as the amygdala, which plays a role in fear and anxiety. “We’ve shown that there are big differences among people in how rapidly or slowly the amygdala recovers following a threat,” Davidson says. “Those who recover more slowly may be more at risk for a variety of health conditions compared to those who recover more quickly.”

Among those who appear more resilient and better able to hold on to positive emotions are people who’ve practiced various forms of meditation. In fact, growing evidence suggests that several techniques—including meditation, cognitive therapy (a type of psychotherapy), and self-reflection (thinking about the things you find important)—can help people develop the skills needed to make positive, healthful changes.

“Research points to the importance of certain kinds of training that can alter brain circuits in a way that will promote positive responses,” Davidson says. “It’s led us to conclude that well-being can be considered as a life skill. If you practice, you can actually get better at it.”

In one study, Davidson and his colleagues found changes in reward-related brain circuits after people had two weeks of training in a simple form of meditation that focuses on compassion and kindness. These changes, in turn, were linked to an increase in positive social behaviors, such as increased generosity.

Fredrickson and her colleagues are also studying meditation. They found that after six weeks of training in compassion and kindness meditation, people reported increased positive emotions and social connectedness compared to an untrained
group. The meditation group also had improved functioning in a nerve that helps to control heart rate. “The results suggest that taking time to learn the skills to self-generate positive emotions can help us become healthier, more social, more resilient versions of ourselves,” Fredrickson says.

Dr. Emily Falk, a neuroscientist at the University of Pennsylvania, is taking a different approach. Falk is exploring how self-affirmation—that is, thinking about what’s most important to you—can affect your brain and lead to positive, healthful behaviors. Her team found that when people are asked to think about things that they find meaningful, a brain region that recognizes personally relevant information becomes activated. This brain activity can change how people respond to health advice.

“In general, if you tell people that they sit too much and they need to change their behavior, they can become defensive. They’ll come up with reasons why the message doesn’t apply to them,” Falk says. But if people reflect on the things they value before the health message, the brain’s reward pathways are activated.

This type of self-affirmation, Falk’s research shows, can help physically inactive “couch potatoes” get more active. In a recent study, inactive adults received typical health advice about the importance of moving more and sitting less. But before the advice, about half of the participants were asked to think about things that they value most.

The “self-affirmation” group became more physically active during the month-long study period that followed compared to the group that hadn’t engaged in self-affirmation. “The study shows one way that we can open the brain to positive change and help people achieve their goals,” Falk says.

Being open to positive change is a key to emotional wellness. “Sometimes people think that emotions just happen, kind of like the weather,” Fredrickson says. “But research suggests that we can have some control over which emotions we experience.” As mounting research suggests, having a positive mindset might help to improve your physical health as well.

This article was reprinted with permission from NIH News in Health.
2019 Legislative Wrap-Up

By Scott Lofranco, GDA VP of Government Affairs

- Insurance Benefits
- GDA Budget Requests
- Opioid Prescribing Updates
- Portability of Medical Licensure/Telehealth
For the third year in a row, the GDA had another successful legislative session under the Gold Dome—please join me in giving a huge thanks to our House of Delegates, Board of Trustees, Government Affairs Committee, Contact Dentists, LAW Day attendees and all of our members for their time and hard work before and during the session!

Once again, our collective efforts resulted in the passage of another provider friendly bill, SB 142, which will help dentists, patients, and other healthcare providers enforce existing Georgia insurance laws, especially our prompt pay and assignment of benefits statutes.

Despite installing a new Governor, Lt. Governor, and a whole crop of fresh faces in the legislature, there was no shortage of controversial issues under the Gold Dome in 2019. Some of the more controversial bills may have a lasting impact on the current power structure in the General Assembly, particularly for metro-Atlanta and urban Republicans seeking re-election in 2020. Hotly contested issues such as expanding state Medicaid eligibility for low income adults through the waiver process, outlawing abortions if a fetal heartbeat can be detected, state control over airports (especially Atlanta’s Hartsfield-Jackson Airport), legalization of medical marijuana, and modifying Georgia’s certificate of need requirements for hospitals all proved to be polarizing issues for legislators.

Consequently, we witnessed a surge in the number of aggressive protestors at the Capitol who attended committee meetings wearing red cloaks and carrying signs warning incumbents that their “Seats Weren’t Safe.” In the 2018 general elections, Democrats re-gained eighteen (18) seats in the Senate and House, with Republicans retaining a majority control in both chambers. Of the fifty-six (56) seats in the Senate, Republicans currently hold thirty-five (35) seats, while Democrats have twenty-one (21). In the House, which has one hundred eighty (180) seats, Republicans control one hundred six seats, while Democrats hold seventy-four (74).

Here is a summary of the key bills affecting our membership this year:

I. Insurance Benefits:

- **Health Insurance Card Bill (SB 142—Passed):** SB 142, sponsored by Sen. Larry Walker (R-Perry), requires insurance companies to state on patients’ health insurance cards that the insurance plan is “regulated by the GA Insurance Commissioner” if the plan is fully insured. This will help providers enforce GA’s prompt pay and assignment of benefits laws.

  Two of the main issues raised by our members during the GDA’s 2018 legislative planning sessions were:
  1. unreasonable delays by insurers in paying claims to providers; and
  2. addressing the issue of when a reimbursement check meant for a provider is sent to the patient (aka an assignment of benefits issue). Our research into both topics revealed that Georgia already had a prompt pay statute in place, which requires insurers to pay providers for cleanly filed claims within 15 days (if filed electronically) and 30 days (for paper claims). We also have an assignment of benefits law, which requires insurers to recognize a written assignment of benefits agreement executed by the patient directing the insurance company to send the reimbursement check to the patient’s designated provider. However, the federal court of appeals for the 11th Circuit, which includes Georgia, has ruled that insurance plans regulated by the Employment Retirement Income Security Act of 1974 (“ERISA”), do not have to comply with Georgia’s prompt pay or assignment of benefits laws because federal law supersedes state law.

  What dictates whether a health and dental insurance policy is regulated by ERISA or state law depends on how the insurance policy is funded, which is explained as follows:

  - Fully-insured plans are employer-sponsored group healthcare plans where the insurance company typically assumes the legal and financial risk associated with that employer’s healthcare benefits program by overseeing the administration of employee claims. Fully-insured plans are regulated by state law.

  - Self-funded plans are employer-sponsored group healthcare plans where the employer typically handles the payment and administration of employee healthcare claims from that employer’s plan assets. Legal and financial risk is shifted to the employer. Self-funded plans are regulated by ERISA.

  We are extremely pleased that we were able to pass this bill this year because we had been told by the House Insurance Chairman that he believed SB 142 was a "two (2) year bill."

- **Surprise Billing (HB 84 & SB 56—Did Not Pass):** There were 2 bills introduced to address the issue of surprise billing (aka balanced billing), HB 84 and SB 56. Surprise billing typically occurs when a patient receives treatment, often in a hospital setting, from her primary care physician, who is in-network. However, when the patient goes home, she then receives another set of larger bills from providers who were part of her care team (e.g., anesthesiologists, radiologists, and pathologists) who were not in-network with her insurance benefits.

  Neither bill passed the Georgia General Assembly this year. The issue was the calculation of the out-of-network rate that could be charged by a provider. HB 84, which was the House Insurance Chairman’s bill, wanted to make this a percentage of Medicare, which was unacceptable for the provider community. SB 23, which was favored by the Medical Association of Georgia (“MAG”), wanted the rate to be based off a percentage of the Fair Health Index, which was opposed by the insurance

June 2019 • 25
community and Chairman Smith. An initial version of HB 84 also contained some language that would have been harmful to dentists, so the GDA's Government Affairs Team successfully worked to have it amended so that it did not affect our membership.

- **House Study Committee on Health Care Provider Reimbursement (HR 644—Passed):** HR 644, sponsored by Rep. Lee Hawkins, creates a study committee that will review the health care provider reimbursement process with insurance companies doing business in Georgia. It will review the reimbursement process and rates associated with private insurers, Medicare, Medicaid, and self-pay patients.

II. Budget Requests:

- **Medicaid Fee Increase:** GDA's Government Team secured a 3% dental Medicaid fee increase in the FY2020 budget for specific restorative codes recommended by GDA's Medicaid Task Force, which are:

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<tr>
<th>FUNCTION</th>
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<tr>
<td>Restorative</td>
<td>D2330</td>
<td>Resin-based composite - 1 surface, anterior</td>
</tr>
<tr>
<td>Restorative</td>
<td>D2331</td>
<td>Resin-based composite - 2 surfaces, anterior</td>
</tr>
<tr>
<td>Restorative</td>
<td>D2332</td>
<td>Resin-based composite - 3 surfaces, anterior</td>
</tr>
<tr>
<td>Restorative</td>
<td>D2335</td>
<td>Resin-based composite - 4 or more surfaces, anterior</td>
</tr>
<tr>
<td>Restorative</td>
<td>D2393</td>
<td>Resin-based composite - 3 surfaces, posterior</td>
</tr>
<tr>
<td>Restorative</td>
<td>D2394</td>
<td>Resin-based composite - 4 or more surfaces, posterior</td>
</tr>
<tr>
<td>Restorative</td>
<td>D2931</td>
<td>Prefabricated stainless steel crown - permanent tooth</td>
</tr>
<tr>
<td>Endodontics</td>
<td>D3220</td>
<td>Therapeutic pulpotomy</td>
</tr>
<tr>
<td>Oral Surgery</td>
<td>D7111</td>
<td>Extraction of deciduous tooth</td>
</tr>
<tr>
<td>Oral Surgery</td>
<td>D7210</td>
<td>Surgical removal of erupted tooth requiring sectioning</td>
</tr>
</tbody>
</table>

- **Rural Dental Student Loan Repayment Program:** In 2017 and 2018, the GDA secured funding in the state budget to support 12 slots in the program, which provides $25,000/year for up to 4 years in loan repayment assistance from the state for dentists practicing in rural/underserved areas who treat Medicaid patients. In the 2019 session, the Georgia General Assembly added 3 more slots for a total of 15.

- **Malpractice Assistance for Rural Dentists:** In 2019, the GDA's Government Affairs team successfully advocated so that Georgia licensed dentists who practice in rural and underserved counties and treat Medicaid patients will also be eligible in 2020 for the state's malpractice assistance program. In 2018, the Georgia General Assembly allocated money in the budget so that eligible physicians' annual malpractice premiums will be paid for by the state.

III. Opioid Prescribing (SB 121 and HB 551—Passed):

- **SB 121** was introduced as an update bill for the PDMP legislation that passed the Georgia General Assembly in 2017. It increases the amount of time patient and prescriber data will
be stored in the PDMP from two to five years and also gives the Attorney General’s Medicaid Fraud Unit access to the PDMP.

**HB 551** started its journey in the General Assembly as a bill seeking to make it illegal for anyone under the age of 18 to possess the kratom substance. However, it was amended prior to its passage in both chambers by Rep. Sharon Cooper to include language granting the Board of Dentistry (and Composite Medical Board) the authority to remove any consent orders or disciplinary actions entered against licensed dentists for failing to register with the PDMP by January 1, 2017.

### IV. Georgia School of Orthodontics Bill (SB 91—Passed):

**SB 91** was a bill introduced by the Georgia School of Orthodontics (“GSO”) so that it would be eligible for an exemption from the requirements of the Georgia Non-Public Postsecondary Education Commission (“GNPEC”), which is a state regulatory agency that oversees private postsecondary educational institutions. The purpose of GNPEC is to ensure that these types of educational institutions have sufficient funding and protections in place for the students in the event a school is no longer financially viable.

Prior to the introduction of this bill, only private medical schools were exempt from GNPEC. SB 91 sought to amend the existing law so that it would apply to CODA accredited, private dental schools. However, since GSO is an orthodontic school/residency program, the GDA’s Government Affairs team, along with the Dental College of Georgia, requested that the bill be amended so that the exemption would only be available to CODA accredited, private orthodontic schools and orthodontic residency programs. GNPEC officials also required the posting of a bond before allowing the bill to pass.

### V. Volunteer Dental Licensure (Did Not Pass):

**HB 521** sought to create an expedited licensure process so non-GA licensed dentists could treat GA patients on an uncompensated, volunteer basis. The bill was presented as a way to expand access to care, but the Government Affairs Team learned that the group (DOCS CE provider) behind the bill was really looking for a way for non-GA licensed dentists to come to GA to perform procedures on live GA patients at one of their CE courses. The Government Affairs Team did not believe that this bill was being accurately portrayed to the legislature, so it took action to have the bill’s sponsor to sit on the bill.

### VI. Portability of Medical Licensure/Telehealth:

**Licensure Compact Bills for Physicians (SB 16), APRNs (SB 168), Psychologists (HB 26), Physical Therapists (HB 39)—Passed:** These bills will allow these out of state licensed healthcare providers to practice in Georgia if their home state’s professional licensing board is a member of licensure compact agreement with Georgia.

**Telehealth bills (SB 115 & SB 118—Passed):** SB 115 will allow out of state licensed physicians to obtain a license to practice telehealth in Georgia, while SB 118 prevents insurance companies from denying reimbursement for a service performed via telehealth.

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If you have any questions about this report or the GDA’s Government Affairs work at the Capitol, please feel free to contact the GDA’s General Counsel and VP of Government Affairs, Scott Lofranco, at scott@gadental.org or the GDA’s Director of Health Policy, Emily Yona, at emily@gadental.org.

---

Now providing Hospital Dentistry to patients with developmental disabilities*

- General anesthesia administered by hospital-staffed anesthesiologist
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- Over age 15

www.dddfoundation.org  404-942-0086  twhte@dddfoundation.org

Ronald Smith, DMD
Dear Chelly,
As a young dentist, I have been told that I should buy disability insurance now while I am healthy. Should I consider buying a disability policy? If so, why?

–Anonymous

Dear young dentist,
Yes, you should absolutely purchase a disability policy. If you are injured due to a car accident or could not work due to an illness for a short or long period of time, a disability policy would be able to cover up to a certain percentage of your income to cover your personal expenses in the interim. This will give you some peace of mind while you are trying to recover. Read the following article to give you a better idea of how a disability policy works.

– Chelly

If you have a question for Chelly regarding any of your insurance needs, please submit your questions to chelly@gadental.org. All published articles are anonymous.

Life can change at a moment’s notice. Call your GDIS representative today to make sure you are covered personally and professionally at 770-395-0224.
John started what he thought would be a thriving and long career in dentistry. He graduated at the top of his class and accepted a job at one of the top practices in the city. A few years later, he opened his own practice.

Months later, John started to notice some strange symptoms. He had a hard time holding items in his hand and he was stumbling a lot. Finally, his wife convinced him to go to the doctor. After several tests, John was diagnosed with multiple sclerosis (MS). John was devastated. He was only 38, had a growing practice, a wife and three boys to feed. He knew what could happen eventually. So, John went to his agent to discuss his insurance policies and what they would cover, should he have to walk away from his practice.

Fortunately, John had bought a disability policy upon graduation. By buying the disability policy when he was younger, John locked in a good rate because of his age and good health standing at the time. Even though he has MS, he still will be able to pay the same rate. His disability policy will cover up to 70% of his income until he is 65 years of age. When John bought his practice, he also made sure he had business overhead expense added to his disability policy. His disability policy would cover his personal expenses (i.e. mortgage, utility bills, etc.) while his business overhead would cover expenses related to his business including:

- Rent
- Interest payments on outstanding eligible business debts
- Utilities (heat, water, telephone, electricity, etc.)
- Non-attorney employees’ salaries and payroll taxes
- Postage and stationery
- Equipment maintenance
- Rental, lease, or depreciation of office equipment
- Monthly average of taxes on the premises
- Insurance premiums for Workers’ Compensation, Employee Medical Plans, Employee Taxes, General Liability, Professional Liability/Malpractice
- Accounting fees
- Professional memberships and/or subscription dues.

John can even use his business overhead policy to pay another dentist a salary to cover his patients while he is on disability.

Though John is not happy to think about one day losing his practice because of MS, he at least has some peace of mind in knowing that his family and practice will be taken care of.
Facts about GDIS Insurance

**MYTH:** GDIS can only provide insurance for dentists.

**FACT:** GDIS can write the following lines of insurance for dental staff, family and friends: auto, home, umbrella, boat, recreational vehicles, life, disability, and Medicare supplements.

**MYTH:** The dentist and all of the staff are required to participate in order to enroll in the GDA Health Plan.

**FACT:** The dentist does not have to enroll nor do all of the employees. The dentist alone can enroll. The dentist can also offer it to his or her employees without enrolling in the program or having a minimum number of employees participate.

**MYTH:** The dentist must subsidize the employee’s health insurance premium.

**FACT:** The dentist does not have to subsidize the employee’s premiums if he/she has fewer than 50 employees. Employees can be billed individually and pay GDA Health and Welfare plan directly with no administrative burden on the dentist.

GDIS provides products and services that can help you achieve your goals.

**GDA PLUS**

GDAplus.com

Call us today at 770.395.0224 or visit gdaplus.com.

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**The Original E-VAC Tip**

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PROTECT YOUR PATIENT FROM PAINFUL TISSUE PLUGS
PROTECT YOUR EQUIPMENT FROM COSTLY REPAIRS

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- Inexpensive
- Disposable
- Non-Toxic

---

Maximum Suction
Minimum Tissue Plugging
## Ways to Give to Your Dental Foundation in Georgia

<table>
<thead>
<tr>
<th><strong>PERSONAL DONATION</strong></th>
<th>Help us achieve our vision of a future where every person can attain a healthy mouth with your tax-deductible gift to GDAF.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>IN-KIND GIFTS</strong></td>
<td>Contributing professional services, printing, merchandise, product donations or ad space helps off-set our costs and those of our community partners.</td>
</tr>
<tr>
<td><strong>TRIBUTE, HONOR &amp; MEMORIAL GIFTS</strong></td>
<td>A Tribute Gift allows you to recognize someone dear to you, whether memorializing the passing of an individual or celebrating that person for a special occasion.</td>
</tr>
<tr>
<td><strong>GIFTS OF STOCK</strong></td>
<td>Donating appreciated securities is an easy and tax-effective way to make a gift.</td>
</tr>
<tr>
<td><strong>RETIREMENT ASSETS</strong></td>
<td>Donate part or all of your unused retirement assets, such as your IRA, 401(k), 403(b), pension or other tax-deferred plan.</td>
</tr>
<tr>
<td><strong>PLANNED GIFTS</strong></td>
<td>Support GDAF in a meaningful way while leaving a legacy to be remembered by future generations.</td>
</tr>
<tr>
<td><strong>AMAZON SMILE</strong></td>
<td>Donate .5% of your eligible purchases from Amazon to the nonprofit of your choice. Support the GDA Foundation for Oral Health by shopping online: smile.amazon.com/ch/27-3194544.</td>
</tr>
</tbody>
</table>

Contact the GDA office or visit us at gadental.org/foundation.
GDA members were asked to share their “pearls of wisdom” to help our dental students ease into the next step of their professional journey. Thank you to our members who offered their sage advice.

“Balance your career and life. Take care of your patients to the best of your ability. Stay involved in organized dentistry to foster learning, friendships, advocacy and giving back. Spend time with family and friends and take care of your health by exercising and eating well. Whatever your faith or inner communication with your soul—spend the time. Be happy—your patients will feel it!”
“Be grateful to each and every one that extended a helping hand.”

“Whenever you’re undecided about what treatment to recommend for a patient—pause and ask yourself — what would I recommend if this was a member of my family. If you can answer that question honestly, you’re making the right decision!”

“When you start in practice, take 10% of the monies received as soon as you get it and put it in a savings account. You won’t miss it because you never had it. You will be amazed how quickly it grows.”

“Never stop learning. Dental school teaches you a lot of fundamentals, but you will always need to improve your diagnostic, clinical, technical and business skills. Invest in your future with advanced dental educational training programs. Your life will be much more fulfilling for your efforts.”

“Listen, be respectful and treat others the way you would like to be treated irrespective of age.”

“No one wants to be nagged or belittled! Instead of condemning your patients for poor oral hygiene, enable them to improve. Ask them to show you their routine and modify it over several appointments. Through education and encouragement, you can empower your patients to ‘own’ their disease and improve their overall health.”

“At the end of your day, review yourself /your day and evaluate if and where you need to make adjustments.”

“Rest peacefully as tomorrow is another day.”

“Spent less than you make. Avoid as much debt as possible. Start a retirement plan ASAP.”

“Remember the 3 C’s: compassion, commitment, consistency”

“Put your iPhone and iPad down and talk to your patients about their family and friends. Sit in the treatment room with them while you’re waiting on anesthesia to work and engage in conversation with them instead of running back to your private office to check email or what is new on Facebook. Your patients will love you for this. It may be the only good conversation they get all week. They will send you more patients than any direct mailer will ever get you if you do this every day.”

“Learning never ends till one leaves this earth/world.”

“As you take the oath: ‘do no wrong,’ stay true to these three words.”

“You will reach your financial goals.”

Good luck and reach for those stars.
Preferred Fee Schedule
A Preferred Fee Schedule that pays 20-30% higher rates than market rates. Most offices are eligible to participate. Ideal for practices that are:
• Fee for Service and need to grow volume
• Start-up or new acquisition
• Adding a new associate or location

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Business, Financial and Leadership Guidance to grow your practice with confidence, balance and increased financial security. Learn to build systems within your practice that allow you to run the business efficiently.

FREE Open Source Management Software
The fastest growing practice management software happens to be free! It comes with low cost monthly support and “no politics or strings attached.” Open platform for future growth. You keep the code!

Lease Negotiations
for the renter or buyer with no added fees. Will help find the right new location or negotiate the space where you are. When does your current lease expire? Allow time to negotiate! You could save thousands of dollars.

Practice Transitions
Trust the transition of your practice to those who care more about you and your patients than the sale of your practice. Understand the timing and explore your options. Don’t sell too soon!

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Dental Accounting requires knowledge of the benefits that exist for dental professionals. Receive financial statements, budgets, financial projections and overhead analysis, plus expert tax advice.

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A FREE membership supply-savings program that includes free shipping, reduced labor rates, and no trip charge. Call 800.218.5412.

Continued Growth & Support
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Inspired by Atlanta Dental

For More information on PracticeLife call: 833-872-9203
Demystifying OSHA Training

Do dentists and dental clinic staff have to have OSHA training?
Yes. Initially (at first employment) and annually. Bloodborne Pathogens Standard 1910.1030(g)(2)(i) says, “The employer shall train each employee with occupational exposure in accordance with the requirements of this section. Such training must be provided at no cost to the employee and during working hours. The employer shall institute a training program and ensure employee participation in the program.” Additionally, “Employers shall provide additional training when changes such as modification of tasks or procedures or institution of new tasks or procedures affect the employee’s occupational exposure.”

What is Occupational Exposure?
Occupational Exposure means reasonably anticipated skin, eye, mucous membrane, or parenteral contact with blood or other potentially infectious materials that may result from the performance of an employee’s duties.

Can someone from my staff perform the training?
Bloodborne Pathogens Standard 1910.1030(g)(2)(viii) says, “The person conducting the training shall be knowledgeable in the subject matter covered by the elements contained in the training program.” That same section of the law also requires that the training cover 14 specific areas (see page 37), and that trainings be recorded in a training log and kept for at least three years. If you have such a person on your staff with the time it takes to administer all of this consider yourself lucky. If you are not so lucky, leave OSHA training to the professionals.

Can I (dentist) perform the OSHA training?
Yes, but the real question is should you perform the training. Simply put, dentists should think twice before doing any task that does not involve direct, or management of direct patient care. Dentists only make money when they are seeing patients, and clinics only stay open when employees are getting paid.

Can’t they just read a manual?
Bloodborne Pathogen Standard 1910.1030(g)(2)(vii)(N) says a trainee must have “an opportunity for interactive questions and answers with the person conducting the training session.”

Does the revised Bloodborne Pathogens standard apply to medical or dental offices that have fewer than 10 employees?
OSHA’s Bloodborne Pathogens standard applies to all employers with employees who have occupational exposure to blood or other potentially infectious materials, regardless of how many workers are employed. However, the offices and clinics of medical doctors and dentists are exempt from the requirement to keep a log of occupational injuries and illnesses and thus exempt from maintaining a sharps injury log. (See Appendix A to Subpart B of 29 CFR Part 1904.) All other applicable provisions of the Bloodborne Pathogens standard still apply.

Register for GDA CE at gadental.org/ce
Requirements for the Dental Clinic

Items That Must Be Covered in an OSHA Bloodborne Pathogen Training Program

The training program shall contain at a minimum the following elements:

- An accessible copy of the regulatory text of this standard and an explanation of its contents
- A general explanation of the epidemiology and symptoms of bloodborne diseases
- Explanation of the modes of transmission of bloodborne pathogens
- An explanation of the employer’s exposure control plan and the means by which the employee can obtain a copy of the written plan
- An explanation of the appropriate methods for recognizing tasks and other activities that may involve exposure to blood and other potentially infectious materials
- An explanation of the use and limitations of methods that will prevent or reduce exposure including appropriate engineering controls, work practices, and personal protective equipment
- Information on the types, proper use, location, removal, handling, decontamination and disposal of personal protective equipment
- An explanation of the basis for selection of personal protective equipment
- Information on the hepatitis B vaccine, including information on its efficacy, safety, method of administration, the benefits of being vaccinated, and that the vaccine and vaccination will be offered free of charge
- Information on the appropriate actions to take and persons to contact in an emergency involving blood or other potentially infectious materials
- An explanation of the procedure to follow if an exposure incident occurs, including the method of reporting the incident and the medical follow-up that will be made available
- Information on the post-exposure evaluation and follow-up that the employer is required to provide for the employee following an exposure incident
- An explanation of the signs and labels and/or color coding
- An opportunity for interactive questions and answers with the person conducting the training session

For more information, web search OSHA Pathogen Standard or visit www.osha.gov/law-regs.html.

CE for You and Your Team

CPR Certification and Renewal
- Friday, June 14, 2019
- 8:30 – 11:30 am or 1 – 4 pm (3 CE hours)
- Georgia Dental Association
  7000 Peachtree Dunwoody Rd, NE
  Suite 200, Building 17, Atlanta, GA 30328
- Fees:
  - $65 GDA Members
  - $100 Non-members

Work-Life Balance—How to Accomplish More by Working Less
- Friday, June 21, 2019
- Noon – 3 pm (3 CE hours)
- Georgia Dental Association
  7000 Peachtree Dunwoody Rd, NE
  Suite 200, Building 17, Atlanta, GA 30328
- Presented by Audie Cashion
- Fees (includes lunch):
  - $75 GDA Members
  - $150 Non-members

OSHA Compliance: You CAN Succeed! OSHA, Infection Control, HIPAA
- Friday, September 13, 2019
- 9– 11 am (2 CE hours)
- Georgia Dental Association
  7000 Peachtree Dunwoody Rd, NE
  Suite 200, Building 17, Atlanta, GA 30328
- Fees:
  - $99 GDA Members and Staff
  - $150 Non-members
Required Workplace Posters for Dental Offices in Georgia

There are many federal and state laws that require dental offices, like other employers, to conspicuously post notices in locations accessible to employees. As a practicing dentist, it can be hard to keep up with all the rules and regulations—that’s where your membership works for you. The Georgia Dental Association has compiled the following list of required workplace posters for dental offices in Georgia.

Federal Posters Required: Please go to the US Department of Labor’s website and answer the questionnaire to see which posters are required in your office pursuant to federal law: https://webapps.dol.gov/elaws/posters.htm
GEORGIA POSTERS REQUIRED  Georgia law requires that certain Department of Labor documents are posted in a place that employs individuals:

**UNEMPLOYMENT INSURANCE FOR EMPLOYEES**

Your job with this employer is covered by the Employment Security Law. You may also be eligible to receive benefits for unemployment insurance if you become TOTALLY or PARTIALLY unemployed through no fault of your own and comply with all requirements.

IMPORTANT: YOU MAY FILE A CLAIM FOR UNEMPLOYMENT INSURANCE BENEFITS VIA THE INTERNET AT (DOL) or YOU MAY ALSO FILE A CLAIM IN PERSON AT ANY GEORGIA DEPARTMENT OF LABOR (GDOL) CAREER CENTER LISTED BELOW.

THE GEORGIA EMPLOYMENT SECURITY LAW STATES FOR EACH WEEK YOU CLAIM UNEMPLOYMENT BENEFITS YOU MUST:

- Be UNEMPLOYED, ABLE to work, AVAILABLE for work, ACTIVELY SEEKING WORK, and be willing to immediately accept suitable work.
- Register for employment services with the Georgia Department of Labor.
- Report weekly work search contacts, all earnings each week, and any job refusal.

**NOTICE**

Employees cannot deduct any money from employees’ paychecks to pay unemployment insurance tax. The funding for unemployment insurance benefits comes from taxes paid by employers.

**GEORGIA DEPARTMENT OF LABOR**

Visit Department of Labor or Career Centers for Services and Information Open Regularly. To download an Alternate Disabilities.

**SEGURO DE DESEMPLEO PARA EMPLEADOS**

Su empleo está cubierto por la ley de seguridad en el Empleo. Es posible que pueda establecer una reclamación ante el Seguro de Desempleo si quedan TOTAL o PARCIALMENTE desempleados por causas ajenas a su voluntad y si cumple con todos los requisitos.

IMPORTANTE:

- PARA RECLAMAR LOS BENEFICIOS DEL SEGURO DE DESEMPLEO, USTED DEBE INGRESAR SU RECLAMACIÓN EN PERSONA, EN LA OFICINA DEL DEPARTAMENTO DE TRABAJO DE GEORGIA (GDOL), QUE SE MENCIONA A CONTINUACIÓN.

LA LEY DE SEGURIDAD DEL EMPLEO DE GEORGIA ESTABLECE QUE POR CADA SEMANA EN LA QUE USTED RECLAMA BENEFICIOS DE DESEMPLEO, USTED DEBE:

- Estar DESEMPLEÁDOS/A, APTO/A para trabajar, DISPONIBLE para trabajar, EN BUSQUEDA ACTIVA DE TRABAJO, y estar dispuesto/a a aceptar de inmediato un trabajo adecuado.
- Regístrase para servicios de empleo en el Departamento de Trabajo de Georgia.
- Informar semanalmente sus contactos de búsqueda de empleo, todos los ingresos de cada semana y cualquier empleo que haya rechazado.

**AVISO**

Los empleadores no pueden deducir dinero de los cheques de sueldo de los empleados para pagar el impuesto del seguro de desempleo. El financiamiento de los beneficios del seguro de desempleo proviene de los impuestos pagados por los empleadores.

**DéPARTMENT DEL TRABAJO DE GEORGIA**

Equal Opportunity Employer/Program • Auxiliary Aids & Services Are Available Upon Request To Individuals With Disabilities

---

**Unemployment Insurance for Employees**

Download poster at https://dol.georgia.gov/documents/poster-unemployment-insurance-employees-85x11

**REQUIRED FOR:** All Georgia employers  
**REVISED:** July 2018  
**ENFORCED BY:** Georgia Department of Labor

**Unemployment Insurance for Employees in Spanish**


**REQUIRED FOR:** All Georgia employers  
**REVISED:** July 2018  
**ENFORCED BY:** Georgia Department of Labor

June 2019 • 39
Employer Vacation

Download poster at https://dol.georgia.gov/documents/poster-employer-vacation-85x11

REQUIRED FOR: All Georgia employers
REVISED: February 2012
ENFORCED BY: Georgia Department of Labor
223 Courtland Avenue Northeast
Atlanta, Georgia 30303
https://dol.georgia.gov/
404-679-5200

Vacations

Unemployment Insurance is not payable

When you are on

- Leave of Absence at your own request
- Paid Vacation
- Unpaid Vacation, up to two weeks in a calendar year if provided by
  Employment Contract, or by
  Established Employer Custom, Practice or Policy

Paragraph (a)(3) of OCGA Section 34-8-195

Georgia Department of Labor

DOL-154 (9-02/12)

Employer Vacation


REQUIRED FOR: All Georgia employers
REVISED: February 2012
ENFORCED BY: Georgia Department of Labor
223 Courtland Avenue Northeast
Atlanta, Georgia 30303
https://dol.georgia.gov/
404-679-5200

Vacaciones

Seguro de Desempleo no se paga

Cuando usted está en:

- AUSENCIA AUTORIZADA, QUE USTED HA SOLICITADO.
- VACACIONES PAGADAS
- VACACIONES SIN PAGO, hasta por dos (2) semanas en el Año de calendario de acuerdo a un CONTRATO DE TRABAJO, o por COSTUMBRE, PRACTICA O REGLAMENTO ESTABLECIDOS POR SU EMPLEADOR.

Parágrafo (a)(3) Sección 34-8-195 de OCGA

Departamento de Trabajo de Georgia

DOL-154SP (02/12)
EQUAL PAY FOR EQUAL WORK ACT

POLICY
The General Assembly of Georgia hereby declares that the practice of discriminating on the basis of sex by paying wages to employees of one sex at a lesser rate than the rate paid to employees of the opposite sex for comparable work on jobs which require the same or essentially the same skills, effort, and responsibilities is discriminatory against the person receiving the lesser rate.

It is hereby declared to be the policy of the State of Georgia through the exercise of the police power of this State to prevent, as nearly as possible, the establishment of discriminatory wage practices based on sex.

PROHIBITION OF DISCRIMINATION
No employer having employees subject to any provisions of this section shall discriminate, within one establishment in which such employees are employed, between employees on the basis of sex by paying wages on a rate basis that is less than the rate paid to the opposite sex, EXCEPT WHERE SUCH PAYMENT IS MADE PURSUANT TO:

1. A seniority system;
2. A merit system;
3. A system which measures earnings by quantity or quality of production, or
4. A differential based on any other factor other than SEX. Provided, that an employer who is paying a wage rate differential in violation of this subsection, reduce the wage rate of any employee.

It shall also be unlawful for any person to cause or attempt to cause an employer to discriminate against any employee in violation of the provisions of this Chapter.

It shall be unlawful for any person to discharge or in any other manner discriminate against any employee covered by the Chapter because such employee has made a complaint against the employer or any other person or has instituted or caused to be instituted any proceeding under or related to the Chapter or has testified or is about to testify in any such proceeding. Any person who violates any provision of this Chapter shall, upon conviction thereof, be punished by a fine not to exceed $100.00. (O.C.G.A. Section 34-5-3.)

FOR INFORMATION ON EQUAL PAY FOR EQUAL WORK ACT CONTACT:
Georgia Department of Labor
Office of Equal Opportunity
148 Andrew Young International Blvd., N. E.
Atlanta, Georgia 30303-1701

FOR ADDITIONAL POSTERS PHONE: (404) 232-3392

POST IN PROMINENT PLACE AS REQUIRED BY LAW
Georgia Department of Labor
Mark Butler, Commissioner

An Equal Opportunity Employer/Program


REQUIRED FOR: All Georgia employers
REVISED: February 2011
ENFORCED BY: Georgia Department of Labor
223 Courtland Avenue Northeast
Atlanta, Georgia 30303
https://dol.georgia.gov/404-679-5200

LEY DE IGUALDAD DE PAGO PARA TRABAJOS IGUALES

POLÍTICA
La Asamblea General de Georgia declara que la práctica de discriminación sobre la base del sexo que consiste en pagar a los empleados de un sexo según un régimen salarial inferior al de los de sexo opuesto por hacer contribuciones en empleo que requieran los mismos conocimientos, habilidades, esfuerzo y responsabilidades, es una discriminación injusta contra la persona que recibe el salario inferior:

La Asamblea General de Georgia declara que la práctica de discriminar, en ningún establecimiento en que tengan empleo, entre dichos empleados sobre la base del sexo que consiste en pagar a los empleados de un sexo según un régimen salarial inferior al pagado al sexo opuesto, EXCEPTO CUANDO ES NECESARIO PARA EVITAR LA DISCRIMINACIÓN POR LA SIGUIENTE RAZÓN:

1. Un sistema de antigüedad;
2. Un sistema de mérito;
3. Un sistema que mide las ganancias por la calidad o cantidad de la producción;
4. Un sistema diferencial basado en cualquier otra causa que no sea el SEXO.

El empleador no puede, en ningún establecimiento, reducir el régimen salarial de ningún empleado.

PROHIBICIÓN DE LA DISCRIMINACIÓN
Ningún empleador que tenga empleados sujetos a cualquiera de las cláusulas de esta sección debe discriminar, en ningún establecimiento en que tengan empleo, entre dichos empleados sobre la base del sexo, pagando según un régimen salarial inferior al pagado al sexo opuesto, EXCEPTO CUANDO ES NECESARIO PARA EVITAR LA DISCRIMINACIÓN.

Tampoco está permitido que cualquier persona cause o intente causar que un empleador discrimine contra cualquier empleado en violación de las cláusulas de este capítulo.

En caso de que cualquier persona deje cesante o discrimine de cualquier otra manera a cualquier empleado, impido por este capítulo, porque dicho empleado haya presentado una denuncia o haya testificado en una investigación o en un proceso judicial, el empleador que practique tales prácticas será sancionado, previa condena, con una multa que no excederá los $100.00. (O.C.G.A. Section 34-5-3.)

PARA INFORMACIÓN SOBRE LA LEY DE IGUALDAD DE PAGO PARA TRABAJOS IGUALES (EQUAL PAY FOR EQUAL WORK ACT), CONTÁCTESE CON:
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Office of Equal Opportunity
148 Andrew Young International Blvd., N. E.
Atlanta, Georgia 30303-1701

PARA SOLICITAR PÓSTERES ADICIONALES, LLAME AL: (404) 232-3392

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Departamento de Trabajo de Georgia
Mark Butler, Comisionado

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ENFORCED BY: Georgia Department of Labor
223 Courtland Avenue Northeast
Atlanta, Georgia 30303
https://dol.georgia.gov/404-679-5200

June 2019 • 41
Join us for the Saturday Night Celebration!

The Saturday Night Celebration at the GDA Convention kicks off with family-friendly activities on the lawn: a DJ, airbrush tattoos, face painting, a balloon artist, larger than life games, a bounce house and more.

Register at GDAconvention.com.

Competitions for all ages will take place during our District Challenges this year including a water balloon toss, egg race, limbo, hula-hoop and floss dance challenge. Grab a bite from the dinner buffet from 5:30–6:30 pm while you enjoy the activities.

At 8 pm, we will have a supervised glow dance party and DJ for the younger kids (ages 5–12) so adults and teens can enjoy the GDA Lounge.

All attendees for the Saturday Night Celebration must be registered for the GDA Convention as attendees or guests.
Join us in the GDA Lounge for live karaoke, late night snacks, a photo booth and dancing. Kick back with a cocktail and enjoy the vocal stylings of your friends and colleagues.

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One of Amelia Island's most sought-after entertainers, “Hupp” Huppman performs alongside Ray Hetchka, Mike Devereaux and Vic Deacon as The Honey Badgers. The band is known for their tight harmonies punctuating an eclectic blend of classic and alternative rock, blues, folk, pop, and R&B.
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This column highlights GDA members talking about their path to dentistry and the value they find in GDA membership. The month we hear from Northern District member Dr. Ponnie Poisal, a general dentist at Loganville Family Dentistry.

Meet Dr. Ponnie Poisal

Dr. Poisal with her family in Telluride, Colorado.

Dr. Poisal and her husband, David.
When and how did you become a GDA member?
Once I graduated, I converted my student membership to a traditional GDA membership and have now kept it up for 25 years.

Why is being part of a professional group important?
Mutual support from peers, professional connections and helping keep me up-to-date with the ever-changing and expanding field of dentistry are a few of the benefits of being part of a professional group.

What is the single most important thing, in your opinion, GDA can do to help members?
It is to continue to get the word out to all Georgia dentists about all of the services that are available to us through our association.

What is your most memorable GDA experience?
That would be my most recent experience of becoming involved with the Leadership GDA program.

What advice would you give to an aspiring dental student?
Go for it! Dentistry has been a great career option for me, but they must be willing to keep learning throughout their career.

What did you want to be when you were growing up?
A dentist.

What was your first job?
I worked in the front office at my parents’ business: Quality Mechanical, a mechanical contracting company. Even though I didn’t realize it at the time, I learned a great deal about running a business.

Why did you decide to become a dentist?
I give the credit to my mom. When I was on the way home from a dental appointment at Eichel and Awbrey pediatric dentistry when I was 8, she asked my sisters and me what we wanted to do when we grew up. I stated that I wanted to do what “that lady” does (I was talking about Bridget, my hygienist). Mom said, “That is great, you could also be the dentist,” and it stuck! When people asked, I would always say “a dentist” from that day forward. I really didn’t know much of what a dentist did (except an exam), until my observation days and at that point I loved it even more.

What do you enjoy doing in your spare time?
I truly love playing with my grand-daughter Gloriana, spending time with my family, reading, sewing, singing in choir, and I suppose I should say exercise but that is really not as enjoyable as some make it out to be.

What is your all-time dream vacation?
A long two-week snow skiing trip somewhere out of the country like Switzerland.

Without saying, “I am a dentist,” what would you say if someone asked what you do?
I help people improve their lives via my expertise and passion teaching at the dental school and at work.

Dr. Poisal with grand-daughter, Gloria.
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JUNE 2019

Atlanta Dental Group............................................. 20
Bridgeway Practice Transitions.............................. 45
Center for TMJ Therapy & Sleep Therapy................. 20
DDD Foundation................................................... 27
Evac, Inc................................................................. 30
GDA Convention .................................................. Inside Front Cover
GDA Plus Supplies................................................ 51
GDIS ........................................................................ 30, Back Cover
Halpern Enterprises................................................. 4
Hospital Dentistry ................................................... 10
Melvin Goldstein..................................................... 44
Mobile iCat............................................................... 44
Oberman Law Firm................................................. 50
Paragon Dental....................................................... 50
PNC Bank................................................................. 6
Practice Life ............................................................. 34
Professional Practice Transitions—
Henry Schein ............................................................ 10
Sage Dental............................................................. 4
Total Medical Compliance..................................... 23
UBS......................................................................... 45

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