

WINTER 2019



**SFVMA**

**SAN FRANCISCO  
VETERINARY MEDICAL  
ASSOCIATION**

## QUARTERLY NEWSLETTER

### PRESIDENT'S STATEMENT

#### UNIONIZATION OF VETERINARY TECHNICIANS

We have spoken before of the changes to veterinary medicine including global corporatization, the sophistication of care, increasing costs and the impact of pet insurance. Some of us may benefit from these changes. In fact, it is likely that if you have sold a practice recently that you did benefit financially. However, we have also spoken of the increasing costs of veterinary education while the average remuneration for the veterinarian has remained somewhat static over the last 10 to 15 years. The comparatively poor remuneration may arguably be the reason that we seem to be one of the least ethnically diverse professions and with a significant reduction in the number of males applying for veterinary medicine. However, there is a signification problem looming that is in dire need to be addressed and that is the conditions and salaries of our veterinary technicians and support staff.

#### **VETERINARY TECHNICIAN COMPENSATION**

According to the Bureau of Labor Statistics, veterinary technicians (approximately 100,000) in the United States make an average of around

\$33,000 per year, just above the \$25,000 federal poverty limit (if that technician were supporting a family of four). The average compensation is just above \$16/hour. In San Francisco, the average compensation (August 2019) was \$38,313 per annum with hourly wages of \$14 to \$27. Consider the cost of living here and it is easy to see that the salary does not stretch very far. The disparity in income versus expenditure certainly adversely affects many industries in the Bay Area including restaurant workers, teachers and arguably anyone other than those who do not work in tech or have decided that communal living is not for them. It is also easy to see why people leave these industries. Your compensation could be better house or pet sitting or walking dogs or potentially working in a supermarket without the stress of providing anesthesia to a debilitated animal or creating a curriculum for 40 children. However, it is not just low wages. Many technicians have poor or expensive health coverage and the inability to contribute an employer 401K plan. We think of these as basic employment benefits, but we work side by side everyday with coworkers who are not afforded these benefits.

## THE NATIONAL VETERINARY PROFESSIONAL UNION

There are an increasing number of veterinary practices that are now corporate with deeper pockets and a greater ability to provide benefits and this may be one reason that unionization was explored most recently. Labor unions were formed in the late 1800s as a way to secure safer working conditions with fairer compensation. Initially, this was mainly for workers in industrial settings. Many industries have adopted unionization since those early origins and now about 10% of all US workers belong to a union and most of these work in public-sector or government jobs. The Bureau of Labor Statistics estimates that these union workers are paid about 20 percent more than non-union workers.

The National Veterinary Professional Union was established in 2017. The description on the website is of "A strong union representing veterinary professionals in the face of a changing and dynamic market. We stand for advocacy and promotion of collective goals and objectives in order to improve veterinary workplaces everywhere. We are veterinary technicians, assistants, customer service representatives, kennel workers, and other veterinary support staff dedicated to helping other veterinary support staff members to unite for change in their workplace".

"We started with a group of veterinary technicians, assistants and veterinarians to discuss how organizing into a union might help us deal with the issues we face in our profession i.e. high turnover, toxic workplaces, lack of training, missing/broken personal / protective equipment, no or meager benefits, and very low pay".

### THEIR LISTED GOALS ARE TO

- Empower veterinary support staff to band together and collectively bargain for change in their workplace.
- Establish realistic staff-to-patient ratios to ensure both staff and patient safety.

- Create workplaces free from bullying and harassment, from fellow staff, management, and clients.
- Advocate for patients and provision of gold-standard care.
- Educate the public, legislators, and others about the roles of different staff members in the veterinary practice.
- Negotiate for benefits to ensure staff health and well-being.
- Negotiate for and enforce payment of a living wage for veterinary support staff.

Liz Hughston, MEd, RVT, CVT, LVT, VTS (SAIM, ECC), president of the National Veterinary Professionals Union, past president of the Academy of Internal Medicine Veterinary Technicians says the movement to unionize veterinary technicians began in a Blue Pearl practice in Seattle. The Seattle Blue Pearl workers voted in June 2018 making them NVPU's first contract, and more have followed. Closer to home, and now an addition to the NVPU's roster is VCA San Francisco Veterinary Specialists, which unionized in April 2018 with the International Longshore and Warehouse Union (ILWU), and then later partnered with NVPU. Apparently, the unusual partnership occurred because of a family connection with the ILWU. The ILWU later partnered with NVPU. ILWU was able to help move the unionization process in San Francisco along because of its infrastructure according to Hughston.

Aside from these two hospitals, Hughston says there's one more in Washington and another in Oregon that have voted to unionize. One of the hospitals in Washington and the San Francisco hospital have now each started the bargaining process and are on their way to securing the first union contracts in the profession. The status quo is in place which means things stay as is until a contract is in place. This keeps the employer from taking wages or changing benefits that could hurt workers. As of today no unionized hospitals have paid any dues. Once a contract is in place, the hope is that

the bargaining will lead to higher wages and benefits. After that the union dues then are set which may be in ballpark figure of 1.5% to 1.8% of annual salary.

Not surprisingly, both the unionized hospitals and their parent companies have been somewhat quiet on the progression and their thoughts on the union. However, if SFVS is an example of what may happen post union then there are rightfully concerns about how Mars and other corporate entities will respond to the introduction of unionization. At least, in the short term it does not appear to be beneficial. The ILWU claim that VCA-Mars has executed a background campaign to fight the workers' right to unionize by surveying their protected activities and have acted with hostility in response, shifting work and management around in a chess game of retribution. The San Francisco Board of Supervisors condemned VCA-MARS actions in resolution and the company will have to testify to the federal government regarding the bargaining issues. In June 2019, according to public filings with the US Department of Labor, VCA spent more than \$200,000 on "labor relations consultants" last year, a term that usually refers to consultants hired during a union campaign to dissuade workers from organizing. In August 2019, Berkeley Dog and Cat Hospital came out 50/50 with the vote to unionize so ultimately for now it cannot proceed. For some time before vote was put to task there had been a consultant there from the parent company PetVet to discuss with individual workers their concerns.

### WHAT ABOUT VETERINARIANS?

ILWU officials predict veterinarians working in hospital groups also will join unions. Vets have sought help from the Union of American Physicians & Dentists, (UAPD) which is affiliated with the American Federation of State, County and Municipal Employees. UAPD members already include some veterinarians, according to Dr. Stuart Bussey, MD, president of the union who said he has already seen a rise in the membership of the medical

profession, especially on the West Coast.

### WHERE WILL IT GO FROM HERE?

I do not know if unionization is the way to go to address what many techs see as the shortfalls in the profession. Even those that voted for the union have some doubts that all of these issues can be addressed. There are pros and cons. Having another organization collectively barter for your welfare may not always be beneficial to your individual concerns. There is also the issue of union dues. What most do not question is that there has to be a change in the profession for it remain a viable career. Although the lack of compensation is recognized throughout veterinary medicine as we stand today it is difficult to impossible to support a family on a veterinary technicians salary.

Hughston says she's contacted almost every day by a veterinary staff member who wants to know now to unionize his or her own practice, but her group's efforts right now are focused on large, corporate-owned practices. "The majority of private practice owners are highly unlikely to face an organizing effort," Hughston says. Instead, she hopes the effort encourages all practice owners and managers to engage with their teams and collaborate on ways to recognize their staff, make them more engaged and happier in the workplace and find ways to increase pay and benefits.

We need to address the fact that the majority of techs and support staff are poorly compensated. I am sure that many of us have recognized that it is not a sustainable career for many. There is greater education available but seemingly no recognition or increased compensation for those skills. Ultimately, dissatisfaction with benefits, lack of promotion opportunities, compassion fatigue and burnout from lack of recognition will mean qualified staff leaving the profession. This ultimately will result in decreased care of our patients and decreased productivity.

— Philip Watt, BVSc, MANZCVS, FANZCVS

# UPCOMING MEETING

**THURSDAY, NOVEMBER 21, 2019**

## "Staging and Management of Mitral Valve Disease in Dogs"

**Brian Scansen, DVM, DACVIM**

Associate Professor  
of Cardiology

Service Head,  
Cardiology &  
Cardiac Surgery

Colorado State  
University



**Dr. Scansen** graduated with Bachelor of Science degrees in both oceanology and zoology from the University of Washington. He then graduated from veterinary school at Michigan State with DVM and MS degrees. He completed an internship at The Ohio State University in small animal medicine and surgery; he stayed for a residency in cardiology. He then completed a fellowship in interventional radiology and endoscopy at the University of Pennsylvania and the Animal Medical Center (New York, NY).

Dr. Scansen is a diplomate of the ACVIM, specializing in cardiology. He has been an Associate Professor of Cardiology and Service Head of Cardiology & Cardiac Surgery at Colorado State University since 2015. His research interests include congenital heart disease in animals, advanced cardiac imaging, and minimally invasive therapeutics.

### APPETIZERS

Dungeness Crab Cakes +  
Apples and Blue Cheese on Endive

### SALAD

Arugula and Fennel Salad

### MAIN COURSE

Petit Filet Mignon and Lobster Tail

-OR-

Vegetarian Option

-OR-

Vegan Option

### DESSERT

Cocoa Dusted Chocolate Marquis

### AGENDA

6:30 pm **Hors d'oeuvre and No Host Bar**  
7:15 pm **Dinner and Meeting**  
8:00 pm **Program**

### ALL MEETINGS AT THE CLIFF HOUSE

1090 Point Lobos  
San Francisco, CA 94121  
(415) 386-3330  
[www.cliffhouse.com](http://www.cliffhouse.com)

### THIS MEETING IS OPEN TO ALL DVMS

**Non-members pay \$75**  
**Annual membership \$230**

**RSVPs required individually via the SFVMA website by  
Friday, November 15, 2019: [www.sfvma.net/rsvp](http://www.sfvma.net/rsvp)**

*Remember: The Association pays for uneaten meals. If you have RSVP'd and will not be able to make it, we need you to send in your cancellation no later than Monday, November 18, 2019.*



## MEETING SPONSOR



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# RABIES CLINICS



**SUNDAY, DECEMBER 8, 2019**

**10am – 1pm**

**\$6 per Vaccine!**

**(Dogs Only / Cash Only)**

The SFVMA sponsors Rabies Clinics on four Sundays each year. Rabies clinics are held at **Animal Care and Control (ACC), 1200 15th Street** (at Harrison), in the “Get Acquainted” Room.

## THANKS TO OUR VOLUNTEERS!

Thank you to all the volunteers that continually make these clinics a success! *Volunteers are still needed for the upcoming 2020 Rabies Clinics. Sign up today!*

Please email [sfvmavp@gmail.com](mailto:sfvmavp@gmail.com) with your information to sign up for a clinic. Rabies clinics will be held at Animal Care and Control (ACC), 1200 15th Street (at Harrison) from 10am–1pm.

Please contact **Anna DeVincenzi** if you have any questions or would like to volunteer: [sfvmavp@gmail.com](mailto:sfvmavp@gmail.com)



## SPONSOR A FUTURE MEETING

In order to continue to contract with the Cliff House as our meeting venue, support our charitable and scholarship funds, and generally maintain the organization (with keeping dues payments reasonable), the Board will continue to seek sponsorships that help to cover the costs of our programs.

If you are interested in sponsoring a future meeting, please contact **Philip Watt**: [sfvmapresident@gmail.com](mailto:sfvmapresident@gmail.com)



## LATEST NEWS FROM SFAfA

We are pleased to let you know that **we have over 120 veterinarians participating in our Grant-in-Aid program this year.** We have also started a pilot program with a few hospitals in other Bay Area cities. Don't forget that your GIA funds are available until June 15, 2020. Our Tauber Fund for high-end cases is fully funded through December 31, 2019.



**SFAfA**  
SAN FRANCISCO AID *for* ANIMALS

We are planning an exciting new fund raising event for February 2020. Watch your e-mail for more information.

We welcome any and all suggestions, volunteers, as well as donations. If you are interested please contact any of our Board Members for more information. Board members information is posted on our web site: [sfafa.org](http://sfafa.org)

## CHARITABLE DONATIONS

The SFVMA Board will consider charitable grants to organizations that support the care and welfare of animals in our community and promote the veterinary profession.

Please contact **Keely Commins** for details on requests for donations:  
[sfvmatreasurer@gmail.com](mailto:sfvmatreasurer@gmail.com)





# HELP PET OWNERS AVOID EXPOSURE TO THE TOXIC CHEMICALS IN TOPICAL FLEA & TICK CONTROL PRODUCTS

## INDOOR FLEA AND TICK TREATMENTS LEADING TO ENVIRONMENTAL AND PUBLIC HEALTH CONCERNS

To avoid exposing pets, their owners, and Bay Area waterways to toxic pesticides, members of the Bay Area Clean Water Agencies (BACWA) are urging veterinarians and other animal care professionals to recommend their clients to use oral medications for fleas and tick control, and to discourage the use of topical treatments.

There is increasing evidence that pesticides from flea and tick control products such as spot-on treatments, collars, indoor foggers and sprays are finding their way into our local waterways, sometimes at concentrations above toxicity thresholds for aquatic species. The California Department of Pesticide Regulation (DPR) is also currently reviewing uses of fipronil and imidacloprid, the active ingredient in many common spot-on topicals, due to possible human health risks.

### HELPFUL TIPS:

- **Oral medications may be more effective than topical spot treatments while reducing the pet owner's exposure to toxic chemicals.** According to some scientific studies, oral flea and tick medications appear to be more effective than topical treatments and collars possibly because they are easier to use as directed. Some oral flea control products also control ticks and other parasites, such as hookworms, roundworms, and/or heartworms.
- **The best way for pet owners to avoid flea problems may be to use oral medications and vacuum at home regularly to thoroughly remove larvae and eggs.** It is estimated that adult fleas only account for five percent of the total flea population. The other 95 percent are eggs, larvae and pupae laying around the home.

- **Vets are a trusted source for flea and tick control information.** Please help us educate Bay Area pet owners about the efficacy of oral medications and the toxicity of pesticides in spot-on treatments.

In response to this emerging concern, BACWA has compiled relevant information on our website to help veterinarians and other animal care professionals better understand human health and environmental concerns with topical indoor flea and tick control. For scientific insights, links to ongoing studies, and recommendations for your clients, visit: [baywise.org/business/veterinary](http://baywise.org/business/veterinary). Information for pet owners can be found at: [baywise.org/residential/pets](http://baywise.org/residential/pets).

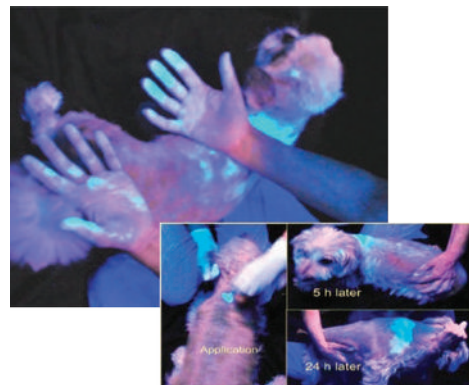
BACWA welcomes your feedback on messages and materials as we educate the public about both the potential human health and environmental impacts of flea and tick control products. Please direct feedback or questions to **Stephanie Hughes**, the BACWA outreach representative, who can be reached at [sehughes@scu.edu](mailto:sehughes@scu.edu) or (408) 499-9271.

### NOTES:

BACWA represents 55 publicly owned wastewater treatment facilities and collection system agencies serving nearly 7.2 million San Francisco Bay Area residents. BACWA is concerned with pesticides that have transport pathways to the sanitary

sewer; even the most sophisticated wastewater treatment plants cannot fully remove complex chemicals like pesticides.

The photos above are part of a study in which researchers incorporated a fluorescent dye into a spot treatment to document the spread of the application. Photographs are reprinted from Bigelow Dyk, M., et al. (2012). Fate and distribution of fipronil on companion animals and in their indoor residences following spot-on flea treatments, *Journal of Environmental Science and Health, Part B: Pesticides, Food Contaminants, and Agricultural Wastes*, 47(10): 913-924. Reprinted by permission Taylor & Francis LLC.





# SFVMA SCHOLARSHIPS

## Veterinary Students

If you know a good candidate for 2020, please encourage them to apply! Applications are accepted from **October to December annually** as determined by the college.

We will offer a scholarship at **Western University** next year.

### REQUIREMENTS

- Current enrollment in the vet med program
- Current or former employment by an SFVMA member
- Letter of recommendation from the same

### CONTACT

**Tim McPheron**  
Director of Development  
College of Veterinary Medicine  
[tmcpheron@westernu.edu](mailto:tmcpheron@westernu.edu)

## RVT Students

To support and encourage RVTs in San Francisco, the SFVMA has established a scholarship program for students enrolled in an accredited RVT program. We will award \$1,000 to two candidates who are currently or have previously worked in the practice of an SFVMA member, and have a stated desire to return to SF after graduation.

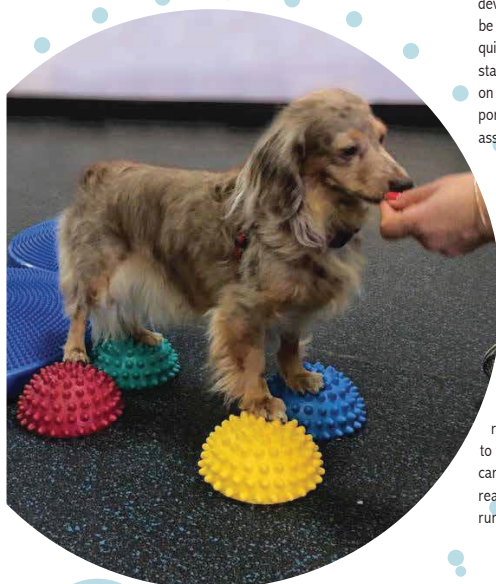
Submissions should include a personal statement from the student, a letter of recommendation from the veterinarian, and proof of enrollment at an accredited RVT program. The deadline for applications is **May 1 annually**.

Questions should be sent to **Phil Watt** at [sfvmapresident@gmail.com](mailto:sfvmapresident@gmail.com).



#### We can help with:

- Orthopedic & Neurosurgery Recovery
- Arthritis Pain Management
- Weight Loss Programs
- Spinal Disease
- Orthopedic Disease
- Soft Tissue Injuries
- Building Muscle Strength
- Poor Posture / Balancing / Limping
- Anxiety / Emotional Health
- Sports Conditioning
- Canine Athlete's "Pre-hab"
- Maximizing Quality of Life



#### A Well Adjusted Pet at The Rex Center:

Dr. Strubel and A Well Adjusted Pet are located in the same building as The Rex Center. For Dr. Strubel's services, please make your appointment through our offices at **415-967-3861**

#### A Well Adjusted Pet Integrative Veterinary Practice offers:

- Animal Physical Rehabilitation Services
  - Custom Orthotics and Prosthetics
  - Holistic Wellness Care
- Acupuncture and Herbal Consultation
  - Chiropractic Care
- Behavioral Consultation
- Nutrition Consultation and Weight Loss



#### Success Story:

Kira is a 14 year old senior dog who had been progressively losing the use of her rear legs. Eventually she could not walk or stand up on her own without maximal assistance.

Due to degeneration of spinal nerve function and ongoing arthritis- Kira was not able to sense how best to place her paws as she moved, so she was walking on the tops of her feet, causing painful sores and limiting her ability to get around. After her initial rehab evaluation we fitted her with 'Toe-Ups', a device that helped Kira tell which way her feet should be placed before she put weight on them. Very quickly, she gained in confidence and was able to start taking steps with her feet in the correct position on her own as well as going up and down the back porch steps using her rear legs with much less assistance!

Once we fitted her with her 'Toe-Ups' and we eliminated the pain from her walks, she started fully bearing weight on both of her back legs and was quickly ready to advance in exercises that focused on improving her overall coordination and balance. Her treatment plan included targeted assisted swimming, underwater treadmill walking, and targeted home exercise to help her relearn how to deliberately place her legs when moving in different directions and to help her keep her balance. And as her coordination improved, Kira experienced a regaining of muscle mass and strength: she began to walk more normally, and no longer needed to be carried or pulled in a doggie wagon, her atrophied rear leg muscles became stronger and she began to run and trot to the park again!



#### Why Choose Rehabilitation?

- Maximize Mobility and Quality of Life
- Accelerate healing time
- Reduce pain
- Build muscle mass
- Facilitate weight loss
- Customized exercise programs

#### Benefits of Hydrotherapy:

Hydrotherapy in conjunction with veterinary treatment is an extremely effective method of rehabilitation for dogs. Studies have shown that with hydrotherapy, dogs recovering from surgery or injury heal up to 60% faster than with other therapeutic methods.

- It helps decrease inflammation and improves circulation.
- Muscle conditioning in water is not only an effective way of building up cardiovascular strength and endurance, but it can also be fun!
- Hydrotherapy treatment is conducted using a warm water resistance pool or Aqua PAWS Underwater Treadmill, located at The Rex Center in Pacifica.



## A Well Adjusted Pet

**Ilana Strubel, MA, DVM, CVSMT, CCRT**

**Physical Rehabilitation  
Holistic & Integrative Medicine**



#### Contact Us:

415-967-3861

[info@awelladjustedpet.com](mailto:info@awelladjustedpet.com)

#### Find us online:

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#### Custom Braces and Mobility Devices:

Custom Orthotics (Braces) are a truly viable and highly functional alternative to surgery. Orthotics and Prosthetics are especially useful for helping with chronic, ongoing conditions such as arthritis, traumatic injury, post-operative support, cruciate ligament injuries and other tendon or ligament injuries. From custom-made boots that protect paws to braces or splints that provide support or even prosthetic limbs or wheelchairs, the variety of options is ever increasing.



## Associate Veterinarian, VCA Tamalpais Pet Hospital

VCA Tamalpais Animal Hospital in the San Francisco Bay Area is seeking a personable, passionate veterinarian to join a growing 2.5 doctor practice as a full-time or part-time associate.

Located in Mill Valley nestled in the Redwoods, close to beaches, and just a short drive from San Francisco, this recently remodeled hospital has been established for 60 years. We service a very affluent clientele, allowing us to practice a very high level of medicine. We are well equipped with digital radiography, two dental suites, in-house lab, ultrasound, surgical laser and more.

In this position you'll work with a tenured team of DVMs and support staff to establish long-lasting relationships with a dedicated client base.

As a member of the VCA family, your passion for medicine and compassion for pets and people is matched with a commitment to your professional growth. Among the reasons to consider joining VCA are:

- Network of 4,500+ doctors, including more than 600 Specialists.
- Largest provider of Private Practice Internships and Residencies in the U.S.
- WOOF University, offering abundant CE for Doctors and Staff.
- Robust Clinical Studies program.
- Opportunities to give back through strong Shelter partnerships and VCA Charities.

We offer a signing bonus, competitive compensation and great benefits for eligible employees, including medical/dental, generous personal pet care discounts and more!

Please contact Chris Jones, Senior Veterinary Recruiter, to apply:

Cell: (213) 440-7808   ■   [chris.jones@vca.com](mailto:chris.jones@vca.com)

[www.tamalpaispethospital.vetsuite.com](http://www.tamalpaispethospital.vetsuite.com)





# ANIMUS

## Veterinary Group

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

Since 2005, Animus Veterinary Group has been supporting neighborhood Veterinary Hospitals by helping retain their unique culture and personalized atmosphere. We are family-owned and committed to ensure our pet parents and their pets feel welcomed and treated with respect.

We are currently looking for experienced and licensed Veterinarians to join our state of the art Veterinary Hospitals located in Palo Alto & Monterey, CA.

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Opportunity for growth

A positive work life balance

Support as needed for you and your team

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Solid benefits package including: health, vision, dental, liability, 401k, pet care discounts

Work with an amazing team of Veterinarians, from Medical Director to our Associates.

---

At least one year experience required. Compensation for this position is dependent on experience and education.

If this is what you are looking for, we would love to discuss the opportunity for you to join our team!

### INTERESTED?

Please contact us at

E- mail: [doctors@animusvetgroup.com](mailto:doctors@animusvetgroup.com)

Tel: Philip Alvarez at 510-755-8479







# Love WHERE YOU WORK

## Associate DVM Wanted

- Competitive compensation and great benefits package
- Progressive, influential practice with a smart, supportive staff
- Great clients who trust us

At Irving Pet Hospital, our mission is to not only provide exceptional care for pets, but an exceptional working environment for our dedicated team. We are a locally owned, AAHA-accredited, state-of-the-art small animal practice that's been a beloved member of this community for over 50 years. We're seeking an experienced full- or part-time associate veterinarian to join our extended family.



### About This Position

We expect that as a veterinary professional you understand the day-to-day requirements of seeing and treating patients. In addition to those duties, you'll be successful in this position if you:

- Have a minimum of two years of experience
- Are a strong communicator and possess good customer service skills
- Have excellent medical and surgical technique
- Can interpret dental film and do dental extractions
- Have leadership skills



### Our Offer

- Competitive pro-sal-based compensation
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- Paid vacation & holidays
- Liability insurance
- Licenses including state, DEA, VIN and SFVMA memberships
- Vested retirement plan after qualified employment
- Employee pet discount
- CE allowance
- Uniform allowance



## READY TO APPLY?

We'd love to see a cover letter highlighting why you think you'd be a good fit for our practice as well as a full updated resume or CV. Please send to [dvmresumes@irvingpethospital.com](mailto:dvmresumes@irvingpethospital.com).



[irvingpethospital.com](http://irvingpethospital.com) • 415.233.9326





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- ▶ Feline Wellness Center Veterinarian
- ▶ Overnight Emergency Veterinarian

As the veterinary industry changes, not-for-profit veterinary organizations remain a solid and dependable employer, more likely to offer compensation packages meeting and surpassing industry standards for all employees. Our organization works hard to ensure benefits and work/life balance that may be harder to find at for-profit practices. Furthermore, the efforts you make on behalf of the SF SPCA will provide community care to clients and patients who have depended on us for over 150 years.



**Interested?**  
Visit  
[sfspca.org/careers](http://sfspca.org/careers)  
to apply today!

The starting salary for these positions depends on the length and breadth of experience. You will be eligible for full benefits package including PTO and holiday pay, medical, dental & vision insurance, life insurance, long-term disability, tax-deferred retirement plan, pre-tax commute expense deductions, discounted veterinary care, employee discounts on retail, pet supplies, and dog training classes, financial support and time off for continuing education.





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**Dr. Cheryl McCullough**  
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**Dr. Jason Wood**  
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**Dr. Jacqueline Brady**  
MS, Dipl. ACVP

**Dr. Taylor Spangler**  
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**Dr. Karen Oslund**  
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- Veterinary Malpractice
- Veterinary Hospital Business Package
- VMB Defense
- Cyber Liability
- Commercial Umbrella
- Customized Loss Prevention
- Superior Claim Management Services

### Personal Lines Products

- Homeowners/Condo/Renters
- Auto/Motorcycle/Boat/RV
- Personal Umbrella
- Art/Jewelry

### Health, Life & Disability

- Group Health
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- Long Term Care
- Life



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A Quick Tip for Your Clients from  
SIRIUS® Puppy & Dog Training [www.SIRIUSpup.com](http://www.SIRIUSpup.com)  
*Complimentary Classes for all Bay Area veterinarians and their staff*

## DOES YOUR DOG MISBEHAVE WHEN LEFT ALONE AT HOME?

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The easiest and quickest way to reprogram your dogs' habits:  
Feed your dogs most of their daily diet from durable, hollow chewtoys, e.g., Kongs.  
Dry kibble initially to make it easy to get the food, but then kibble soaked in water and  
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Chewing chewtoys and lying down Calmly and Quietly  
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Veterinary Street Outreach Services (VET SOS) is recruiting volunteers— DVMs and veterinary assistant/technicians — for its monthly mobile clinics serving the companion animals of homeless San Franciscans. Visit [www.vetsos.org](http://www.vetsos.org) for more information, including upcoming clinic dates. Support the human-animal bond in this vulnerable population and work with outstanding volunteers from all over the Bay Area!

**Voicemail: (415) 355-2237**



**Email: [vetsos@sfccc.org](mailto:vetsos@sfccc.org)**



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Applanation tonometry and ultrasonography  
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#### Meet our newest ophthalmologist!

Dr. Katie Freeman, Feb 7, 2018  
 Flare: Diagnosis and management of uveitis

Dr. Albert Mughannam, May 14, 2018  
 Cataracts: Diagnosis and Treatment

Dr. Cynthia Cook, Aug 28, 2018  
 Pigmented Ocular Masses,

Dr. Gwendolyn Lynch, Nov 7, 2018  
 The Red Eye



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*We are*  
**HIRING**

PETS Referral Center is looking for an enthusiastic and fun-loving **EMERGENCY VETERINARIAN** to join our team of specialists. Enjoy a team of doctors, nurses, and management who care about each other as much as we care about pets and clients.

**We are looking first and foremost for someone who fits our team culture and values**

- Job type: Full-Time (part-time positions considered)
- Flexible scheduling: we focus on providing work-life balance with 10-12 shifts/month
- Salary \$170K-210K/year for full-time employees; generous benefits and signing/moving bonus for the right full-time candidate
- We are a fun, friendly, and open culture from top to bottom
- Support from specialty services, 24-hour surgical specialists and 7-day a week radiologists

**LIFE IS SHORT. WORK SOMEWHERE AWESOME.**

**INTERESTED? CONTACT DR. MIKE BARLIA [ervet@petsreferralcenter.com](mailto:ervet@petsreferralcenter.com)**

# 5 reasons **Nationwide®** is the **#1 pet insurer**

## 1 We believe in wellness.

We've offered preventive care coverage for more than 20 years. Because, like you, we know that regularly scheduled veterinary care is the best way to help healthy pets stay healthy.

## 2 Experience counts.

Thanks to more than 35 years of experience protecting dogs, cats, birds and exotic pets, there's nothing we haven't seen.

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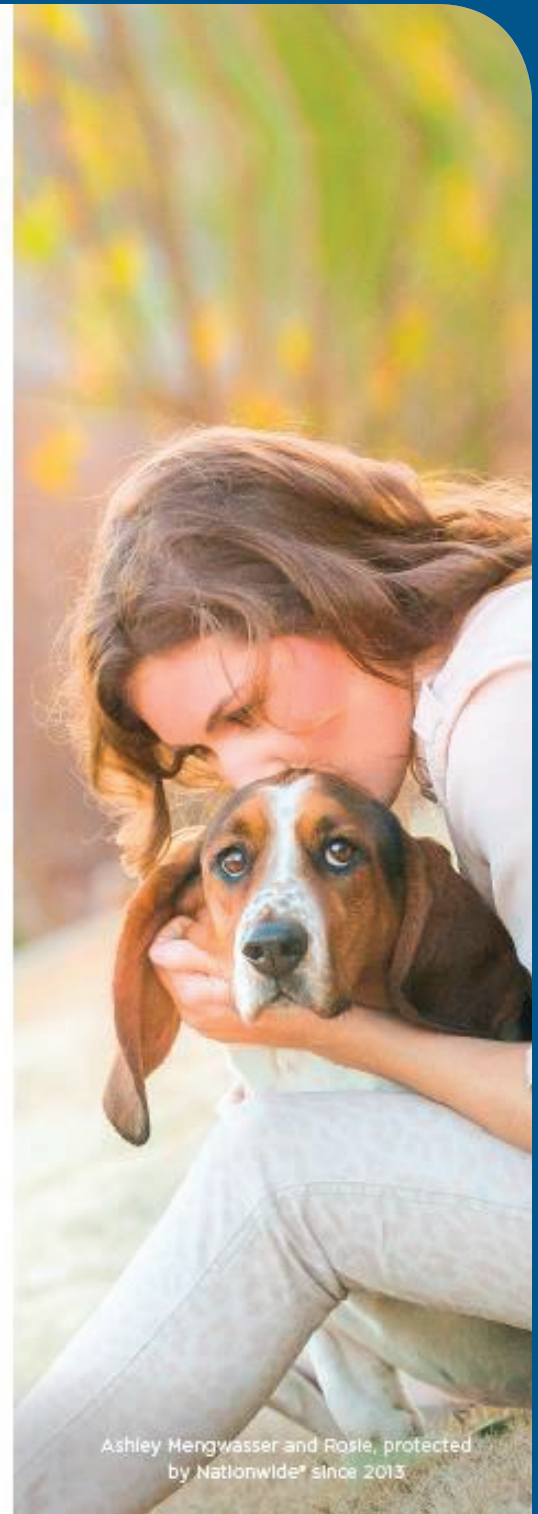
As the first and only underwriter for Veterinary Pet Insurance®, we were proud to be part of the pioneering vision that brought pet health insurance to the U.S. in 1982.

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## CLASSIFIED ADS

### Larkspur Landing Vet Hospital Looking for Rockstar Vet

**Larkspur Landing Veterinary Hospital** is looking for part or full time veterinarian. We are located in Marin County, right across the golden gate bridge from San Francisco. We are a fun, face paced small animal day-time practice. We offer tailored personalized progressive medicine and surgery. Our hospital is fully equipped and our clients are great, including multiple rockstars. Thus we are looking for a highly skilled veterinarian with great people and medical skills to join our busy boutique practice. We offer matching 401K, Trupanion Pet insurance, \$110-150K per year for a four day work week. We are also looking for relief veterinarians to perform routine spay, neuter and dental procedures Mondays and Tuesdays for \$800 per day.

Please send resume to [pressdogs@me.com](mailto:pressdogs@me.com)

### Volunteer Vet Techs Needed at PAWS (Pets Are Wonderful Support)

**PAWS** mission is to preserve, support and nurture the human-animal bond for those most vulnerable in our community, low-income San Francisco residents who are seniors (over 60 years old) and/or persons living with a disability, with pet food and vet care, among its services.

**Volunteer Vet Techs** assist one of our licensed Volunteer Veterinarians with exams and nail trims at our Ask The Vet consultations. Our vet exam room is located in the PAWS building in the Mission neighborhood of San Francisco.

Volunteer Vet Techs do not need to be licensed vet techs, but must have a minimum of one year experience working in a veterinary environment, and feel comfortable performing animal restraint and animal handling tasks within a limited clinic environment.

Please contact Program Coordinator, Volunteer Services,  
**Walter Campbell** for more information and to apply to volunteer:

[wcampbell@shanti.org](mailto:wcampbell@shanti.org)

415-830-7026



Help keep dogs and cats in their homes, and in your practice, by recognizing behavior problems and referring clients to me for additional help. My goal is to alleviate the emotional suffering of pets and the

people who love them. I provide house call appointments in the greater Bay Area to establish behavior diagnoses and design **Behavior Treatment Plans** which include management, behavior modification, medication if appropriate, and a year of email support. I look forward to helping your patients and clients!



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# Full-Time Associate Veterinarian Wanted

San Francisco Pet Hospital is seeking a full-time associate veterinarian to join our four-doctor team and some relief shifts to be covered. We offer a collaborative, team-centric work environment where you can thrive. We have been serving our clients and patients for almost 40 years and have built a practice offering the best service and compassionate care to what we know is the most fabulous group of patients and clients in San Francisco. Using a strong focus on client education and building bonds with our clients that last for years our busy full-service general practice will offer you a varied and challenging caseload which will make each day interesting and engaging. You will definitely grow as a clinician when you are a part of our team. Most of our support team has been with us for years. They are incredibly welcoming and exceptionally skilled and will provide you with exceptional support in your daily clinical practice. We practice in a charming and unique building in one of the coolest neighborhoods in San Francisco with easy access to fantastic restaurants, trendy bars, fashionable boutiques and a famous park with the iconic Painted Ladies just two blocks away. Within our walls we offer all of the bells and whistles that allow you to practice exceptional medicine in an advanced general practice setting including:

- Completely outfitted surgical suite including electrocautery and surgical laser
- Abaxis in-house laboratory equipment
- Rigid and flexible endoscopy
- Digital X-ray and digital dental X-ray systems
- Ultrasound



## OUR TEAM

San Francisco Pet Hospital's mission is to provide the highest standard of veterinary services through friendly, informative, and compassionate patient and client care. Our team values teamwork and collaboration, and we always strive to keep our work environment fun, supportive, and engaging.

Qualities that make you an ideal candidate to join our amazing team: the desire to build connections through kindhearted engagement with our clients, their pets, and your team; having heart and passion for the incredible work we do and having fun doing it; and the desire to grow with us! You will also need to a California veterinary license in good standing. With all of that we will be here to welcome you!

## CONTACT INFORMATION

Julie Robinson, RVT  
Hospital Administrator  
[julie@sfpethospital.com](mailto:julie@sfpethospital.com)

San Francisco Pet Hospital  
1371 Fulton Street  
San Francisco, CA 94117  
(415) 931-8312

**Want to do something that saves lives, feels good and helps your community? Then volunteer to help animals when disasters strike in California!**



Thousands of animals need care during and after disasters. Some 63% of California households have pets, including an estimated 10 million pet cats, nine million dogs, and one million horses. Other pets, farm animals, and wildlife also need assistance during and after disasters like earthquakes, floods, and wildfires.

Veterinary professionals are vital to animals during disasters. The mission of the California Veterinary Medical Reserve Corps (CAVMRC) is to provide veterinary professionals with the training and credentialing necessary to support animal health and public health.

Deployment is always voluntary. Volunteers get involved at whatever level works for them – assistants are needed as well as leaders, part-time responders are as welcome as those who can help out for a week or two, plus there are ongoing roles in areas such as planning and disaster response. Volunteer participation can be a matter of life or death for rescued animals and means the world to the owners of those animals.

### **BENEFITS OF JOINING THE CAVMRC**

The CAVMRC provides veterinary professionals:

- Credentialing necessary to support animal health and public health emergency response.
- Continuing education and training opportunities that allow you to strengthen your skills to better serve your practice, your community and our state.
- Networking and information sharing opportunities with veterinary team members across the state.

### **WHO CAN JOIN THE CAVMRC?**

You don't need any prior disaster response experience or training to join the CAVMRC. The entire veterinary practice team is welcome, including:

- Veterinarians
- Registered veterinary technicians
- Veterinary assistants, office managers and all support staff members
- Students in veterinary medical programs
- Retired veterinary professionals with a current license

### **PROGRAM AFFILIATION**

The CVMA registered the CAVMRC as a unit of the Medical Reserve Corps under the California Emergency Medical Services Agency and works in cooperation with local, statewide, and national agencies. The CVMA has played an important role in preparing for and responding to disasters in California since 1994 and builds on this experience with this new affiliation.

**For more information visit the CAVMRC website:**

[cvma.net/resources/disaster-response-program-2/california-veterinary-medical-reserve-corps-cavmrc/](http://cvma.net/resources/disaster-response-program-2/california-veterinary-medical-reserve-corps-cavmrc/)