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GUIDE TO
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Ticonium's newest brochure outlines in detail the many strong features of its Premium 100 Partial Denture Alloy. Such topics as yield strength, distortion, elongation, modulus of elasticity, hardness and specific gravity are discussed in a meaningful, easy-to-read format. Premium 100's specifications are illustrated in clear, concise charts designed for quick reference. A more thorough understanding of Ticonium's Premium 100 Partial Denture Alloy is assured with this new brochure. For your free copy contact Ticonium Company by calling their Nationwide Toll-Free Number 1-800-888-5868 or write: Ticonium Company P.O. Box 350 Albany, NY 12201 ATTN: Publication Dept.
P.S. Additional copies are available to Ticonium Franchises at $12.50 per 100 brochures. It makes a great promotional mailer.

A Look At '88

THE JOB MACHINE RUNS DOWN

The U.S. economy is likely to generate no more than 1.5 million new jobs in 1988, down sharply from about 3 million in 1987, according to a Conference Board analysis.

More than 65% of all the new jobs created during this year will be in the service industries, with only 15% in manufacturing or other goods-producing areas. About half of all the new jobs spawned in 1988 will be part-time, temporary or other "contingent" positions.

"America's great job-generation machine will run out of steam in 1988," declares Richard Belous, a labor economist at The Conference Board. "The number of Americans seeking work will grow at a faster pace than the number of employment opportunities."

CONTINGENT WORKERS: THIRTY MILLION AND RISING

The Conference Board estimates that this country's 120 million labor force now includes about 30 million contingent workers. These employees include part-time and temporary workers and a wide mix of jobs ranging from subcontractors to consultants. "Unlike core workers," says Belous, "contingent employees are not part of the so-called corporate family: they receive no long-term promises, and thus give management greater flexibility in reducing employment during downturns."

The corporate response to the next economic dip is likely to be more swift than in past slumps. Companies will not hesitate to use downsizing, staff restructuring, early retirements and hiring freezes if their companies face economic danger this year, the analysts notes.

A stranger looking for a grocery store will most likely notice the sign bearing the store's name; a three-year-old will probably see the coin-operated pony ride in front of the store; someone who is bargain shopping will be most apt to see the price posters in the store's windows; the person who's late for an appointment will undoubtedly single out the clock near the front entrance.
A golden opportunity to construct a superior removable partial denture occurs when the proposed abutments are to be crowned. In such instance, the dental technician has absolute control over the size and shape of the restored tooth and thus the ability to create the "perfect" abutment.

The perfect abutment may be described as a tooth whose contours provide support, stability, reciprocation, and retention without endangering the health of the remaining natural teeth and tissues. Therefore, the rest seat must transfer occlusal loads along the long axis of the tooth, and the clasp must not torque the abutment during any movement of the removable partial denture.

Over the years, I have developed a "Wish List" of conditions I want when designing a partial denture using teeth in their natural state as abutments. This is illustrated above.

In carving the wax pattern for the abutment crowns, the dental technician is now able to incorporate all the desirable features to make the perfect abutment.

Figure 1a: The ideal occlusal rest has an angle of less than 90° between the minor connector and the occlusal portion; the base of the occlusal portion is described as "spoon shaped" to permit rotational movement of the prosthesis during function; the angle over the marginal ridge and the minor connector must be heavy enough to prevent a fracture; and the border is blended into the remainder of the occlusal surface. A box-like rest seat is contra-indicated.

Figure 1b: Where inadequate tooth preparation causes a rest seat to slope at greater than 90°, satisfactory support can be obtained by a second occlusal rest on the opposite side of the tooth. This configuration will offset the angles and direct the occlusal forces parallel to the long axis of the abutment.

Figure 2: A well-planned combination restoration, utilizing a Ceka attachment on the right cuspid to avoid the display of a clasp. Both cuspids have cingulum rests and both molar abutments have deep, spoon-shaped rest seats. There will be no clasp on the left cuspid since the rest on the right molar and double claspng of the molars will prevent dropping of the left denture base. (Note fulcrum line between right cuspid and left molar.)

Figure 3: Lateral view showing the guiding plane carved on the mesial of the molar crown. The model clamp has been tightened to keep the same orientation of the model for carving the wax crowns on the other side.

Figure 4: Lateral view of left side. With the model locked in position, the guiding planes were carved parallel to the right side. Note channel between the molar crowns for a crib-type clasp. The deep channel will permit enough bulk of metal across the occlusal without compromising the occlusal plane.

Figure 5: The deep channel results in a clasp that is adequately strong and yet does not rise above the occlusal plane. This is the master model.

Figure 6: The deep channel results in a clasp that is adequately strong and yet does not rise above the occlusal plane. This is the master model.

Figure 7: The TICONIUM casting seated on a duplicate stone model ready for articulation and completion.

(Continued on Page 7)
New Limits On Your Freedom To Fire Employees

Suppose that your company hires Bill Smith for an indefinite period. Bill has no formal contract and he isn't covered by a collective bargaining agreement.

How free are you to dismiss him? Until quite recently, you had nearly complete freedom to do so. The law was on your side. If Bill was fired, he had been wrongfully discharged, his employment was protected.

In the interest of continuing to offer the highest quality of service to its valued laboratory network, calling Ticonium Company is as easy as dialing 1-800-888-5888.

By Fred S. Stengold

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Based his case on statements in a personal manual and a pamphlet of employee guidelines handed to him when he was hired. The company fired him.

The court said that his right to terminate employment at any time, his right to make a consumer but a party to a contract. He sued his employer, claiming that he had been wrongfully discharged as a result of his refusal to join the company's political efforts.

The court said that an employee's freedom of political expression must be protected.

The company had no formal written contract. Instead he

New England, New York State! And asking for the interest of continuing to offer the highest quality of service to its valued laboratory network, calling Ticonium Company is as easy as dialing 1-800-888-5888.

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It can happen:

**BE WARY! OF BEING BILKED**

People lose an estimated $10 billion a year because of investment fraud. That's more money than the combined annual profits of GM, Ford and Chrysler. And if you are absolutely certain that you could never fall for an investment scam, the swindler starts with a big advantage. Investment fraud generally happens to people who think it couldn't happen to them. However, you can help protect yourself by knowing what to look for and asking the right questions, and what your rights as an investor are.

There is no typical profile for a swindler. He may attempt to gain your trust by mimicking the approaches of people who think it couldn't happen to them. He may attempt to gain your trust by mimicking the approaches of people who think it couldn't happen to them.

In fact, the "select list" may be the telephone directory or a pur... (Continued on Page 5).

**The Words We Use**

(Continued from Page 1)

Once the individuals are inside the store, their initial focus seldom completely disappears unless it is resolved or replaced by another, more immediate, concern. The three-year-old, for example, may forget about the pony ride after he spots a gumball machine when he gets inside the store.

**SELECTIVE PERCEPTION**

O.K., so what does this business of "selective perception" mean to you? It means that if your receiver is not focusing on what you are saying, your message isn't going to be transferred properly. It means that you often should not begin delivering your message until you have discovered your receiver's current concerns and try to refocus them onto the subject you want to discuss. It also means you must recognize that the best time to transmit an important message may not be at the time it is most convenient for your listener. We said earlier that every party to a communication situation brings with him a summation of his entire life experiences and interests. As a communicator, that's an important thing to keep in mind. No two people will have the same reaction to the same experience.

Did you ever, as a youngster, sit with your friends on a summer day trying to discern familiar shapes in the white clouds overhead? One cloud may have looked to you like an elephant, while one friend saw a sailing ship in the same cloud, and another saw a castle. One cloud, three people, three interpretations. In some respects, communication is not unlike this. Everyone is trying to make him see that elephant-in-the-cloud you tried to describe to your friends many years ago. To do it well takes skillful use of all the communication tools at your disposal.

Keep in mind that a communicator's tool box contains more than words. Humans communicate every day using three principal techniques:

1. **Physical touch:** A touch can convey deep meaning to another person. A caress, a pat on the back, a slap on the nose — all say something to the recipient. Without a word being said, such physical touches convey feelings that are never put into words.

2. **Physical signals:** We all use physical signals to help us communicate — a smile, a scowl, a shrug, a wink. These and other gestures may convey meaning by themselves.

3. **Symbolic signals:** We all use symbolic signals to help us communicate — a smile, a scowl, a shrug, a wink. These and other gestures may convey meaning by themselves.

**SYMBOLS**

3. **Symbols:** The words we use are really symbols for what they represent. But "goes" beyond written or spoken words. They include pictures, diagrams, charts, samples — the whole range of so-called "visual aids" that so many good communicators use with such advantage.

Because we're concerned with written communication, let's look at some of the pitfalls of using the symbols we call "words." Again, because everyone interprets meaning on the basis of his or her own experiences and interests, the same word will mean the same thing to everyone.

It may be that a word is shown in a dictionary is apt to have universal meaning. Not so. There are two major problems with this line of thinking: First of all, too many people are used to thinking in a dictionary. Second, the question arises, "Which definition are you talking about?"

A quick glance through a dictionary will reveal words with less than two definitions. And some words almost defy pinning down. In one dictionary, the word "face" has 35 definitions; "rap" has 11; "belt" has 13; "off" has 30.

Gee whiz! What a wonder any communication can take place! You and I use a word in the sense of definition #1. Our neighbor hearing it in a conversation between definition #22. Of course it really isn't bad, but since our grammatical structure and the context in which we use a word tends to limit the possible definitions of what we mean, it's a word that still leaves something to be desired.

If our listeners and readers always understood our words to mean what we mean them to mean, our communication task would be easier. But since our... (Continued on Page 5).

**Dental Technology Today**

(Continued from Page 5)

Figure 8. The ceramist built a beautiful molar crown here. Unfortunately, she overbent the mesial-occlusal area which created almost four-thousandths of separation of the crown and the tooth. Before the abutments were prepared, the shade and mold were selected and the anterior teeth arranged on a base plate for a preliminary try-in. Moving the mid-line to its final position required severe narrowing of the cuspid. But since the bicuspid were being crowned, plans were made to reduce the mesio-buccal cusp of the first bicuspid more than usual which, in turn, permitted the final crown to be narrower. This pro... (Continued on Page 5).

Figure 9. This is a well-planned restoration, replacing a partial denture with the mid-line of center to accommodate the bicuspid in the right side. Before the abutments were prepared, the shade and mold were selected and the anterior teeth arranged on a base plate for a preliminary try-in. Moving the mid-line to its final position required severe narrowing of the cuspid. But since the... (Continued on Page 5).

Figure 10. The lack of interdental space on the mesial of the right first bicuspid precluded the use of any type of attachment. Note the reduced mesio-buccal angle of the bicuspid crown.

**New Freedom**

(Continued from Page 6)

5. If you have a program of performance reviews, don't pull any punches: let the employee know where he or she stands so that a firing doesn't come as a surprise.

6. If you have a probationary period for employees, let them know that at the end of the period they can become a "regular" employee; avoid talking about "permanent" employment.

7. Consider an agreement that employment-related disputes will be arbitrated. This avoids the peril of a jury trial in which the "underdog" (here, the employee) often has a distinct advantage.

8. Check with your lawyer to learn the public policy grounds that can lead to legal trouble in your state.