

# NEGOTIATING EMPLOYMENT CONTRACTS: DO'S AND DON'TS

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## HEALTH LAW SUBJECTS

- Regulations
- Credentialing
- Reimbursement
- Fraud and abuse
- Tort law

*Each impacts your employment agreement*

## WHO SHOULD YOU TALK TO?

- Attendings
- Colleagues
- GME Office
- Attorneys
- Friends



## DECIDING WHERE TO PRACTICE

- Academic Medical Center/Hospital
- Private practice
- Long term care/  
Skilled nursing  
facility



## EVALUATING AN OPPORTUNITY

- Develop your checklist
  - Identify priorities
  - Determine deal-breakers



## THE FIRST INTERVIEW

- Establishing a rapport
- Identifying the “nuts” and “bolts”
- Asking the right questions
- Letter of Intent/MOU



## THE MAJOR CONTRACT ISSUES

- Compensation -- not just salary!
- Job Duties
- Term and termination
- Be aware of the details



## MOVING ON

- Non-competition provisions
- Non-solicitation provisions
- Non-interference provisions





## SYNOPSIS FOR NEGOTIATING EMPLOYMENT CONTRACTS

- Don't rely on a handshake
- Don't be afraid to ask for changes
- Don't be afraid to ask for help – this is your career

