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