

NEGOTIATING EMPLOYMENT CONTRACTS: DO'S AND DON'TS

Bruce D. Armon, Esq.

Chair, Health Law Practice Group

Telephone: (215) 972-7985

Email: bruce.armon@saul.com

Saul Ewing Arnstein & Lehr LLP

October 31, 2017





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





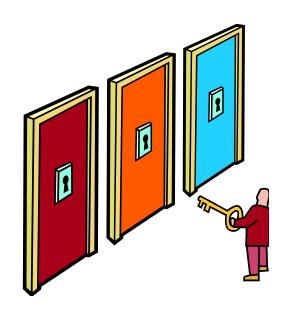


DECIDING WHERE TO PRACTICE

 Academic Medical Center/Hospital

Private practice

 Long term care/ Skilled nursing facility







EVALUATING AN OPPORTUNITY

Develop your checklist

- Identify priorities
- Determine dealbreakers







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



