



## Contract Negotiation

This list of suggested issues is the basis for contract negotiation when considering employment. This list is intended as the start of a conversation and should not be considered complete. You will want to add other issues that are important to your future employment.

### Contract Pitfalls

- Consulting counsel too late
- Failing to conduct adequate research on prospective employer
- Overlooking vague terms in a contract
- Failing to understand legal significance of defined terms
- Not paying enough attention to the fringe benefits
- Not specifying the conditions of employment
- Not having adequate information on bonus terms
- Failing to consider unduly restrictive non-compete covenants
- Failing to recognize one-sided termination provisions
- Not protecting “additional income”

### Fringe benefits may include

- Tuition & CME reimbursement
- Car allowance
- Sick leave
- Life insurance
- Disability insurance
- Paid holidays
- Relocation expenses
- 401(K) and other retirement plans
- Flex time
- Health insurance
- Malpractice coverage
- Vacation leave
- Maternity leave
- Dental insurance
- Professional dues
- Journal subscriptions
- Profit sharing
- Parking
- Loans

### Points of clarification

- What is the term of the contract?
- How is the contract renewed and for how long?
- How many practice locations will you travel to?
- What does your spouse think?
- Will you have a real office or a pit?

- What about support staff: NP, PA, other?
- What technology does the practice use?
- Have you run a credit report on the practice or hospital?
- Have you run a background check on the practice or the hospital?
- What is the call coverage?
  - Is it evenly distributed?
- How will you be marketed?
  - Are there enough patients for you?
- Is there a restrictive covenant?
- What are details of the 4 Bs?
  - Base pay
  - Bonus
  - Benefits
  - Buy-in