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?
  o Is it evenly distributed?
• How will you be marketed?
  o Are there enough patients for you?
• Is there a restrictive covenant?
• What are details of the 4 Bs?
  o Base pay
  o Bonus
  o Benefits
  o Buy-in