

# Physician Employment Agreements: Do's and Don'ts

*Bruce D. Armon, Esq.*

*Chair, Health Law Practice Group*

*Telephone: (215) 972-7985*

*Email: [bruce.armon@saul.com](mailto:bruce.armon@saul.com)*

***Saul Ewing Arnstein & Lehr LLP***

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**NATIONAL RESIDENCY CURRICULUM**

# What in the World is Going On?



- Regulations
- Credentialing
- Reimbursement
- Fraud and abuse
- Tort law
- COVID-19

*Each impacts your employment agreement*



# Dating During COVID-19



- Tips to find your perfect “match”
- When
- Who
- How
- What to ask





# When Should You Think About Your First/Next Job?

- Now
- It is never too soon to consider potential opportunities



# Who Should You Talk To?

- Attendings
- Colleagues
- GME Office
- Friends
- Headhunters



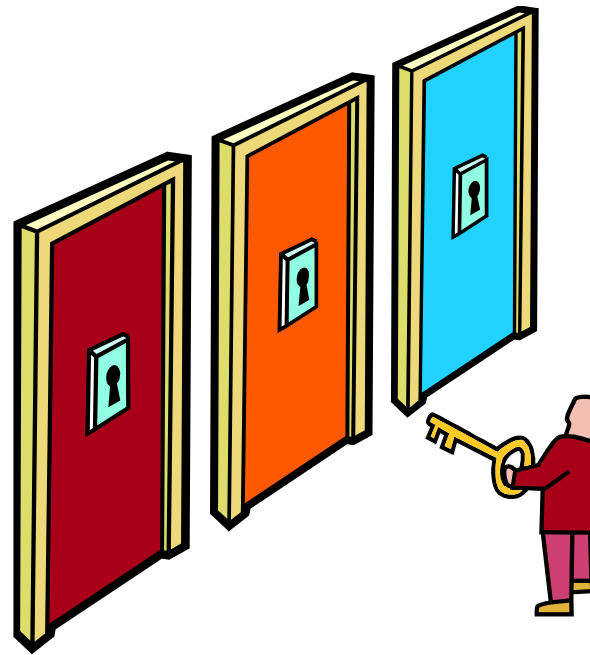
# Internal and External Factors to Consider

- Timing
- Supply and Demand
- Competitive Landscape
- The Economy
- Aligning Goals and Priorities





# Evaluating a Private Practice, Academic or Hospital Opportunity



# The First Date (i.e., the Interview)!

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



# What Does My Future Look Like?

- Metrics to consider
- Equity opportunity
- ASC
- Real Estate



# THE MAJOR CONTRACT ISSUES

- Compensation -- not just salary!
- Term and termination
- Be aware of the details
- Post-employment restrictions



# SALARY OPTIONS

- Base salary
- Base salary PLUS production or collections
- Production less overhead
- Income Guarantee





# NON-SALARY BENEFITS

- Salary is only part of the equation
- Ascertain employer's flexibility



# TERM AND TERMINATION

- Term
  - How long is the initial term?
  - Automatic renewals and notice provisions



# TERM AND TERMINATION

- Termination
  - For cause
  - Without cause
  - Timelines for termination



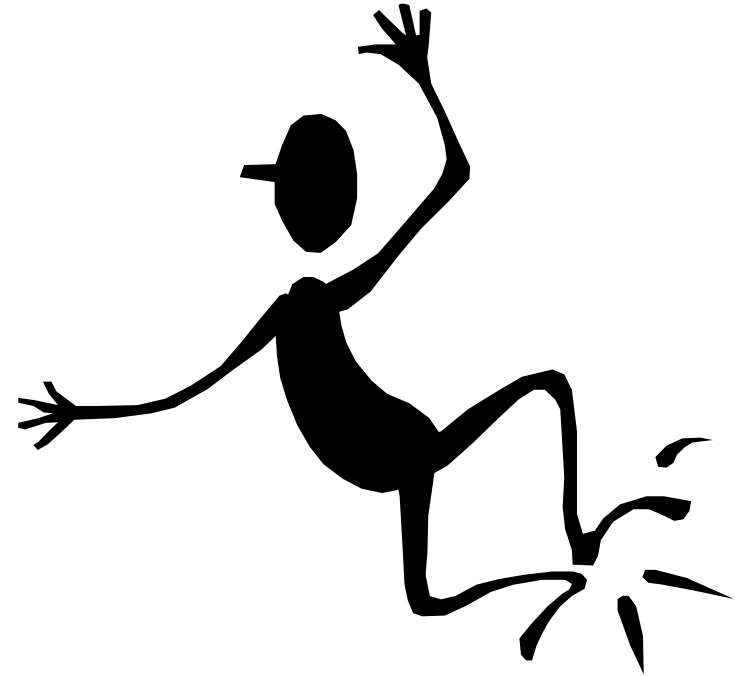
# MOVING ON

- 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
- Enjoy your first professional practice opportunity!





# Getting back to a new normal (soon, we hope)!



# Additional Health Care Legal Resources



- <https://www.saul.com/attorneys/bruce-d-armon> -- look under Thought Leadership; Alerts & Newsletter

AND ....

- \* make it easy: email me: [bruce.armon@saul.com](mailto:bruce.armon@saul.com) and I will add you to my email list to receive periodic alerts with thousands of your colleagues!