

# UNDERSTANDING NEGOTIATING YOUR FIRST EMPLOYMENT AGREEMENT

**TERMS OF AGREEMENT**

- ✓ "Fixed" term is not so fixed
- ✓ "Without cause" may mean it's not a good fit

**MOONLIGHTING**

EMPLOYER DOESN'T WANT YOU TIRED



**PART-TIME**

**OTHER OPPORTUNITIES**

like public speaking



ask friends (though take what they say with grain of salt!)

incentive \$  $x + i(B - rrv)$  formulas to figure it out



YR 3  
YR 2  
YR 1  
TYPICALLY 25%  
BASE SALARY

**EXPENSE PAYMENT REIMBURSEMENT**

Get your employer to pay:



LICENCE FEES  
MED. STAFF DUES  
DEA REGISTRATION

**MALPRACTICE INSURANCE**



UNDERSTAND "TAIL" COVERAGE

**COMPENSATION**

**SIGNING BONDS**



RETENTION BONUSES



**NON-COMPETES/ RESTRICTIVE COVENANTS**

Varies state-to-state

Solicitation agreements



Patients  
Colleagues



X is a BAD employer!

**PERMITTED ABSENCES**

PTO PROVISIONS

FMLA doesn't require pay during leave



Confidentiality  
Disparagement

**BOILERPLATE PROVISIONS**



Look at me!

My contract says 36 hours

YOU CAN ADD TO THE TERMS OF AGREEMENT



THERE WILL ALWAYS BE LOTS PROVISIONS

The more duties, the more provisions and reasons for termination

Administrative duties



Scheduling

Location

Compliance

**FRINGE BENEFITS**

ASK!

What's your short-term disability plan?

LOOK FOR Summary Planning (SDP) Document

We have more on this topic!

