

Employment Contract Reading

Contract Reading

When considering a new position with a dental practice, Dental Support Organization (DSO), or clinic, it is vital to review your Employment Agreement carefully and seek legal help in understanding what is asked of you as an employee. An Employment Agreement is a legally binding contract. It is advisable to find an experienced attorney to help you evaluate the terms. A few hours with an attorney is a valuable investment to make sure you clearly understand the terms and conditions included in the agreement as well as prepare any alterations to the contract prior to speaking to the employer. As a potential employee, you have the right to negotiate and revise a contract. Know that you may need to compromise; however, be prepared to step away from the position and consider what a one-sided agreement may say about a prospective employer.

Red flags to look for in a contract may include, but are not limited to:

- Are you an employee or independent contractor?
- How an associate handles treatment plans?
- Does an associate need to use a certain amount of third-party dental supplies or services each month?
- Is there a non-compete clause?
- Do you possess ownership of your own patient records?

Some provisions of an employment agreement may have a long-term impact on a dentist's career or ability to practice. For more information about employment contracts, visit the ADA website.