

This is your new

Healthcare Employment Practice

Policy, Law and Procedure

James T. O'Reilly and Mary Ellen Keegan

The hospital and healthcare environment has become more fractured and more fractious in recent years. Job satisfaction is down, unions are up, contracts are much more complex and the covenants that bind doctors and other healthcare personnel have locked up the futures of many professionals. This clear and concise guidebook responds to these complex issues with examples and details to save you time, reduce errors and improve employee satisfaction. This text explores how the system actually operates, and suggests how lawyers, human resource professionals and hospital management teams can improve their outcomes through astute planning and careful drafting of agreements.

Healthcare Employment Practice includes:

- Step-by-step, term-by-term guidance on physician employment contracts, with an emphasis on the problems presented by restrictive covenants, and a full sample Physician Employment Agreement;
- Labor and employment law as it affects healthcare industry employees;
- Issues presented by telemedicine;
- Stark and anti-kickback law compliance;
- A fifty-state survey of noncompete statutes and selected case law.

Contents

Chapter 1	Mentally and Physically Healthy Physicians Drive the Healthcare Train
Chapter 2	Setting the Stage for Resolving Conflicts Involving Physicians' Employment
Chapter 3	Healthcare Employment: Structure and Statistics
Chapter 4	Physician Employment Qualifications
Chapter 5	Practice Affiliation Among Physicians
Chapter 6	Starting, Purchasing, or Separating from a Medical Practice
Chapter 7	Physicians' Relations with Hospitals: "It's Complicated"
Chapter 8	Nonemployee Contract Roles for Physicians
Chapter 9	Physician Employment Contracts
Chapter 10	Restrictive Covenants in Physician Employment Contracts
Chapter 11	Physicians and Collective Bargaining
Chapter 12	Effects of the National Practitioner Data Bank Reports
Chapter 13	Regulatory Oversight of Practitioners' Employment
Chapter 14	Nurses and Collective Bargaining

(continued on reverse)

Practising Law Institute
1177 Avenue of the Americas
New York, NY 10036
#293923

- Chapter 15 Impacts of the NLRB Healthcare Unit Classification Rules
- Chapter 16 Issues for Non-MD, Non-RN Employees
- Chapter 17 Strikes and Lockouts in Healthcare Labor Conflicts
- Chapter 18 Employment Effects of Changes of Owners and Employers
- Chapter 19 Exempt Employees: Issues with Overtime Pay and Collective Bargaining
- Chapter 20 Safety Rules Protecting All Healthcare Workers
- Chapter 21 Conflict Resolution Through Arbitration or Mediation
- Chapter 22 Employment Discrimination in Healthcare: Physician Whistleblower, Discrimination, Harassment and Retaliation Claims
- Chapter 23 Bargaining Unit Rules Applied to Public Sector Workers
- Chapter 24 Bargaining Unit Rules Applied to Non-Healthcare Workers in Hospitals
- Chapter 25 Outsourcing the Staffing of Healthcare Institutions
- Chapter 26 Stark and Anti-Kickback Compliance
- Chapter 27 Telemedicine
- Appendix A Table of Statutes and Case Law by State
- Appendix B Sample Physician Employment Agreement [with Annotations]
- Appendix C Basic Licenses, Permits and Other Requirements When Opening a Medical Practice

Thank you for purchasing *Healthcare Employment Practice*. If you have questions about this product, or would like information on our other products, please contact customer service at info@pli.edu or at (800) 260-4PLI.