

MMA Tips for hiring an attorney to review your employment contract:

- Find an attorney with experience in physician contracting.
- Set up an interview, preferably in-person, to discuss your needs and assess personality compatibility. This initial consultation should be free of charge.
- Ask questions: what is the attorney's experience? What recent outcomes has the attorney achieved? Who does the attorney usually represent in contract negotiations? Does the attorney have any conflicts in representing you? What outcome(s) can you reasonably expect?
- Inquire about the attorney's fee schedule. Once you decide to hire an attorney, your written agreement with that attorney should include the fee schedule (whether hourly billing or a set fee).
- Trust your instincts! If you don't feel comfortable with the attorney, find a new one.
- Once you and an attorney agree to work together, the attorney is obligated to:
 - respond to your questions promptly and clearly;
 - keep you informed about activity, negotiations, and offers;
 - discuss your expectations for the case with you;
 - return your calls and emails within a reasonable amount of time;
 - explain the significance of choices you are offered or decisions you make.
- Be alert for the following "red flags", which may indicate your attorney is not handling your case well or is not a good attorney for you:
 - Promising a favorable outcome;
 - Failure to promptly respond to your communications;
 - Vague or changing fee schedule or billing practices;
 - Disrespectful or unprofessional behavior;
 - Missed deadlines or other substantive errors.

For help locating an attorney, feel free to contact the Minnesota Medical Association:
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