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# Practice Management Networking Community

**When Benefits are Not Benefits: Ask the Attorney  
Open Discussion**

Susan Kern, MD, FCAP

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# Practice Management Networking Community

## *Disclaimer*

- The contents discussed are not intended to provide, and do not constitute professional, financial, billing, marketing, management, or legal advice. They do not represent the perspectives of the CAP, and do not reflect binding positions of participants.
- Ms. Goldstein has volunteered to serve as content expert on today's topic. She does not represent the CAP and is not endorsed by the CAP.

# Practice Management Networking Community

## *Basic “Ground Rules”*

- Respect for diversity of participants
- Respect for privacy of confidential/privileged information
  - Do not share sensitive information deemed confidential or that reflect specific competitive strategies, trade secrets, market positions, etc.

**Lori Goldstein, an employment lawyer since 1984 in the Chicago area, represents employers/business owners and employees advising them on workplace rights and compliance including discrimination and harassment, disability accommodations, family and medical leave, drug and alcohol policies, and she negotiates and drafts employment, non-compete, independent contractor and severance agreements.**

# Resources

- **CAP 2019 Practice Characteristics Survey Report**
  - **Link: <https://www.cap.org/gated-assets/uploads/private/2019-practice-characteristics-survey-report.pdf>**

# Employer-Provided Benefits, by Practice Setting

BENEFIT	All Settings (n=881)	PRACTICE SETTING			
		Academic Medical Center (AMC) (n=283)	Non-Academic Hospital Owned by, Affiliated With, or Managed by an AMC (n=97)	Non-Academic Hospital Unaffiliated with an AMC (n=166)	Independent laboratory (n=79)
Paid vacation	88%	97%	91%	83%	91%
Health insurance	86%	99%	88%	77%	90%
Retirement contributions (eg, 401(k), 403(b))	80%	93%	79%	77%	75%
Paid malpractice premiums (all or a portion)	80%	87%	85%	79%	84%
Paid CME (all or a portion)	74%	82%	81%	67%	71%
Dental Insurance	71%	92%	59%	52%	77%
Paid sick time	64%	82%	56%	49%	58%

# Employer-Provided Benefits, by Practice Setting, continues

BENEFIT	All Settings (n=881)	PRACTICE SETTING			
		Academic Medical Center (AMC) (n=283)	Non-Academic Hospital Owned by, Affiliated With, or Managed by an AMC (n=97)	Non-Academic Hospital Unaffiliated with an AMC (n=166)	Independent laboratory (n=79)
Life Insurance	62%	87%	52%	43%	61%
Short-term disability	53%	76%	42%	34%	56%
Long term disability	52%	73%	40%	39%	57%
Tuition reimbursement other than CME (all or a portion)	20%	33%	15%	9%	10%
Stock options	6%	1%	4%	5%	22%
Other	4%	3%	4%	6%	5%
None, employer does not offer benefits	1%	0%	0%	1%	0%

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## *Next steps*

- Next session
  - Influencing Without Authority, September 14, 2021 – 2<sup>nd</sup> Tuesday of the month
- Two requests
  - Please complete survey
  - Consider volunteering to lead a future session and share your experience





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