

# KNOW BEFORE YOU SIGN IN WASHINGTON

Washington law prohibits any agreement, policy or procedure, or employment or other handbook that:

## 1. limits or imposes requirements on:

- The length of time a dentist spends with a patient
- The number of patients a dentist treats in a certain period of time
- The number of certain types of procedures a dentist completes in a certain time period
- The performance of dental services by a dentist
- A dentist's decision regarding a course of treatment for a patient
- The manner in which a course of treatment is carried out by a dentist
- The manner in which a dentist uses dental equipment or materials
- The use of a laboratory or the materials, supplies, instruments, or equipment deemed reasonably necessary by a dentist to provide diagnoses and treatment consistent with the standard of care
- The professional training deemed reasonably necessary by a dentist to properly serve the dentist's patients
- The referrals by a dentist to any other practitioner the dentist determines is necessary
- The advertising of a dentist's practice
- Communications with a dentist's patients

## 2. interferes with:

- A dentist's right to access patient records
- A dentist's decision to refund any payment made by a patient for dental services performed by the dentist

## 3. provides or has the effect of:

- Requiring a dentist to pay the DSO a percentage of revenue as a management fee, especially an excessively high percentage
- Denying a dentist the traditional rights associated with ownership of the practice, including:
  - Entitling the DSO to replace the dentist at will
  - Prohibiting the dentist from selling the dental practice
  - Prohibiting the dentist from issuing additional shares of capital stock in the dental practice
  - Prohibiting the dentist from amending, supplementing or terminating the dental practice's Articles of Incorporation, Bylaws, and/or other governing documents
  - Prohibiting the dentist from determining the schedule or number of patients that the dentist see each day
  - Prohibiting the dentist from hiring or firing employees\*



Signature

# WSDA

WASHINGTON STATE  
DENTAL ASSOCIATION

*The WSDA is here to provide support and guidance for our members as they practice dentistry in Washington*

*\* This is not an exhaustive list. There may be other state and federal laws that apply. It is always a good idea to have an attorney review any contract and related documents prior to signing.*