

State	Bill Name	Status	Policy	Description	Income Limit	Geographic Limit	Scope Limit	Duration Limit	Other Requirements	Court Cases
AR	A Bill for An Act to clarify that a covenant not to compete agreement is unenforceable for certain licensed medical professionals; and for other purposes	Passed 2025	Healthcare	Amends pre-existing non-compete statute in Arkansas to include a subsection voiding any covenant not to compete that prevents a physician from practicing within their scope of practice.			Scope of practice			
CT	§ 20-14p . Covenants not to compete involving physicians	Passed 2023	Healthcare			15 miles		1 year	Party seeking to enforce a non-compete agreement has the burden of proof. To be enforceable a covenant not to compete must (i) be necessary to protect a legitimate business interest, (ii) be reasonable in time, geographic scope and practice restrictions necessary to protect that business interest, (iii) be otherwise consistent with the law and public policy.	
IL	Freedom to Work Act	Passed 2017, Amended 2024	Healthcare	The act prohibits employers from entering into a non-compete with any employee who makes less than \$75,000 annually. This increases to \$85,000 annual income by 2032. The recently passed bill voids any non-compete entered into after January 1, 2025 related to licensed healthcare professionals providing mental health services to veterans or first responders if the non-compete can be understood to increase costs or difficulty getting those services.	\$75,000/year				1. Voids any non-compete agreements for workers covered under a collective bargaining agreement and construction workers (regardless of access to collective bargaining). 2. "A covenant not to compete or a covenant not to solicit is illegal and void unless (1) the employee receives adequate consideration, (2) the covenant is ancillary to a valid employment relationship, (3) the covenant is no greater than is required for the protection of a legitimate business interest of the employer, (4) the covenant does not impose undue hardship on the employee, and (5) the covenant is not injurious to the public."	
IN	Ind. Code §23-2-2.7-1 et seq	Amended 2022	Franchises	Establishes reasonable restrictions on non-compete agreements between franchisors and franchisees.		The geographic region specified in the agreement, permitted it is an area of "reasonable size."		3 years	Franchisee may recover damages. Action must be brought within 2 years.	
KY	216.724 Restrictions on health care services agency -- Contracts	Amended 2023	Healthcare	Restricts non-competes only for temporary direct care staff.						

LA	Act 273	Amended 2024	Healthcare	Amends pre-existing Louisiana statute on non-competes to further limit geographic scope and duration of enforceable non-competes. Duration must not exceed 3 years after the agreement is initiated for primary care physicians (as defined under Louisiana law) and 5 years after initiation of agreement for non primary physicians. Requires that any subsequent agreements between employer and employee not include a non-compete clause. If the initial employment agreement is terminated before the required non-compete provision is complete, a non-compete requirement cannot exceed 2 years.		The parish where "the physician's principal practice is located" and any "two contiguous parishes in which the employer carries on a like business" -- parishes must be specified in the agreement.		3 years (primary care physician); 5 years (non-primary care physician)	Rural hospitals and hospitals in medically underserved areas and rural parishes are exempt from the non-compete law.	
MD	Noncompete and Conflict of Interest Clauses for Veterinary and Health Care Professionals and Study of the Health Care Market	Amended 2024	Healthcare	Amends pre-existing non-compete statute in Maryland to include a minimum wage of \$350,000 for enforceability of non-compete agreements for healthcare workers.	\$350,000/year	10 miles		1 year	Requires notice be given to patients upon request of a former employee's new location.	
MN	Minn. R. 2860.3500 ; Minn. R. 2860.4400	Passed 2007	Franchises	A statute that addresses various issues related to franchises. Establishes reasonable restriction on non-compete agreements between franchisors and franchisees. Does not specify parameters.						
NM	24A-4-2 . Enforceability of a non-compete provision; other provisions void.	Unknown	General	Establishes enforceability of non-compete agreements unless written under the terms of another state.					A non-compete provision is unenforceable if it is subject to the laws of another state or requires litigation in another state	
PA	Fair Contracting for Health Care Practitioners Act	Passed 2024	Healthcare	Intended to facilitate patient access to health care by regulating consolidated hospital systems' ability to enforce non-compete agreements on health care practitioners, thereby increasing competition in the industry that is beneficial to both employees and patients. Declares non-compete covenants entered into after effective date void and unenforceable with limited exceptions.				1 year	Notification of patients is required if they have been seeing the practitioner for 2 consecutive years or more (i) that the practitioner is leaving, (ii) that they may choose to follow the practitioner to their new employer and how that may be done, (iii) that they may choose to stay with the current provider and be reassigned to a different practitioner.	
UT	Health Care Services Platforms	Passed 2025	Healthcare	Prohibits healthcare platforms from requiring practitioners to enter into a non-compete agreement.						
VA	A Bill to amend and reenact §40.1-28.7:8 of the Code of Virginia, relating to labor and employment; covenants not to compete prohibited; exceptions; civil penalty.	Passed 2025	General	Amends pre-existing non-compete statute in Virginia to remove the specification for low-wage employees (as defined in the bill) and generalize the bill to prohibit non-competes for any employee. Adds language to allow reasonable non-compete covenants with non-low-wage employees who have received specialized training or education from the employer.					Action must be brought within 2 years of (i) the employee learning of the non-compete agreement, (ii) termination of the employment relationship, or (iii) attempt by the employer to enforce agreement.	

WY	AN ACT relating to miscellaneous contracts and actions; providing that contractual covenants not to compete are void; providing exceptions; specifying requirements for covenants not to compete for physicians; specifying applicability; and providing for an effective date.	Passed 2025	General + Healthcare	Voids any non-compete applied to skilled or unskilled laborers. Includes a section specific to physicians. Permits physicians to notify any patients suffering from a rare disorder or their departure and their contact information in their new employment.						
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