

HOUSE BILL 1388 / SENATE BILL 1182

As a doctor of Veterinary Medicine for 37 years and the owner of my own practice since 1990, I am opposed to HB 1388/SB1182.

I am certain that every professional, no matter what their field of expertise, has had the misfortune of knowing a colleague that sheds an unfavorable light on their profession. This becomes a real problem when one is unfortunate enough to hire that person. Imagine hiring an associate that is malice, slanders you & your practice or attempts to steal your clients and you are forced to terminate their employment. This problem is compounded when the employer is unable to protect their clients, their practice, their reputation & their livelihood that they have worked so extremely hard to cultivate. If one does not have a non-compete agreement you will be forced to spend thousands of dollars in legal fees & possibly lose the entire practice.

So many large animal practices are single person practices that bring associates in under their wing, with the hope that those associates will stay on and become partners in their practice. These practices take decades to build & grow. These practices are often what the owner is relying upon for their retirement. If you do not have a non-compete these practices will cease to exist resulting in a very large void in available Veterinarians.

The current non-compete contract can be designed to suit both the employer & employee & therefore should remain a tool that can be used if needed. It should be left in place as an option that can be used. This bill would leave small practice owners i.e. solo practitioners, no option to grow their practices.

Finally this bill has been rapidly pushed through this legislative session. This bill should be for the members of the Veterinary & the Medical community to discuss & vote on before any legislation is considered or passed.

Therefore, I am opposed to the removal of this very important non-compete option in employment contracts.

Thank you for your consideration,
Dr. Judy Tubman