



## DEPARTMENT OF HEALTH

Wes Moore, Governor · Aruna Miller, Lt. Governor · Laura Herrera Scott, M.D., M.P.H., Secretary

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### MARYLAND BOARD OF PHARMACY

Neil Leikach, RPh, FACA, Board President — Deena Speights-Napata, MA, Executive Director

#### 2024 SESSION POSITION PAPER

**BILL NO.:** HB 1388 – Labor and Employment – Noncompete and Conflict of Interest Clauses – Veterinary and Health Care Professionals  
**COMMITTEE:** Health and Government Operations  
**POSITION:** Letter of Information

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**TITLE:** Labor and Employment – Noncompete and Conflict of Interest Clauses – Veterinary and Health Care Professionals

#### **POSITION & RATIONALE:**

The Maryland Board of Pharmacy (Board) respectfully submits this letter of information for HB 1388 – Labor and Employment – Noncompete and Conflict of Interest Clauses – Veterinary and Health Care Professionals (HB 1388).

#### **Workforce Availability**

Noncompetition clauses and conflict of interest provisions further exacerbate the critical healthcare worker shortage. Prohibiting barriers which prevent a pharmacist from practicing pharmacy for certain employers has the potential to increase the ability of pharmacists to practice in their same specialized setting or geographic area and ultimately improve the quality of pharmacy services..

#### **Access to Healthcare**

Noncompetition clauses and conflict of interest provisions would restrict Marylanders from accessing the unique skill set of pharmacists. Prohibiting obstacles which prevent a pharmacist from practicing in pharmacy settings for which they were trained, or in geographic areas that are most convenient, enables a pharmacist to leverage their education, knowledge, and skills to create various pathways where patients may access pharmacy services.

**The opinion of the Board expressed in this document does not necessarily reflect that of the Maryland Department of Health or the Administration.**

If you would like to discuss this further, please do not hesitate to contact Deena Speights-Napata, MA, Executive Director, at [deena.speights-napata@maryland.gov](mailto:deena.speights-napata@maryland.gov) or (410) 764-4753.

Sincerely,

Deena Speights-Napata, MA  
Executive Director  
Maryland Board of Pharmacy

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