



**HB 1388 – Labor and Employment – Noncompete and Conflict of Interest
Clauses – Veterinary and Health Care Professionals**

Position: *Oppose*

March 5, 2024

The Honorable Joseline A. Pena-Melnyk
Chair, House Health & Government Operations Committee
241 House Office Building
Annapolis MD 21401

Dear Chair Pena-Melnyk:

This letter is in opposition to HB 1388, which would render void all noncompete or conflict of interest provisions for anyone whose employment contract requires they maintain a license to practice within the health professions.

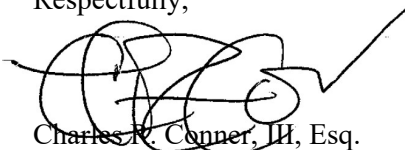
The bill is retroactively applied to any employment contract or similar contract, or agreement entered on or before the bill's October 1, 2024, effective date.

This bill would render void all non-compete agreements for anyone whose employment contract requires them to maintain a license to practice within Health Care Professions. Effectively, this means Physicians and APPs for whom we have imposed non-competes. MedStar does not traditionally require non-competes for any licensed professionals who are not a provider. So, for examples, nurses, technicians, and CNAs are not covered.

MedStar Health opposes this bill because it is a blunt instrument that would disrupt approximately 5,000 Health Care employment agreements throughout Maryland.

For the reasons stated above, we ask that you give HB 1388 an *unfavorable* report.

Respectfully,



Charles R. Conner, III, Esq.
Vice President, Government Affairs

cc: Members, House Health and Government Operations Committee
Erin Hopwood, Staff