



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

3/3/24

Maryland House of Representatives
Health and Government Operations Committee
Room 240
House Office Building
Annapolis, Maryland 21401

Dear Honorable Chair, Vice-Chair and Members of the Committee:

On behalf of the pediatric nurse practitioners (PNPs) and fellow pediatric-focused advanced practice registered nurses (APRNs) of the National Association of Pediatric Nurse Practitioners (NAPNAP) Chesapeake Chapter, I am writing to express our support of **HB 1388 Labor and Employment – Noncompete and Conflict of Interest Clauses – Veterinary and Health Care Professionals**.

This bill would allow practices to not enforce non- compete clauses into their employment agreements. This is a very common occurrence in pediatric practices. When a provider leaves a practice they have to take a job within a certain distance radius for a certain period of time that is delineated in the contract. Non-compete agreements are usually created with the idea of trying to prevent unfair competition between an employee and the employee's former company for a period of time after the employment relationship is terminated. There are now five states that outright ban virtually all non-competes, i.e., California, Colorado, Minnesota, North Dakota and Oklahoma. These laws have just very narrow exceptions, such as for certain sales of businesses. This bill will keep more providers in the communities they serve aiding with the provider shortage. This will also bring more providers to Maryland to care for Maryland's patients.

For these reasons the Maryland Chesapeake Chapter of NAPNAP extends their support to **HB 1388 Labor and Employment – Noncompete and Conflict of Interest Clauses – Veterinary and Health Care Professionals**.

The pediatric advanced practice nurses of your state are grateful to you for your attention to these crucial issues. The members of Chesapeake Chapter of the National Association of Pediatric Nurse Practitioners memberships includes over 200 primary and acute care pediatric nurse practitioners who are committed to improving the health and advocating for Maryland's pediatric patients. If we can be of any further assistance, or if you have any questions, please do not hesitate to contact Lindsay J. Ward, the Chesapeake Chapter President at 410-507-3642 or MDChesNAPNAPLeg@outlook.com .

Sincerely,



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