



To: House Economic Matters Committee

Bill: House Bill 1288 – Labor and Employment - Noncompete and Conflict of Interest Provisions

Date: February 27, 2025

Position: Unfavorable

The Maryland Academy of Physician Assistants opposes *House Bill 1288 – Labor and Employment - Noncompete and Conflict of Interest Provisions*. Currently, the law prohibits noncompete agreements for practitioners making less than \$350,000 annually and entering into new employment. The proposed bill would limit the prohibition to practitioners who had separated from their employer. In other words, noncompete agreements would only be prohibited when practitioners had left their place of employment. Noncompete would be allowed to apply to secondary employment.

According to the U.S. Bureau of Labor Statistics, physician assistants make between \$41.48 and \$82.11 an hour.ⁱ Some physician assistants need secondary employment to meet the needs of themselves and family members. MdAPA is concerned that this legislation will unnecessarily restrict the ability of physician assistants to have more than one job. With the healthcare practitioner shortage in nearly every profession, this legislation would make it more difficult for health care facilities and programs to fill vacancies.

We ask for an unfavorable report. If we can provide any further information, please contact Robyn Elliott at relliott@policypartners.net.

ⁱ <https://www.bls.gov/oes/current/oes291071.htm>