

Constituent Support for the FTC's Noncompete Rule



Kansas | Statewide Impact

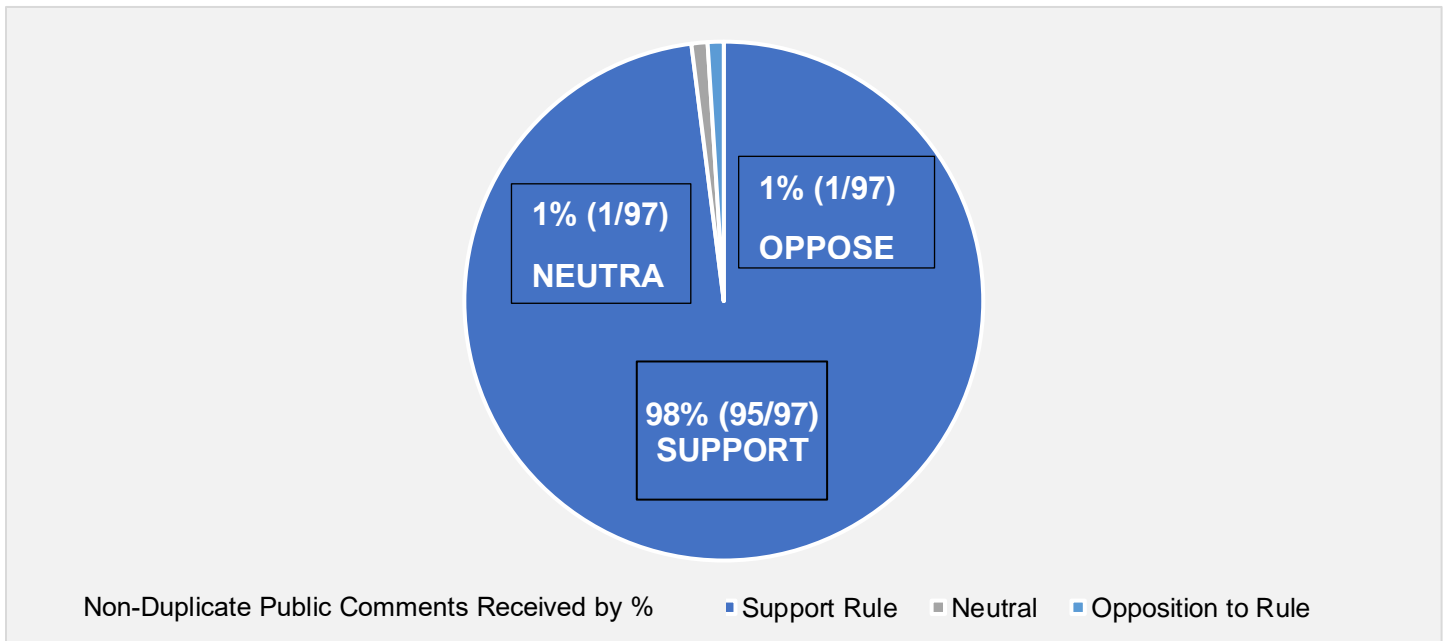


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Kansas**:

Kansas Covered Workers	Increase in Total Annual KS Worker Earnings	Increase in Average Annual KS Worker Earnings
1,112,654	\$553,683,941	\$498

Estimated Increases in Total Annual and Average Worker Earnings by State (ftc.gov)



Notice of Proposed Rulemaking: 95 of 97 KS Commenters Support



Support Across Sectors of the Kansas Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I was recently terminated from my senior regional sales Director position, and the reason given was "we can't make you happy". Due to a one-year noncompete clause that I signed eight years ago, I cannot go to work [for] a competitor, and thus I am now on cobra, as well as living (off) our retirement savings. Noncompetes allow companies to not only unfairly ban them from working, they also harbor and foster environments where employees can be treated unfairly."</p> <p style="text-align: right;">-Matthew</p>
	<p>"Please overturn any noncompete clause. I am a physician, and had a noncompete that impaired my ability to not only make a living, but also denied access to care for many patients. The institution I left, did not have the bandwidth to care for those patients, many of which went without medication and treatment after I left. My specialty treats sleep disorders, so there were narcoleptic patients without their waking medication that were driving and working. Patients with insomnia that did not get their sleeping pills that resulted in daytime dysfunction. If I had the ability to work right after leaving that job, these patients would've at least had somewhere else to go. So, in addition to impacting my personal life, as far as not being able to have a source of income for one year, the noncompete impacted the life of hundreds of patients that were denied access to care because of the enforcement of a noncompete from a health system that has over 1000 doctors."</p> <p style="text-align: right;">-Suzanne</p>
	<p>"I am a veterinarian. I can largely only speak from my personal experience within this field. I have personally lost three colleagues from my veterinary college in my short time in this field. Statistically, veterinarians take their own lives at an alarming rate (https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6417412/). This is a multi-faceted issue. Debt, cost of living, burn out, and compassion fatigue are all cited as factors contributing to the poor mental health of veterinarians. Having personal experience in all of these sectors, I can attest that nothing made these already heavy burdens more unbearable than the lack of support and constant toxicity I experienced with my last employer. Bound further by a non- compete, I felt as if there was no way I could leave this environment without having to disrupt my personal life that had been my safety net and support system through it all. Leaving meant one of four things: leaving my partner and stepdaughter behind to pursue my career, pressuring my partner to choose between following me and forfeiting custody of his daughter, staying put and taking a significant pay cut working in an unrelated field, or commuting a minimum of 90 minutes one way in order to continue practicing. I chose a combination of the last two options. I was allowed to practice for nearly two years before I was handed a contract with a non-compete clause in it. I was renting a house with land</p>

	<p>for my horses from the clinic I worked for. I was scared to lose my house and barn. I was unsure of what I would do if I was left to relocate myself, my family, and my animals. I tried to negotiate the contract to terms I was comfortable with but my employers would not budge. Instead, they offered more time off and more money. I felt if they were willing to offer these benefits, they were committed to me as a worker. Unfortunately for me, there was a clause within the non-compete that allowed it to stand if I left the job or if they let me go. They terminated me for "not being a good fit" two months after signing the contract. I have taken a significant pay cut and now commute two hours one way to continue to practice. I wish that my situation was unique, but unfortunately within this profession, my story is far from it. Additionally, rural areas of the country are in dire need of veterinarians willing to work in those locations. Personally, my non-compete affects my ability to practice in approximately 16 rural counties in southwest Kansas and northwest Oklahoma. These clauses not only negatively impact the employees that sign them but also impact animal owners in the non-compete radius who are either forced to say goodbye to their trusted veterinarian or are forced to use the same veterinarian because of a lack of competition."</p> <p style="text-align: right;">-Elizabeth</p>
 	<p>"I am bound by a non-compete agreement and have been bound for my entire professional career as a radiation oncologist. I am the only radiation oncologist in my community and my employment is traded like Pokémon cards without regard for my preference or the best interests of patients. It's a shame that doctors have lost their autonomy, non competes are a form of indentured servitude that hinders our advocacy for our patients, impedes innovation and progress, empowers big money in healthcare. It's obviously anticompetitive and should be changed."</p> <p style="text-align: right;">-Martin</p>

Additional Support from Kansas

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Carla	"As a physician I agree that we should ban non-compete rules. Preventing patients from seeing me if I move to a new practice that treats me better deprives patients of sometimes life-saving continuity."
Neeti	"As an ophthalmologist , I firmly am against non-complete clauses in physician contracts. The focus should be on retention of employees by improving the workplace environment, rather than forcing unhappy doctors to stay in poorly fitting positions. Non-competes also limit one's ability to stay in a specific geographic area which could separate families. All of this leads to physician burnout, which in turn leads to poor patient care. Doctors need to be given the same privilege as other professions, to

	leave a job that isn't the right fit, but still serve the same geographic are with their expertise care!"
Brian	"I am a physician in the Midwest where my current non compete prevents me from obtaining similar work in a 20 mile radius. These non competes only help employers to suppress wages and continue to foster toxic, unsafe work environments for physicians, nurses, and APRNs. Getting rid of all non competes will help to provide a way out for healthcare provides that are trapped in terrible work environments that they were duped into when they come for short interview days that didn't reveal the true work environment. I urge you to get rid of all, not just some, non competes as they stifle growth, safety, and creativity."
Tyler	"Do not create any clauses that exempt certain types of work from a noncompete. As a physician working for a large hospital enterprise, I work with colleagues that are trapped in a job by their desire to raise their children in the same city because they're not allowed to work anywhere else within a huge radius of any satellite hospital location owned by our hospital were they to leave. Employers are able to discriminate against employees with families as they know they can push them a bit harder for more work rather than the alternative: moving out of state."
Anonymous	"As a master electrician working in distribution I've found myself stuck in a position unable to better myself and family do to a non compete agreement. I've had multiple offers with significant pay increases this has affected. It's put me in a position to despise the company I'm with and unable to be what makes me what I am. I sincerely hope this bill passes."
Mitchell	"I'm going to put this as simply as possible. Non-compete clauses are the most un-American thing I've encountered and dealt with in my life. Particularly in healthcare, the concept disrupts and interferes with patient well being and the health of our society, but also interrupts lives of healthcare workers who often times have to uproot their families, sell their homes, and completely start over in life. I have personal experience with this and would love to see this travesty put to rest."
Rechelle	"Hello! I am a Real Estate Appraiser in Kansas. I currently operate under anon-compete agreement wherein my employer takes 35% of my appraisal fee and if I leave my current job, I cannot work in the counties I currently cover for three years. It is typical and acceptable for appraisers to take 50% or more of a training appraiser's wage as they earn their license, as appraisers must train under a licensed appraiser until they have their full license. Unfortunately, upon earning a full license, the new appraiser must then often choose to move to a new county or continue to pay a large percentage of their earnings to the appraiser with whom they trained. This practice increases appraisal fees exponentially in order to create a living wage for the newly licensed appraiser and to create a profit for the "training" appraiser. This is especially disconcerting as many appraisers (including myself) operate as independent contractors and the benefits we receive from the appraisers we work for are very minimal if anything. The benefits in my case include access to a copy machine, paper and ink, an office space (although appraisers can easily work from home) and being connected to a known appraiser's office. Having the connection to a known appraiser is beneficial for a time, but after you are established and they lenders are aware of the quality of your work, there is little benefit in the connection to the appraiser who trained you. If appraisers were no longer subject to non-compete agreements, the

	overall cost of appraisals would be much more competitive, and they would decrease in price."
Audra	"I support the banning of non-competes in all facets of employment, especially for professionals like MD/DOs and DVMs . Non-competes can be very broad in scope, distance and length of time, preventing a professional from obtaining a new job without moving to a whole new area. This incurs expenses to the professional and may drive them out of rural areas, where there are already significant shortages and positions are hard to recruit to and fill. It also makes professionals feel trapped in current positions, which may be toxic work environments, contributing to the already high suicide rates. Even if the state does not enforce non-competes, winning that in court is often expensive, and corporations are going to have the resources to fight, whereas the individual will not. Overall, I think it is to the overall benefit of medicine, both human and animal, to eliminate non-compete clauses."
Phanthavong	"Non-Compete clauses do not benefit patients, employees, or the economy. It undermines competition and leaves a facility without quality healthcare providers, because they are not able to work in the same facility after their employer leaves or loses the contract with the facility. This leaves many patients in the area without access to care for that particular service. Non-Compete clause only benefits the employer!"
Heidy	"Non-competes can actually do hams to communities. I am a dual certified family and psychiatric nurse practitioner that lives in the very RURAL America. I have a special set of services that I can provide to underserved community. I am no longer able to keep working at my current employer due to concerns of dangerous practices. But to get a job, I have to drive 60 miles away- and serve a community that is not even the one I live in."
Ingrid	"I support the FTC's Non-Compete Clause Rule. This will create opportunity to create more jobs for working people. I am a retired office manager lead start worker."
Ravindra	"I support the ban on non compete clause. This hinders patient care"
Anne	"Getting rid of the non compete clause would allow me to take a job that I really liked but didn't want to be stuck in if I didn't enjoy it. Allowing me to leave a company and perform the same job duties in the same area allows me to find the correct job to have a good work life balance. If it stays the way it is, I could be stuck working for a company that I don't enjoy working for."
Kayla	"I am in favor of a ban on non-compete clauses."
Roxi	"Non-compete/non-solicitation clauses that are imposed in order to secure employment should be considered an unfair practice. I am against these agreements. I would love to see it banned in all states."

<p>Yvette</p>	<p>"As a primary care physician (PCP), I am in favor of this rule to ban the use of noncompete clauses in employment agreements for employed workers as well as independent contractors. I have seen first hand the harm this causes to physicians, especially primary care doctors. The hospital systems use their considerable power to insist on these clauses and thus make it very difficult for physicians to change jobs. It's exploiting the youngest and most financially vulnerable new physicians at the beginning of their career. As chair Lina Khan rightly says, "The freedom to change jobs is core to economic liberty." However in the case of physicians, the problem with noncompetes also hurts their patients. Many patients get blind-sided when their PCP leaves their current job and all of a sudden the patients have to choose a new physician. Due to a noncompete clause the PCP usually has to set up across town and makes it hard for patients to follow their doctor. It would be better for the physician and their patients if they can get another job in the same general area and thus their patients could follow them to their new practice. Obviously the hospital systems want to keep their patients in their system but it's not fair to the PCPs or their patients. This gives the large hospital employers too much control and is unfair to both physicians and patients. I agree with this ban on noncompete clauses!!"</p>
<p>Jeffery</p>	<p>"I am a medical provider in a small rural town. If I wanted to change jobs, my noncompete would require me to move myself and my family several hundred miles away. This applies to physicians as well as midlevel practitioners such as Nurse Practitioners and Physician Assistants. Other alternatives, other than noncompetes, would be for the employer to offer competitive salary and other workplace improvements, so that the employee doesn't want to leave."</p>
<p>Jason</p>	<p>"Non compete is an unfair utilization of an individuals professional and intellectual skills. It limits competition and fair wages. Forces people to uproot their family from local ties in pursuit of better job opportunities."</p>
<p>Diana</p>	<p>"Please do not exclude physicians from the proposed regulations regarding eliminating noncompete clauses in contracts. Physicians in private practice are becoming increasingly rare, hospital employment is becoming the norm. Noncompete clauses unfairly restrict the rights of physicians and give all the power and control to the hospitals employing them. Physicians should have the same rights as others."</p>
<p>Michael</p>	<p>"From the online Mission Statement of the FTC, "The FTC's mission is protecting the public from deceptive or unfair business practices and from unfair methods of competition through law enforcement, advocacy, research, and education. Our work to protect consumers and promote competition touches the economic life of every American. We are the only federal agency that deals with consumer protection and competition issues in broad sectors of the economy." Capitalism, according to the mythology that has been touted about it, is based and driven by competition. By the most rudimentary of application of logic a "non-compete clause" is an obvious attempt at avoiding the very thing that capitalists inform us drives progress, which is competition in the market place to include the labor market. While Non-compete Clauses are not, at this point in time, illegal they are obviously, by the very definition of capitalism, unethical, harmful, and a blatant form of hypocrisy on the part of businesses engaging in them. It's no secret that many, if not most, American workers either mistrust the government. This is, in my opinion and the opinion of many others, partially the result of allowing Commerce to regulate Government which is a direct reversal of preserving an equitable economic environment for all. It's time the</p>

	Government stepped up and did it's duty in regulating Commerce for the betterment of all."
April	"I'm a Nurse Practitioner and currently in a non-compete. I am unable to work in Family Practice within a 50 mile radius for 2 years if I were to quit or get fired. The company I work for owns clinics in 4 surrounding towns, one as far as an hour away. Pm unhappy with my job but I feel stuck. This rule would give me more opportunities and allow me freedom to choose where I want to work."
Heather	"I am for this proposal. As a healthcare worker , I have been subject to non-compete clauses in the past. In my opinion these clauses stagnate the health care world - limiting innovation, breeding apathy and in a post- covid world, encouraging health care practitioners to leave the workforce in search of better paying jobs with less in-person responsibilities. We need more people in health care and these clauses have the opposite effect. We need to breed excitement and innovation, encourage workers to stay in healthcare, keep pay competitive. This proposal fosters these needs. Employers can achieve such an intended retention of employees with sign on bonuses for specific length of work or retention bonuses without stifling the market."
Lisa	"I personally think non-compete clauses are garbage! I would be totally fine with banning them. I have known people under a non-compete and they ended up struggling to find a job when the non compete employer was HORRIBLE to work for. So YES! Ban them!"
Jacob	"Every family strongly supports the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred working families from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement, hurting their children in many ways from increased poverty, lack of Healthcare access and even generational lack of funds and education! Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes — ultimately building a stronger economy for everyone, a win-win indeed."
Matthew	"Sir or Ma'am. I am speaking in favor of the Non-Compete Clause rule because not allowing workers to choose who they work for is a violation of the 1st Amendment, the Freedom of Assembly. Also, currently, non compete clauses essentially put workers into indentured servitude discouraging them from bettering themselves. Thank you for your time on this issue."
Sara	"Non-Compete Clause Rulemaking, Matter No. P201200 As a psychologist working for a large not-for-profit children's hospital, we are required to sign non-compete agreements, as are medical providers. This has limited what many of us can offer to the community for providing additional services in different locations or to different segments of the community. Prior to these agreements, my colleagues who serve a specific medical specialty within the hospital (e.g., patients with cancer), used to serve more general needs for families outside of hospital time. This is an important gap in our community that can no longer be met. The non-compete agreement also limits our ability to accept work above and beyond what we provide at the hospital in order to obtain additional income for family needs, to pay off student loans, etc. In addition, it makes it much more difficult to change jobs as we must start from scratch

	<p>in a new clinic or in private practice. All in all, my observations of prior to our non-compete agreements and now that they are in place is that only the interests of the large organization is served. The community now has worse access to quality mental health services for children and providers are limited in meeting their and their family's financial needs. Because of this, I very much hope that such rules will be eliminated, allowing us to more fully serve our community."</p>
Michael	<p>"Terrific idea to eliminate non compete clauses."</p>
Ara	<p>"This change would represent a significant step forward for US workers in all industries. Non-competes are exploitative - they keep employees "locked" into less than ideal job situations unless they are unwilling to uproot their lives to escape the borders of the noncompete and give employers less incentive to treat their employees well. This happens regardless of which end of the pay spectrum the worker happens to be on. I am strongly in favor of eliminating non-compete clauses."</p>
Lee	<p>"As an engineer, I work on large scale infrastructure projects, but am limited and cannot work for any competitors due to a non-compete that prohibits my ability to work anywhere else and has stunted my career growth. Non-compete agreements are too limiting to employees and clearly limit fair competition in industry."</p>
Henry	<p>"Please ban the unfair practice of non-compete clauses."</p>
Christopher	<p>"Hello, Please, please, please follow through with implementing a ban on non-compete clauses. I am an employee in the financial services industry. I have been working for my current employer for a few years and have received outstanding performance reviews Inflation is crushing my family's budget. I have been applying for internal promotions or raises within my current company, but they have been unwilling because they know I signed a non-compete clause and that I would have to leave the industry to find other employment which I am significantly less competitive and would require a pay decrease. The non- compete clauses essentially block workers from monetizing their industry experience. Please follow through with banning non-compete clauses so workers have a right to compete, just like businesses do. Thank you! Chris Hughes"</p>
Leander	<p>"As someone who is affected by non compete, It makes finding other places to work very difficult considering how large of an area I live in. Working for a company that makes us sign a noncompete keeps me stuck in the same place that I don't necessarily want to be at. Working conditions aren't the best and I would like to leave but the non compete is an obstacle I can't currently jump over."</p>
Jonathan Andrew	<p>"Please do not provide an exemption for hospitals and physicians. There is absolutely no reason to do this and only hurts workers. Hospitals are now multibillion dollar cartels that no longer serve their original purpose. Even nonprofit hospitals are obsessed with growth and power."</p>
Vanessa	<p>"I absolutely agree, there should not be a non-compete"</p>

Geeta	<p>"Physicians are the key stakeholders and need to be part of the discussion and decision makers"</p>
Jake	<p>"Non-competes do not help the best interest of the company nor of the employee. I am a physician and believe that the best fit influences outcomes, whether financial or healthcare. Employees and employees should find the best fit for both parties rather than solely protecting the employers' interests. Ridding the non-compete also spurs competition among employers, forcing better pay, benefits, etc, which then leads to greater competition for those available spots. Doing away with the non-compete clause is a win-win for both parties. At the end of the day employers want to keep employees who want to be there."</p>
Heidi	<p>"As a physician, non competes are unfair and unjust. It is virtually impossible to find a contract without one. I've seen too many physicians have to uproot their families and move for the sake of their career or to satisfy a non compete. This is not sustainable in underserved areas Others physicians stay in terrible situations which lead to a decline in their mental health. We know physician suicide is a higher rate than the general population. Please do not allow corporations to continue to take advantage of those of us on the ground, working to improve the quality of care in America"</p>
Jason	<p>"I am a Physician Assistant in Wichita, Kansas. I have worked in several specialties including family medicine, urgent care, emergency medicine, rural emergency medicine and currently dermatology. I have had several jobs through a 27 year career and a handful of them have had non compete clauses. In a desire to be gainfully employed and to be able to take a job that would allow me to support my family as a primary income earner the ability to pick and chose had not been in my advantage as much as I had wished it could. In those positions there were wage latency and working conditions that made them less than ideal as long term career location. However the ability to leave and find more suitable and economically better positions were squelched due to non compete clause. It forced a feeling of being trapped in a place where one could not leave as well as a feeling of being forced to stay in unproductive and even poorly managed clinics where patient care and support was questionable. As at college educated and trained medical provider I should have the freedom to chose what is in my best interest or in my families best interest. I should be free to leave without being forced to sell a house, move children out of their school, uproot a whole life to move 1-2 hours away to find employment in the same field. There is also a feeling of being controlled, held against ones will when in a non compete contract because its not equal. It is very unilaterally advantaged. If I leave, the non compete in in effect. If Im let go, the non compete is in effect. So at all times they control your freedom to leave or make a choice that favor myself. This creates a heavy felling that does not promote a healthy work environment. It stifles instead of encouraging a healthy work attitude. Pay raises can be sat on by management. An ambivalence to promotions, bonuses, etc are not as important to management because the workers have the metaphorical ball and chain attached. My best professional self thrives when it properly, adequately, and in a timely fashion rewarded and encouraged. A non compete clause removes that motivation by the employer. I have watched people come and go in employment. The business never fails. They just rehire. The professional that leaves may accrue 30k in</p>

	<p>debt moving and changing locations. The stress and hardship on an individual or family is exponentially more harmful than that of a place of business. There is not equality or fairness in the concept of a non compete clause"</p>
Adriane	<p>"Physicians should be included in the no non-compete rule. We work hard for our patients and sometimes in the hospital system, they do things to completely tie your hands behind your back (ie firing the entire anesthesia and ICU doctor roster by no longer allowing contract physicians despite the fact that there are other contract MD's that work there. This kind of hospital action is hostile, and keeps us from being able to work effectively (shut down OR's be no anesthesia) Physicians should be able to avoid non compete clauses as well."</p>
Jinny	<p>"Excluding physicians from this legislation would be a huge disservice to an already weary workforce. Many companies have very restrictive non-compete clauses that would mean a physician could not get a different job in a large metro area for several years, limiting their ability to work and provide for their family. For many specialties such as hospital based intensive care, etc. non-competes don't even make sense because patients cannot be -taken" with departing physician to another facility. It is east to tell a physician not to take a job with a non-compete, however the pressure on physicians to begin earning once they enter the workforce is immense and the employers who use non-competes know this. Physicians often leave training with huge amounts of debt, a decade behind peers with regard to saving for retirement and with fewer years to save. Non-competes unfairly impede physicians from being able to pursue better opportunities like employees in other fields are able to do freely."</p>
George	<p>"The non-compete clause has been relatively common in the broadcasting industry. I have known people who were under a non-compete for periods ranging from nine months to a year or more. They have not challenged it because of the time it takes in the legal process. By the time the case goes to court, the clause has expired or is close to expiring. In addition, different employers will have different time periods and requirements, and there's no uniformity with non-competes. One company banned employees from working for a competitor within a 50- mile radius of any of its locations, and this company had stations across the state of Kansas. That could require a worker to move out of state to satisfy the non-compete requirement. It's about time this practice was banned in the U.S. This is an employer asking for a hold on a worker beyond the term of employment. That's not fair, it's not right, and it's not something that an employer should even have the right to ask for in the first place."</p>
Meichia	<p>"Do not allow the hospital lobby to exclude physicians from the non compete ban. Physicians form the last profession where blatant worker exploitation and a culture of gas lighting and abuse are still acceptable. Why should a doctor who has spent the better part of their 20s and 30s in training, working for minimum wage, be forced to move their entire family to another city if they decide to change jobs? Physicians by nature are obliging and self denying. We already spend years in school, take on mountains of debt, and place patient needs before family and self, only to be forced into punitive contracts which ultimately lead to bum out and decrease the quality of patient care. Allow physicians the same freedoms of professional choice as everyone else."</p>

Suzan	"Non-compete clauses trap physicians in unfair employment contracts. Often we come out of residency with little knowledge of contract law and negotiation, and once we start our first job realize we are trapped have agreed to less than fair market value and less than what we are worth. Even if better jobs are available, we are not able to take them because our *former employer* can still command our fate, which if you think about it is ridiculous and not present in any other field."
Steffany	"The proposed change in the Do Not Compete should stay in acted. If anything to provide the compromise put specific guidelines on length of time and distance as a standard practice to help provide uniformly across every state and territory."
Bryce	"Non competes and non solicitations need to go away. Companies red to do more to keep employees"
Lindsey	"As a physician working within the system, it seems completely unfair to exclude physicians from the rules of non-compete clauses. If they are found to be unfair for one person, they are unfair fur all. The noncompete clauses give the employers the unfair upper hand, as they don't have to work to ensure the physician is treated fairly, as they know the decision to leave would be an extensive one- often involving uprooting family and having to move completely. 117,000 physicians fled from the healthcare system due to the already horrible work environment and unfair conditions. This would further encourage people to leave the field altogether rather than ensuring employers treat them fairly to retain their services. In a world of significant doctor shortages and barriers to access to healthcare, this would further infuriate providers and worsen that divide."
Tom	"I agree that the NON-Competes should be banned. I worked for a company and I had a Non-compete. I was commission based. Once I landed a couple big accounts my employer started cutting my commissions. The last year I was there they changed my pay structure 4 times. none of the changes were ever in my favor. I ended up quitting my job and bounced around for a couple years waiting for my non-compete to run out. After it ran out I got right back into the same business. But I am having to start from scratch all over again. All I wanted was to make a living and feed my family but the non- compete made it hard and we suffered due to it. SO YES PLEASE BAN THE NON-COMPETES"
CasSandra	"I respectfully submit my comment to eliminate the employer non-compete clause. As a newly minted family medicine physician the contract I signed to practice medicine required a 2 year almost 20 mile non compete. If1 chose to leave prior to 10 years with my hospital system, I had to change states or move outside the county I lived in. I was trained and performed obstetrics and had limited options for those hospital privileges, thus the hospital system had infinite contractual power. Primary care is the foundation of health care and non compete clauses by employers limit patient care and patient choice. This type of non compete is designed for hospital profit, not patient care."
Megan	"End non compete clauses, they are getting ridiculous! Many people in my industry (beauty) get bullied into signing these contracts and then don't have a leg to stand on if/when they want to leave a toxic work environment."

Ryan	<p>"Getting rid on non competes help middle class families across the United States. When my company was sold in 2021 the new European company came in a basically forced the employees to sign 5yr non competes. 3yrs later they cut everyone's bonus'.... Now many employees can't leave to work in the only industry most have ever worked in. I was the only manager on the sales staff that refused to sign. They basically said I was going to be terminated but never did. Terrible behavior. Corporations lock employees into lower wages with contracts"</p>
Jan	<p>"I object to non-compete demands of employers. In my view these are intended to trap workers in jobs when the workers could change jobs for better pay, better working conditions, or to change work locations. Anti competitive behavior by employers is intended to hold down wages and to prevent competition from other employers. I view noncompete requirements as similar to indentured servitude requirements of past centuries. Jan Monroe"</p>
Trevena	<p>"Physicians should be included in the changes that would exclude health care personnel from non-compete agreements."</p>
Dyan	<p>"Please move to eliminate non-compete clauses. My husband has been subject to these clauses in his work and it has at times limited his employment options when he was seeking higher wages or a job closer to home. His inability to seek a job closer to home has negatively impacted our family life - putting more of the childcare and home care duties on me. Please make a decision that benefits the people - not corporate greed."</p>
Michael	<p>"I applaud the efforts of the FTC and their work to dismantle noncompete clauses in the United States. Having been held to these agreements my entire professional life has prevented me from accepting offers to increase my income and to better be able to provide for myself and my family. I look forward to the advancement of these conversations and the passage and protection of those of us held to these agreements."</p>
Laura	<p>"I am a CNM . CNM'S are often forced to sign non-compete agreements as a part of their contracts. I agree whole heartedly with this new rule and want to add that communities often suffer as a result of these types of agreements, especially smaller communities with fewer resources to begin with. I know of a rural community that lost one of it's OBGYN providers because the practice she was leaving enforced her non-compete even after the hospital tried to intercede on her behalf and even though she was the only OBGYN in the practice, so there was no one for her to compete against. This left two OBGYN's in a different practice, who were already busy and were then forced to turn patients away to travel long distances. They have tried to hire another OBGYN for several years now without success because of the rural location. Non - competes need to go away. They are unjust and they hurt Americans. Thank you for your consideration!"</p>
Joanna	<p>"Physicians should not be excluded."</p>

A	"I strongly support banning non competes. I also think physicians should not be controlled by non competes. The non competes inhibit people from freely moving and staying where they choose. The impact of non competes in rural areas can only be detrimental to the communities they serve."
Dakota	"I am VP of a Bank in a small rural town of Kansas. I came from a bank that my grandfathers owned and operated since the late 1800s. My grandfathers sold the bank in 1993. It changed ownership one other time. The owner who bought it in 2017 made myself and several other employees sign non compete contracts that limited our work for a bank/lending group that would be within 60 miles of any of his 7 branches of banks in Kansas. The contract doesn't expire until 5 years after the day of resignation. I am currently VP of a Bank who still hired me (not for my prior customers, which would have got me sued via the non compete) for my banking acumen and experience. This non compete has been burdensome and it would be great if this new rule went into effect."
Cooper	"As a family physician at a small practice, I am in hill support of this rule. With the ever-increasing conglomeration of healthcare practices, non-competes are becoming more and more widespread that it could drive a Physician completely out of state."
Christopher	"I fully support this action to prohibit employers from entering into non-compete clauses with workers and to rescind existing non-compete clauses."
Clare	"Thank you for voting to striking down the non-compete requirement. The non-compete rule is horribly unfair and hampers the growth of our nation. It prevents people from fully using their talents. America loses the benefits of these talents."
Laura	" Physicians should be included in the bad for non-competes! It's not good for communities, cities and even states when physicians must move in order to change jobs!"
Christina	"I strongly support a ban on non-compete clauses. These clauses benefit exploitive employers at the expense of workers and at the expense of American innovation. If you are, for example, a young programmer just out of graduate school, you need a first job that will give you the kind of experience and working references you'll need to advance your career. If you want to stay in the field you trained for, however, a non-compete clause in the first employment contract will trap you in your first job and rob you of the ability to bargain for a higher salary or a better position. This is blatantly unfair."
Jennifer	"As a female physician the non compete in my contract that I signed 18 years ago has forced me to stay in a bad work environment and make less money. Now I must drive and be away from my family and patients because of this so I can be in a healthy environment. Please make this law effective for physicians and ban all noncompete. This hurts workers and their families. And most importantly it's hurting my patients!!"
Concerned	"Dear FTC trade commission, I support a ban on non-compete covenant clauses in employment contracts in the healthcare industry. Specifically, I would like to see a ban for all healthcare system including those organizations that have been recognized by the IRS as tax-exempt organizations under Section 501(c)(3) of the Internal Revenue Code ("Code"). I fear that the proposal in its current format may be

	<p>interpreted to exclude many hospital system and therefore not apply to physicians. I support banning these clauses for physician employment. I am a Board-Certified physician in the early phase of my career and have already experienced and witnessed the devastating consequences of non-compete clauses. Due to shifts in reimbursement patterns, physician employment in medicine has transitioned away from self-employed private practice to corporate employment. Within the next decade the vast majority of physicians will be employed by corporations or hospitals. These entities force physicians to sign devastating non-compete clauses as a requirement for employment. These clauses prevent the physician from leaving their employer unless they are essentially willing to move and relocate their family out of town or accept terms of their employer. Although, this has been disguised as a method to protect trade secrets or referral sources, it essentially serves to bind a physicians hands and continue to work without the ability to negotiate terms of employment. Furthermore, when a physician is forced to depart, the patients are left to suffer the consequences. Sincerely, Midwestern Physician"</p>
<p>tanya</p>	<p>"I am family physician. I live in a rural area that is a healthcare shortage area. I recently left a job in a small town due to a toxic administration. Three out of 4 providers chose to leave due to the same reasons. This leaves our town with only 1 full time provider. I have a 2 year, 50 mile noncompete clause. I would love to continue to provide services to my area. I continue to live in the same town as does one of the other providers. We both plan to stay in this town. I am currently driving 2 hours to work in a larger town which is not in a healthcare shortage area. My patients, many of whom are elderly or lack transportation, are having to drive an hour or more to receive healthcare. Non-compete clauses especially in healthcare deprive people of much needed healthcare. Leading to increased death and disability in those communities. Please abolish non-compete clauses in healthcare."</p>
<p>Tanya</p>	<p>"Noncompete clauses in medicine hurt patients. I worked in an underserved area. Our hospital administration was toxic and several providers including myself left the practice. We are all still living in the community yet have to drive over an hour to work. My noncompete is 2 years and 55 mile radius. Patients in my community are having to drive at least 30 miles to receive care because the hospital has been unable to replace us. The hospital has been recruiting for a physician for over 3 years and have been unsuccessful Noncompetes in healthcare hurt the providers and patients. Please make Noncompetes a thing of the past."</p>
<p>Michael</p>	<p>"Noncompete clauses that prevent a worker from moving to a competitor company are nothing more than tools of intimidation to prevent experienced and talented professionals from pursuing better opportunities in their field. Since most professionals since nondisclosure agreements (NDAs) with their employer anyway, there is no added protection provided by preventing someone from accepting a new position with a competitor so long as they avoid operating in the same research or development area. Reasonable law would recognize the value of the protection provided by the NDAs as well as the right of an individual to take full advantage of career opportunities."</p>
<p>Karthik</p>	<p>"Non compete is harmful to physicians as major hospital chains work to control market, increase price for healthcare services to patients and in turn leads to high premium. Doctors are forced to move out of the geographic area if they Want to leave the hospital employed practice due to rigorous non competes. Patients end up suffering due to lack of specialists. My area needs 3 gastroenterologists and wait time</p>

	is 4 months but non competes forced some doctors to leave the area when they resigned"
R	"Please include physicians! Our families deserve the flexibility. We should not have to stay in toxic work environments for the fear of uprooting our family every time we want to switch jobs."
Angela	"The non-compete rule should be banned. Workers should be able to transfer jobs. We are supposed to value freedom."
Michael	"Watch out for other techniques employers use on non competes such as: 1) they make them so broad they encompass even secondary tasks that you have done are prohibited - so if you are a truck mechanic and you helped on the safety team and you helped repair a piece of test equipment, then the non compete has been enforced to prevent you from working in all 3 fields, not just your primary; 2) How long does the non compete last? So even in the few exceptions that a non compete may make sense, it can't be a lifetime ban; 3) Absurd geographic area: so you can't work within 200 miles, so essentially you need to move to a new State. Even 50 miles can be difficult if you are in a stand alone city and the next large metropolis is hundreds of miles away; 4) the employer reserves the right to contact any company that you are interviewing for a new job to tell them that there is a non compete, even if not within the scope of the non compete. So if you are an electrician who applies for a CDL truck driving job, you are required to tell your current employer that you are looking for a job and they get to telephone the company you interviewed with and discuss you (your non compete); 5) You are sent to an ordinary school to get a qualification needed by the company, say it is a 3 day class offered several times a year. The company will try to claim that it is a very specialized training and so you need a longer non compete; 6) Too vague or general - so if you are a truck mechanic and you become an aircraft mechanic, the company will prohibit you because a mechanic is a mechanic..... Thank you"
Meena	"Some of us cannot pursue work in the city that we live in if we want to change jobs because of our non competes. This would change everything. Please highly consider."
Kristin	"I am a physician . I paid for my training and expertise with hundreds of thousands of dollars and a decade of my life. I should not be shackled to a hospital system via a non compete and deserve the autonomy to find a job that is compatible with my life. Hospital administration changes can drastically affect my life and it is absurd to think that I would be forbidden from getting a job and truly helping as many patients as possible purely because of greedy hospital administrators. I am not the problem! Corporate greed is! Of course they want to keep me shackled to them—I'm the only way they can generate revenue."
Ronda	"Right now, noncompete agreements are being unethically used across the country to prevent workers from quitting their jobs for a better offer. Competition drives markets -- and when noncompetes eliminate competition in the labor market, employers don't have an incentive to give their workers better pay, working conditions, or benefits. I don't understand how these companies should have this power. This should have

	<p>never been approved. The rights of workers should be supported not diminished. Workers are the backbone of the nation. They should be treated as such."</p>
Vismay	<p>"I have bought a house near the hospital I work, established myself socially and economically here. I have friends and community here. Amazing neighbors. Leaving everything for couple of years somewhere else with whole family because of non compete clause on contract can increase immense of stress and have extremely negative impact on quality and mental health of my/others life. This can disturb physicians life big time. This also gives big upper hand to hospital institutions with very less power to physicians to negotiate the work hours, patient load because of which patient care can be compromised only for hospital profits. My patients who follow up with me also suffer a lot who can actually follow up with me even if i leave the hospital institution if there was no noncompete clause. In conclusion, Non compete clause only allows to pressure physicians for their own profits and neglects physicians personal life challenges as well as compromises patient care."</p>
Cynthia	<p>"Thank you for addressing this issue. Non-compete agreements serve only to enrich corporations and have no benefits for employees. Please enact this proposed ban on non-compete agreements."</p>
Paul	<p>"Non-compete clauses are inherently un-American, restrict freedoms, stifle innovation and the ability of workers to build a career utilizing the skills they have attained over time in a given profession. Rarely are these skills and knowledge a result of training and commitment to helping an employee hone their craft, but instead gained through hard work and lessons learned on their own, over time. The trade off of what is often limited support by companies in propelling an employee's career while later restricting their ability to attain greater success elsewhere are rarely fair and equitable in nature, often favoring the employer greatly and unnecessarily. In many instances, a non-compete is held over an employee's head in order to attain a raise or promotion locking them into a type of indentured servitude. By not agreeing to one, employees are generally regarding as disloyal and their careers paths are met with a dead-end. Meanwhile, any employer can choose to execute mass layoffs at any time in the name of profitability, but then hold that same employee to their non-compete even if their termination was without cause. These agreements unnecessarily limit the ability of workers to become gainfully employed in a field in which they have spent a considerable amount of time due to the scope and reach of these agreements as many companies will refuse to hire an employee under a non-compete for fear of litigation and costs associated with defending lawsuits tied to these agreements. Because of all of these reasons listed above, I cannot more strongly urge the FTC to adopt the proposed rule making non-compete agreements illegal and unenforceable. Thank you."</p>
Stacey	<p>"My brother is a doctor and under a very strict non-compete, not unusual in the health-care industry. He's miserable with the current health system he's in; during the pandemic, they were forced to work more hours with the same amount of pay. They haven't backfilled vacated support roles, but instead have put more work on the remaining employees to pick up the slack, and in turn, burns people out who ultimately decide to leave the hospital. Despite his unhappiness and because of the industry standard NCA, he cannot change jobs without having to move to a different city and completely uproot his family and disrupt the life they've built. If the NCA</p>

	<p>wasn't in place, he would easily be able to get a job at another hospital in his current city that fits his subspecialty. This is negatively affecting his life; someone who has given his career to public healthcare, so much so that he's often thought about changing professions. There's not an endless supply of doctors, especially those with very specific subspecialties, so we, as a society, cannot afford to lose the good ones who are practicing now. He would never sacrifice patient care despite being treated like a machine, but we have to consider how much unhappiness these NCA's are causing our healthcare providers and the related downstream impacts. It's almost as if these health systems are holding their practitioners hostage by creating work environments that are solely focused on putting profits over people, knowing the healthcare workers can't go practice somewhere. Here's an idea, if employers don't want their employees to go somewhere else, instead of having them sign a NCA, maybe they could become good employers. We shouldn't punish our healthcare providers by forcing them to stay with crappy companies, just because a corporation can't "afford" to treat their employees right. If we get rid of the NCA's and let the "free market" decide, providers will work for health care systems that treat them right and in turn provide better care to their patients. If we keep the NCA's in place, we reward employers for their focus on profit over people, providers become miserable and burnt out which in turn negatively impacts to patient care and results in more malpractice claims and suits, and overall unnecessary suffering."</p>
<p>Russell</p>	<p>"U.S. Tech worker here, living in Kansas. I would like to comment in support of this rule! Non-compete have been a big source of confusion and concern through my career. Businesses themselves are able to sell and buy competitors all the time, but employees are being made to sign confusing agreements before employment that even if not legal, at least put mental restrictions what you can do even though your employer drastically changed from when you originally signed the document"</p>
<p>Jacquelyn</p>	<p>"As a new primary care physician, just out of residency, every single job opportunity came with a noncompete. The worst non compete agreement was made my family's local hospital - for a period of 2 years after resignation, you could not practice in any direction for a 75 mile radius. This would mean that a large section of underserved population would be completely off limits for any physician who was unhappy in their current position, or simply wanted a change of job. I grew up in a rural area in Kansas, left for my training, and wanted to return to the community that supported me in my youth, to give back. I was terrified to sign any contract, because I knew that if I were to want to change jobs in the future, I would have to leave my entire family to still practice as a physician. Non competes are unethical in many ways, but especially in the health care field."</p>
<p>C. Allyson</p>	<p>"I have a non-compete that would essentially force me to either work in the neighboring state OR move 2.5 hrs way to a new city. These non-competes essentially bind us to possibly untenable positions or else be forced to pick up house and home to practice medicine. This is unacceptable."</p>
<p>Bristol</p>	<p>"Physicians should not be excluded. They are workers too. Doctors should be able to seek employment without unfair non-compete clauses."</p>

Christine	"I'm a pediatrician in Kansas. I have been negatively affected by non-competes twice in my career. Employees of any kind should be free to take whatever job they want at whatever location they choose. These handcuffs should come off."
Sierra	"I support banning non-compete clauses. They prevent a true balance in the market and only exist to hurt the employee and limit their options."
Brandon	"I'm a LMT+MBLEX with a 4.0 GPA and not just the Massage Envys in my area have NonCompetes for the whole county, for a year. So if I quit, I can't be with my family without being in a lower tax bracket. They pay me 19/hr piecerate, with no raises for 6 months. I would be independent if I could afford stability, but because of a Kansas Driver Suspension issue it's been a long road. This franchise has taken advantage of me repeatedly even tried to used my Tourette syndrome as an excuse. It's rude demeaning and cruel, but I have no where else to go. It's like all the owners are in cahoots suppressing the wages of the LMT community. They charge nonmembers 120\$/hr. then harass the front desk to grow memberships. For those who don't know 120 is 200% national average. They also use the low stats to manipulate their LMT staff. They rank us on return%, but take advantage of the clients. Generally we receive tips with proper pricing, now because the franchise charges more we receive less. They hold our wages down and manipulate the system to take a portion of our tips. One may ask why work for this place? ME is a staple face for safe clinical work. Every LMT has the ability to do body work but the clients emotional safety is better with numbers. A franchised LMT business is a great idea, but there is no competition if they swindle every single student that come out of school. That's how you drive them away when they want to stand on their own. Massage therapy can be a powerful tool for protecting and enhancing society, Noncompetes single handedly cut off the legs of every LMT that looks to franchises for entry-intermediate level experience and report. Non competes have made my and others work, social, and home life hostile. I hope you make the decision to end them, and soon. I'm talking to my coworkers about giving their input, but I'm not sure of my rights to speak up about it. If my boss gets mad and fires me for telling others, I may be financially crippled for months."
Grant	"Non compete clauses prevent workers from accessing livable wages in a capitalist society. It is anti competition and unfairly punishes workers."
Monica	"Please do away with the Non- Compete clause!!!! I was hired in the fall of 1996 and started work in June of 1997!! I am in the medical field. 6 weeks after I started, I was told I "must" sign this non- compete. It was necessary because the "cardiologist" were threatening to leave!! I didn't have an option if I wanted to keep working. Advance 19 years and I was unhappy with changes that were being made. I was looking around and administration got wind I was unhappy and looking at a competitor in the same town. Administration fired me before i even had another position. Thankfully, the other Pediatrician clinic hired me. Within a month my original employer filed a \$500,000 civil lawsuit against me because I violated the non-compete. THEY FIRED ME' 1'1' They did not want me working near them. Patients did leave them and follow me!!! I spent \$80,000 of my own money defending my ability to practice in the same

	town. My attorney and new employer encouraged me to abide by the non-compete!!! I lost s0000 much because of the non-compete!! Please abolish the non-compete"
Ravi	"The noncompete clause for seeking employment I believe, is unconstitutional and impinges on the right to obtain work. This should not exist in the current work environment. We need to do everything we can to repeal this."
Ty	"I've served as corporate counsel in the real estate industry and restaurant industry for the last several years. In general, the abuses or overuse of non-competes for employees and independent contractors far outweigh the appropriate or necessary uses. That being said, there is a need for some level of non-compete for owners, partners, and franchisees. So long as the formal rule creates appropriate carve-outs for those legitimate uses, I believe a general ban on non-competes is appropriate."
Wage	"I strongly support this new rule. I work in the IT industry as a systems engineer with many years experience working in federal government contracting. My skill set is rather general and can be applied in almost any government agency or large corporation. About 11 months ago I changed employers and on the first day of employment I was faced with what I consider a rather strict non-compete contract. I felt there was no way to negotiate because I had already terminated my previous employment and would be left with no income if I did not sign the "agreement". So I signed the document that seems to prohibit me from taking other similar employment with any other company that competes with this employer - which could mean any government contracting company. The type of work that I do is not specific to my current employer and my taking a similar job at another company would in no way harm the company. I am a "commodity" in the market with skills that are somewhat in demand but by no means unique or hard to find. I strongly support this new rule to restrict the use of non-compete clauses for most situations. I could support an exception for executive level employees that truly have knowledge specific to a particular company that could be used by a competing company for unfair advantage. For most employees, including myself, this is absolutely not the case."