Constituent Support for the FTC's

Noncompete Rule

FEDERAL TRADE COMMISSION

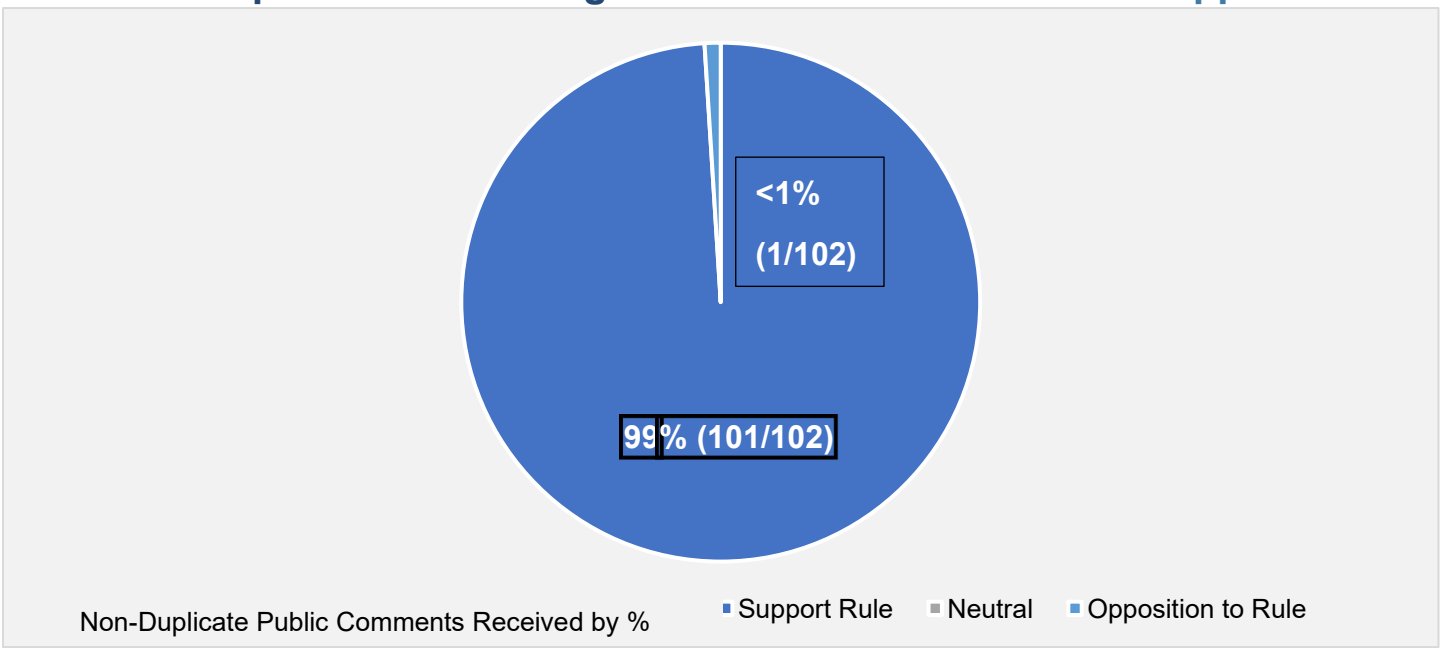
Iowa | Statewide Impact

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 **Iowa**:

Iowa Covered Workers	Increase in Total Annual IA Worker Earnings	Increase in Average Annual IA Worker Earnings
1,229,598	**$624,937,405**	**$508**

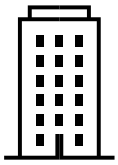
Estimated Increases in Total Annual and Average Worker Earnings by State (ftc.gov)

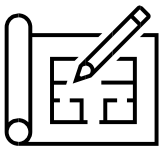
Notice of Proposed Rulemaking: 101 of 102 IA Commenters Support



Support Across Sectors of the Iowa Economy

*Some comments condensed due to length.

Profession	Comment
	"As a **physician** I am opposed to non-compete clauses in work contracts. But I have worked for the same employer for 37 years. An individual should be able to work in the community where they live without restrictions or to work in any community in a nearby city where they wish to work. **To restrict otherwise infringes on a USA citizen's right to the pursuit of happiness and economic freedom."** ***-Jon***
	"**I just heard about this new proposed action of getting rid of Non Competes. Ten and half years ago I went to work for an Insurance agency Out of the blue…the VP came over and I was fired**. They claimed the office I worked in was not as profitable as it needed to be and I was the biggest expense and that today was my last day. It was also the first day for my replacement probably starting out at $45,000 per year instead of my $115,000. They then reminded me of my non compete (and) non solicit. I was devasted, loved my career, did well in my career and was thrown away at 47 years of age being told find a new career path. They proceeded to send a letter to all my customers stating, I left for a new career option and that they wish my family the best. Well we are borderline bankrupt now. They had no financial loss and I took no customers. Might I add with no healthcare as we couldn't afford Cobra and suffering from [an illness]. They got to continue their 2022 as business as usual. Myself, my family, we weren't so lucky and still just trying to stay afloat. **Non Compete's ruin lives. They take away competition for small business owners who deserve to choose who they want to do business with. They prevent career professionals from continuing their profession, especially when the choice made was not of their own, nor at their fault.** They reduce income therefore tax dollars. I for one hope this continues forward and passes." ***-Tony***
	"**My employer is threatening to enforce a non compete contract.** All I am trying to do is make more money to support my family. I have roughly 52000 to my name, and have made this company several hundreds of thousands of dollars over the past 5 years. **Let the backbone of the American workforce have the freedom to work without the threat of being punished for wanting to excel financially. This is BS."** ***-Cooper***

	"Non-compete agreements are a forced ultimatum that companies use during the hiring process for new employees. New hires are accepted as an employee only if they are willing to sign the Non-compete Agreement. This process has happened to me in my past employment. **As a single mother I stuthed for Microsoft Certified Systems Engineer Certifications through federal student loans and was immediately hired**. Within six months the company I was working for decided to let all of their employees go, except for three IT technicians. This put my Noncompete agreement into action because it stated I could not work for another company until 6 months after leaving, being let go, or unless I was hired out of a 150 mile radius. I tried to apply to all of the other businesses in my area that were in my line of work only to have them explain that they could not hire me due to my signing a Non Compete clause with the company who let me go. This clause stated that I would either have to locate a job past a 150 mile radius of where I worked or wait six months. **Being a single parent I couldn't move, I couldn't drive 150 miles back and forth to work. All I could do was wait out my time. During the six month waiting period I was unable to attend Tech Net continuing education because I wasn't working for a company and my certifications started expiring. Due to losing my career and losing my income I also lost my house and am not able to pay for the student loans.** I will never sign a Non-compete agreement again in my life. **Shame on any company who uses this stranglehold tactic for their own profit and reputation at the expense of the employees. Shame on anyone who allows company's the right to use a Non-compete agreement.** This happened to me, how many other people have suffered?" ***-Alison***

Additional Support from Iowa

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Ross	"I provide **consultant services as a sole proprietor LLC**. One of the contracting businesses operates in California which has a requirement of providing similar services to other contracting businesses. The California contracting business has retained the noncompete clause in the written contract, placing my business in a nonwin situation. The noncompete clause should be prohibited nationally."
Haroon	"Non compete clauses have been the reason for the loss of many good **physicians** in a community. They need to be banned outright."
Sajida	"Please consider including **health care doctors** in this clause . We have a shortage of workforce which is getting worse . There is a crisis looming and non competes makes a had situation worse ."

Jon	"Non compete clauses are an objection to the concept of individual liberty and freedom of choice of where to work. They should not be legal."
Lillian	"I am writing in full support of the proposed non-complete clause rule (NPRM). As a **contract worker**, it is so difficult to know that when I start working for a client or company, that just by working for them part-time or on an at-will contract-only basis which can end at any time, for any reason, that I am legally prohibited from taking on work with other clients. It has never seemed right to me that by agreeing to work, I am also agreeing to NOT work, to TURN AWAY work. While a contract might last one week, one month, or one year, knowing that accepting that work, and doing that work, hinders my ability to accept other work is mind boggling. Especially in the role of freelancer and contract worker, were everything is at will. I have to pay for my own health insurance. I have very little legal protection or control. I have had clients not pay me before, and with the cost of legal fees and lawyers, have had to let it go. Passing this non-complete clause rule (NPRM) would be a game-changer for my feeling of control and security to work, at will, how I want and for who I want. It would change the game for my business, for my financial security, and for my ability to serve more clients with my time, talent, and expertise. I like working with clients in the health and wellness sector, that is the type of clients I serve best. No longer being limited in which clients I am allowed to work with based off of which clients I previously worked with, well, that would greatly impact my business in a positive way!"
Vidya	"The American Hospital associations attempts to Force **Physicians** to continue being affected by the non-compete clause is inappropriate, illegal and is clear evidence of their greed, desire to continue treating Physicians like slave labor. Physicians are primary caregivers to their patients and should be allowed to practice freely without the Restriction of a non-compete. The presence of a non-compete is essentially an attempt on the part of organizations to obtain forced commitments from the physicians. I would like to respectfully chime in and include Physicians in The Proposal to make non-competes illegal"
Van	"I live in Iowa, and people are struggling here. Companies have too much power to keep wages low and keep us stuck in poverty. People need the power back. Get rid of non-compete clauses."
Brandon	"I am writing to you briefly as a **medical student**, soon to be starting practice as a resident psychiatrist. I am writing to you to voice my support in favor of eliminating noncompete clauses. While I recognize their utility from an employer standpoint, the state of affairs (specifically as psychiatrists in mental health) creates an unhealthy environment whereby the physician must either move out of the community or travel to a different community in order to find work that complies with the noncompete. I find this to place undue strain on a system that already finds itself lacking with regards to a limited psychiatric workforce. Thank you for your time."

Elizabeth	"**Physicians** are people too and non-competes uproot our families, disrupt our spouses employment and keep us disconnected from communities. Most of us will already be excluded as many of us work for non-profit organizations. But as private equity and major for profit corporations buy up and consolidate practices across the country, some are holding physicians in perpetuity because they cannot escape their

	employer since their employer now covers multiple states. Health care deserves happy, health physicians. Most of us already worked an average of minimum wage or less during residency and to be tied to a job where we may be unhappy is exceptionally cruel when there are so many shortages of health care workers at this time. If hospitals treated employees well, they wouldn't be trying to impede the right to leave."
Michelle	"I support the FTC's ban on non-compete clauses. Non-compete clauses make it harder for workers to move on from a job that underpays or mistreats them by allowing their former employer to sue if they're hired by another company in the same industry Banning non-compete contracts would open new job opportunities and raise wages."
Thomas	"I am an **Emergency Physician**; I graduated 40 years ago this year. I believe noncompete clauses in the medical field are immoral, unethical and against the public interest. First and most basic: the patient "owns" themselves; no one can "steal" a patient. People must be free to see whomsoever they feel they need to address their care needs. For this to work, the person they select to care for them must be free to accept their care without legal risk from these clauses. Next, these clauses restrict the free flow of talent, especially early in the career. I counsel my med students to never sign them; these are a sign that the contract is sub-optimal. This especially affects women and minorities, already at the lower end (financial, not talent.) Finally, I think non-compete clauses are for weeny, insecure companies. By presenting or, worse, requiring them, the company is revealing it does not think it is the best in the field. You are to stay with them for legal risk, not because they are any good. You can't know this before signing. This creates a serious quality risk as the best talent does not go the best company under non-compete clauses. Instead, it goes to the company with the deepest pocket and the most skilled law firm. I'd be happy to give in person testimony about this important topic. I represent only myself"
Amy	"Be sure to include coverage for contract workers: like **Realtors** and other positions that we not " employees" Many real estate brokerages are swapping 'free" training programs the non compete clauses, if the new agent does not like the brokerage or if the broker changes their services, staffing, and fees etc - the relationship jo longer works for that agent - they agent can NOT switch and go subcontract with another broker. If the brokerage changes their services then that non compete agreement should be voidable."

Emily	"I support the elimination of non-compete clauses. I do not think that non-profit entities should be excluded from the clause, since many non profits operate in the same economic spaces as for-profit (example, small hospitals). Non competes in small rural hospitals limit providers staying in the vicinity and further compromise rural access to healthcare."
Becky	"Please do away with non-compete clauses! These harms **workers** and professionals and can trap people in toxic work environments or places that just aren't a good fit. Especially in places that aren't big cities, some professions' non compete clauses force people to move their entire families to new cities unfairly. I'm a primary care physician, and if I wanted to switch jobs, I would have to move 50 miles away, which would place me in a rural location with no jobs available. To find a job I'd have to move 70-90 miles away."

Bryan	"**Physicians/medical doctors** are very commonly and more often placed under unfair and highly restrictive non-compete clauses imposed by very large organizations and hospitals more than any other type of worker. They are subject to limitations on where they can practice based on these clauses. In this era of serious shortages of healthcare personnel, these clauses should be illegal because they restrict the ability of a physician to determine the best practice for he or she to work in and it unfairly limits our ability to seek a better paying job and artificially limits income due to these restrictions. Most members of the public do not fully understand the significant time commitment of at least 15 years of education and training, deferred income stream compared to peers in the workforce and the extraordinary burden of debt incurred for student loans and we must do more to encourage medicine as a career, abolishing non- competes would certainly help. Why should any company or organization with very deep pockets have an unfair advantage to prevent competition against a single worker from seeking to better their personal situation and finances? These agreements are anti- American and must be made illegal without delay. No worker should be subject to these clauses and any claims made by corporations regarding intellectual property etc can easily be covered by non- disclosure agreements, rendering that argument void."
Bonnie	"I'm a single mom of 4 and work as a CMA. I recently accepted a new job only to find out I signed a noncompete. The Dr is now threatening to take me to court. This new job is better pay, better benefits, and better for my mental health. I think NonCompetes for Medical Support Staff needs to be thrown out."

Chad	"I am a **surgeon** who has heard recently that the American Hospital Association is opposing this rule. The AHA is using these non-competes to hold down wages and free trade for healthcare professionals. If a professional wants to take a job elsewhere in the same region they are blocked from doing so. I have personally seen case where someone is "afraid" to point out quality concerns for fear of losing their job and having to move their family. This is wrong! This AHA in opposing this is only trying to keep costs for employees down and create a culture of fear in their hospitals. The "non profit" designation of many is also a joke. While they look to keep costs down, while CEO's and administrative positions are making tens of millions of dollars off of the labor they are trying to restrain. I emphatically implore you to pass this rule and to not exempt hospitals and other health care organizations."
Erica	"Physicians are largely bound by non-compete clauses in private practices and large healthcare systems. The problem with these non-compete clauses is that they essentially either trap a physician in either a toxic job or a job that is no longer a good fit for the physician. Or, the physician has to essentially uproot and move to an entirely new city, town, or state. Who loses in these situations? Patients and employed physicians. Physicians need to be included under the non-compete proposal, despite the strength of the Hospital Association lobbies or the non-profit status granted to many healthcare systems. These non-compete clauses are terrible for people - patients, and for the health and wellbeing of the employed physicians. As a psychiatrist who is practicing in rural Iowa, I had turned down several offers in rural Minnesota that required a non-compete clause to be signed. Psychiatrists are a much- needed speciality in the rural Midwest and there is no reason that any healthcare system or employer in underserved regions such as the rural Midwest, needs to be concerned about a psychiatrist leaving and "competing" when waitlists for patients include at least 500 people. This is a matter of money and power. Please include physicians and non-profit healthcare systems to be included in the noncompete FTC regulations."
Richard	"I fully support banning non-compete clauses. It is unfair to keep workers from taking better paying jobs or jobs that better fit them in other ways simply because they already work for a company in the same industry. I am sure that if firms are concerned about former employees sharing proprietary information, there are mechanisms in place to address that."
Amy	"I am a **physician** in very rural area. I am much more likely to stay in this area and treat the people here that I've already established relationships with. I will be more likely to stay in my community and try to build more mental health services. I am a psychiatrist and they are desperately needed here. However, I am in conflict with my employer. I am in complete agreement at banning the non-compete clause."

Daniel	"These should've been banned a long time ago. Job mobility is important if we "really" believe in our economic system. Ban NDAs."
Alex	"I am in full support of banning noncompetes for any worker, regardless of professional credentials and/or education level. I am a **PhD-level researcher** and had to sign a noncompete with my current organization, which develops educational and workforce assessments. It limits my ability to work for other organizations in the industry for a whole year, which very much would limit my ability to earn a living for myself and my family if I were to change jobs. This is a matter of equity, where organizations with more resources and access to expensive legal teams have written the rules to benefit them. In an economy that is increasingly dependent on workers with multiple jobs (i.e., the gig economy), noncompetes are an untenable, unsustainable, and outdates. To continue to level the playing field for workers, the United States needs to ban noncompetes."
Craig	"Hospital **noncompetes** are excessively punitive to physicians and harmful to patients through obstruction of access to their chosen physician. They give hospitals an unfair advantage in negotiations with physicians and influence over their livelihood. B"
Megan	"I support the banning on non-compete clauses because working in health care, I am required to offer my clients all their option when I decided to leave a job or switch to a new job except following me to the new position. Health care is a service which the client should be able to decided where they want services and with whom, the noncompete clause limits consumers ability of choice."
Craig	"Please ban non competes as these are unfair to us working folks."
Blake	"My wife and I operate a **small medical practice** and are proud of the quality of care we provide. We had to negotiate an exit from a non-compete agreement as part of staring our practice and are limited in our ability to grow our business since nearly all providers are in a non-compete agreement with their current employer. Non-compete agreements are stifling healthcare innovation. I strongly support the ban on noncompete agreements."

Daniela	"Non compete clauses affect not only **physicians** but patients as well. There is no logical reason why your current workplace can determine whether you need to move or not after you quit, nor should patients be left without their trusted physicians only because corporate greed will rather have patients change physicians instead of allowing physicians to decide what works environment better suits their needs and continue caring for their patients. This particularly affects rural areas where physicians are even more scarce"

RJ	"Please allow this ban to be enacted. In less populated areas where I live, noncompete clauses deter recruitment for workers and could force employees to move, a financial impossibility in some cases. We have a hard enough time finding employees as it is. Don't make it harder by allowing non-competes."
Sarah	"This ban on non compete clauses is vital to protecting not only workers but also research and design that improve products and industries. America need healthy competition, and less conglomerates to maintain its economy. The ban makes sense for employees and employers. I support the ruling."
Andrew	"It's a position whose practice for 23 years, the last 18 have been directly involved with **rural medicine**. I have moved from job to job three times. Each time my initial contract included a noncompete clause, the sad truth is that a noncompete clause did not stop me from leaving my job when I grew dissatisfied. How administration was treating me or how the job description has changed. I am opposed to forcing physicians and any other employees to sign a noncompete clauses as it is ineffectual way to maintain employees. It is, however, away, that a poorly run hospital can misrepresented job and essentially trap the physician into a commitment that is not beneficial for either party. I am coming into the twilight of my practice, so whatever decision you make does not really affect me. However, I think for the benefit of rural communities, it would be beneficial to eliminate the concept of a noncompete clause, if for any reason, other than having hospital administration into treating their physicians with respect and accurately, representing the jobs that they have agreed to work. Andrew Frost..."
Tim	"the non compete clauses put the worker in an unfair negotiating position with the present employer knowing that litigation will prevent competitive offers from other employers, thus reducing wages paid by the present employer."
Marilyn	"Getting rid of non-competes is the fair thing to do for the workers of America, especially for the large numbers who are not unionized and therefore do not have a ton of negotiating power. These so-called "agreements" are forced onto American workers and costing those workers billions of dollars in income — and additionally costing all of us in lost product development and/or inflated prices. I support this FTC proposal and urge its implementation as soon as feasible."
Michelle	"Get rid of non-competes, as a **physician** I would have to drive over 30 miles from my current location to work in my field instead of finding a local clinic or starting my own clinic. It would sometimes require complete relocation or not working for a year. why should someone have to relocate from their home or commute over an hour if they're unhappy w their current employer. Also why do I not get to continue taking care of my patients which I've developed relationships with."

Rachel	"Please pass the Non-Compete Clause Rule. Protect the right of workers to decide who they will work for."

Rachel	"I support the FTC ban on non-compete clauses. People should have the right to work for whom they choose and to use their skills where they choose. Non-compete clauses for all but very specialized senior people are only a way for companies to hold power over their workers. These clauses need to be banned."
Bryan	"As a practicing CRNA I support the banning of noncompetes"
Matthew	"Non-compete clauses or stipulations harm professionals in many fields who may wish to seek an opportunity elsewhere in their community or area and are held hostage by an employer with a non-compete. These conditions often can three the professional to relocate themselves and their families to a different city or state to avoid the threat of litigation against them for exercising their right to leave a position for another in their field that better suits their professional, personal and growth based needs. Non-compete conditions are only beneficial to the employer that is putting them on the professional. The professional is often times coerced into these "agreements" as a condition of their employment. These clauses almost never benefit the professional and only serve to keep people inappropriately detained in a job that may no longer be in their best interest and deteriorate their well being. This can cause undue and unnecessary suffrage to the professional, their families, their communities and customers. I fully support the dissolution, abolition and prohibition of the binds of non-compete clauses."
Kevin	"Noncompete clauses are very wrong and are hurtful and destructive to the American worker. They need to be banned immediately. Workers should have the right to pursue any job that they want at any time. Thank you."
Shawn	"No compete is completely unfair to both the **physicians** and patients. Because of non compete, many physicians are forced to leave and practice far away from where they have been practicing for years. The patients they have been taking care of have to find new physicians to start over. Additionally, the hospitals have been using non compete to control their physicians. they force them to see more patients. This dramatically affect the quality of care the physicians deliver. Many physicians have been hijacked by this non-compete and have to do what the hospital admin wants them to do: make more money. They don't care the quality of care that will be delivered to the patients. I believe the majority of physicians want to give their patients the best care possible but they cannot as.they are controlled by their employers."
Arthur	"Noncompetitive clauses are unjust and destroy the free market place. Noncompetitive clauses should be illegal."
Shaun	"Non compete rules are (as the name says) inherently anti competitive. They prevent workers from being able to freely sell their labor and because of their widespread and casual adoption workers often do not have the luxury to choose an employer who does not use them. It strips workers if bargaining power that should be their right

	under a free market. It hampers innovation by allowing companies to win without needing to compete ok ideas. Intellectual property protects companies from theft if proprietary information already, these agreements only harm the worker. If companies don't want to lose employees to competitors or new ventures then they should do more to attract and retain the talent which is clearly of value to them. I wholeheartedly support restrictions on or the elimination of non-compete agreements."
Greg	"Thank you for the consideration to ban non-compete clauses. I am a physician in a Midwest city in a relatively small field, so there are already limited job availabilities. I had to sign a non- compete with a geographic restriction just large enough to encompass the other hospital in town. I am hopeful that I do wish to continue to work for my current hospital. Otherwise, my family and I will need to move to different city (and inevitably sign a non- compete clause there too). Thank you, and I could not be more pleased about the FTC's work to ban non-compete clauses."
lynne	"Repeal the use of non compete clauses on contracts for jobs. It is unfair to people seeking jobs"
Tracy	"Please include **physicians** in this updated regulation. The current market is that majority of Physicians are employed. It is mostly big cooperate or prover equity firms that own the hospitals and clinics that employee physicians. These companies do not have any financial steal or support in our training - tho they claim this is the reason for non-competes. It's simply not true. Because of the Cuc rent nature and structure of medical practices . The non-competes are merely for greed and are unfair. It's an h fiat labor practice to employee physicians, that many of us don't understand when we first start working, and by the time we realize, it's too late we are many years in, with families and homes established and the only way out is to move out of state. Please include physicians in eliminating these abusive and unfair noncompete laws."
Jon	"Non-competes should be banned as they limit growth and wage negotiations for workers. My employer has expanded coverage so I would not be able to get another job in my area if1 left my current company. Also the non-compete includes anything they are considering maybe offering in the future. Which really limits my prospects if I Can't work for current customers either."

Kevin	"These non-competes are extremely unfair to **physicians**, and they are used against by hospitals against providers instead of providing them a rewarding workplace to retain employees. them. Throughout our career, non- compete are used against physicians. Residency and fellowship contracts say that you cannot work outside residency, but the pay is artificially reduced by the anticompetitive practices of the NRMP. These residency programs have no issue with abusing the 80 hr. work limitation, but they only want you working for them. After training, you join a hospital. They treat you poorly and try to squeeze every hit of work out of you. When you say you want to leave, you can't because of the non- compete. They make you move the whole family, or you deal with it. I've seen nationwide non- competes. While it may not be enforceable, the hospitals have deeper pockets to fight a frivolous lawsuit. This is bad for physicians and bad for patient care in a time when there is already a shortage of doctors. While there may be exceptions, 99 times out of a hundred, noncompetes are used as punishment. I've sat in meeting with hospital CEOs as they brag about how they control their physicians. This is one of many reasons physicians are burning out."
Charles	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I am currently under a non-compete agreement that has been very limiting. My previous employer initiated my termination while still requiring a noncompete. This has made finding a new employment challenging, some potential employers were spooked by it, and has limited me at my new employer as we wait for the term to expire for me to fully perform the requirements of my new job. It has also limited my personal life. I have developed strong friendships with my clientele and I have been threatened with legal action as I have tried to keep in touch. This is extremely unfair. I feel like it has been used as a club against, preventing me from leaving my former employer earlier my situation devolved, and has limited my prospects after. They initiated the separation and I get all the negative consequences. At a minimum, they should have to pay fair compensation (salary plus benefits) for the full term if they are going to restrict my ability to work and I have to sit on a shelf. Best would be not to have a non-compete. Thank you for your work, and please issue a final rule that bans noncompete agreements. And please hurry. Sincerely, Charles."
Wassef	"I am a **physician** and I support banning non-compete. American Hospital Association doesn't represent me or any of the many physicians that I have spoken to about their stand regarding banning non-compete. Thanks!"

William	"See attached file for reference. This is my non-compete contract that I signed in 2011. I am still bound by this agreement but have recently secured new employment. I am in favor of the proposed ban because for many years I have felt like my skills and knowledge have been held hostage and limited my potential to grow and elevate my income. When this contract was presented I had already been employed with this company for 6 years. Many of my colleagues and I reluctantly signed in deress as we were told we'd be terminated without acceptance of said agreement. The biggest irritation for many of us was the verbiage referencing "perceived competitor" as there are many similar market segments in the agricultural manufacturing industry and so we felt handcuffed. Attachments Restrictive Covenant Redacted"
Tisha	"A non-compete has prohibited my husband from pursuing another position with a different company several times. He is in the **Utilities industry** and at this time can not accept a job with anyone else in the industry. Even if they are not a direct competitor. Because of this he has had to turn down jobs making significantly more money and better benefits. They have him trapped and they know it. Please consider eliminating them."
Caleb	"This is a great clause and should be implemented as soon as possible."
Zach	"As an employer I strongly support this new rule. I've seen friends and family members hurt by non-competes. Businesses shouldn't be able to handicap a FORMER employees career. Ultimately this is an anti-competitive practice, as enforced non-competes simply disallow former employees from working for competitors. Since NDAs and non-solicitations are still protected under this new rule, businesses aren't losing their IP protection. They are just losing their (unlawful, in my opinion) ability to prevent former employees from working in their field. The limited exception for buyers and sellers of businesses is smart, and crucial to the economy. If someone sells a business they are essentially being compensated for their non-

	compete. Buyers need to ensure that their investment won't be undermined by the seller. In order to maintain healthy M&A activity (and ongoing startup/business investment) this limited exception is crucial. In short, as an employer and someone who has witnessed the damage of current rules second-hand I support this."
Gerhardt	"Please move forward with the plan to ban all non-compete contracts. Non-compete contracts directly oppose competition in the marketplace. They are bad for businesses, potentially devastating to individual careers, and dull the economy. We should have everyone working to the best of their abilities in the place that works best for them."

Spencer	"I worked for a **company** starting in 2019 that did not impose non-competes. In 2021 the plant I worked at (same plant as in 2019) was acquired by another company. Day one of acquisition we were given a non-compete and non-disclosure and we were told we have until the end of the week to sign it as a term of employment. I watched as colleagues were walked out (fired) for not signing. Additionally, this limited my career trajectory significantly due to the new company's size and organizational structure. As a result I looked for another job and found one. When I approached my employer to be fair, transparent, and move on amicably I was threatened with a lawsuit if I took the new job. The new job offered a $35,000/year raise in pay from the current job with opportunities for growth. At the time our total household income was S140k/year. I was also given the opportunity to be a part of the offering company's expansion plans. I know this is one small example of how non-competes negatively impact a household, but this fits right in line with the reasoning given in the proposed ruling. We would have been able to contribute more to the economy by paying down debt faster but also possibly affording more goods and services, paying more in taxes, etc."
Mary	"None compete is not fair to workers who are fired or just choose to venture out on your own or just change jobs you have to change what you were doing to get a new job for way to long of a wait between jobs that we fall behind and may never get back to where we were because we have to make such a drastic change for a job"
Terry	"Non compete and non disclosure clauses in employee contracts is a great way to cover tracks when things aren't working out--we need transparency, especially in education that is publicly subsidized."
Rebecca	"I strongly favor eliminating noncompetes and INCLUDING **physicians**. I have practiced medicine in Iowa for several years now, and watched with dismay as physicians leave Iowa rather than continue at a job that wasn't providing proper support to them. Physician salaries may look high, but loan repayment combined with the financial pressure from entering the job market in our thirties paints a less rosy picture. Iowa physician salaries may look especially high, but when they come with working conditions that are unmanageable, this is a recipe for losing physicians to noncompetes. If these were abolished, physicians could negotiate for better working conditions and have MORE longevity in areas where they are highly needed."
Todd	"Non competes are akin to slave labor. It prohibits employees from seeking better jobs within there community. It allows employers to strong and workers. Get rid of it! lain a small business owner (hearing aid center) Des Moines, IA and don't believe in none competes. I have had many people try to apply for open positions in my company but I cant hire them due to the none compete."

Mudassir	"There should not be a non compete."

Heather	"I support a federal ban on noncompetes. We're currently in a **physician** shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people. I am currently employed in Iowa, and lain unhappy with my work situation. I have the ability to take a job with another hospital, one literally within a few miles from my current hospital and another approximately 20 miles from my current hospital. Unfortunately, due to the no compete clause in my contract, neither of these options are available to me without putting myself at risk for significant legal ramifications with a lawsuit from my current hospital. I have firsthand knowledge that other physicians who have left this hospital for similar reasons, going to the hospital 20 miles away have been sued. One of the surgeons has almost been bankrupted by the hospital, pushing the no compete clause lawsuit ....so obviously, that is not in my future. I may be forced to leave the state or certainly my community, in order to find a better job -when there is another hospital literally across town that would like to hire me right now! And to be honest, if I have to pack everything up and leave, I might as well leave I want to go someplace warmer, even though I really like it here, and I would rather stay!! The no compete clause takes away a physician's ability to negotiate for improved conditions at the place where they are currently employed, causing places, like Iowa, who already have trouble attracting physicians to come to our beautiful, but not geographically desirable, state! Please straight down, no compete clauses in contracts. They are unfair and promote abuse of employees by the employer. As medical professionals if we are just satisfied with our working conditions, we have no option other than to pack up everything and leave our homes and communities if we want change for the better!"
michael	"please adopt the proposed rule that would ban the use of noncompete clauses in future employment contracts and void such clauses in existing contracts. far too many workers are being unfairly treated by the existing rules..."
Sanjay	"The non compete clause in any place is simply supporting the monopoly. Monopoly hurts the people in numerous ways. Suppressing the critical process in which conflicting views or ideas can be offered for everyone's benefit, creating protection for the non compete clause organizations, hurts the freedom of individuals. If we do not support the monopoly the non compete should also be denied. In order for the best that can be put to work for the benefit of the people we need to stop this once and for all."
Carel	"I strongly agree to remove non compete clauses as this inhibits free movement of employees specifically to the health care industry. It is difficult to relocate a family and this industry exploits this fact to require additional work / patient care. Thank you for taking up this work on an important issue in work culture."
Erik	"Non competes are wasteful and unnecessary and should be outlawed."

Douglas	"I am a **cook** with over 30 years of accumulated knowledge, experience, a portfolio of recipes and techniques I've developed myself. I'm now retired and recently responded to an add for part time work to supplement social security. During the onboarding process Human Resources sprang a DNC and intellectual property agreement on me. Not only were they restricting my ability to work elsewhere, but they were laying claim to the intellectual property I was brining to the work place for 15$ an hour. It would be one thing to hire me as an accomplished professional and compensate me as such with a prior contract negotiated for my knowledge and what would be left behind; and an entirely different thing to threaten me with litigation iff moved on to another prep cook's job. They had no recipes or procedures in place to "steal" instead they were intentionally co-opting the knowledge I and others were bringing to their business. I could read and understand the language. I didn't "need" the job so I walked. One of the young cooks, a recent Culinary School grad wasn't so lucky. He needed a job to pay living expenses. And student loans and got caught up in the language when he left making it difficult to Advance in the industry. Unless it's a highly technical field and there are very specific parameters, negotiated and put in place prior to employment, DNC and intellectual property clause for employment should be prohibited. These clauses have become favorites in industries dominated by private equity investors. I'm"
Glenn	"yes, this is only fair."
Advanced Registered	"As an **Advanced Practitioner** in a rural part of the country, I support eliminating non-compete clauses in employment contracts. Even though I do not have plans of leaving my current employer, many practitioners like myself are unable to advance careers, or be able to change positions due to these clauses. In rural areas, this becomes difficult as some populations have less access to healthcare due to the clauses. Practitioners can be trapped in positions that are not good for them and the patients suffer lack of care. Also, with non-compete, more practitioners will be able to help fill serve in the more underserved areas. Please remove non-compete clauses from contracts."
Angela	"Dear Federal Trade Commission, am writing to urge you to ban non-compete clauses for all employees including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a **physician** is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in

	certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Sincerely, Dr. Angela Olerich, DO"
Mary Kay	"I strongly support FTC actions to restrict use of non-compete clauses. Too often the employers expect applicants to have education or work experience then try to hold them in non-compete clauses."

Brytton	"I support the proposed rule to ban all non-compete clauses."
Padmanabhan	"I am a **cardiologist** in Iowa for last 6 years. Noncompete clauses prevent me from taking care of patients to the best of my ability and gives unfair advantages to employer as I cannot practice in the area if I chose not to follow their unreasonable demands. Please ban the noncompete as it hinders optimal patient care and will give liberty to physicians to act in the best interest of patients and not be bullied by the employers"
Eve	"I support the FTC ban of non compete clauses. They unfairly punish workers for leaving jobs. I work for a **home health care agency**. I needed the work, so I signed the contract agreeing that the company could sue me if I quit and didn't wait 6 months to work for another home health care agency. So if another company was offering $17 an hour and I'm being paid $16, I'm barred from moving to the higher paying company. Unfair. Totally unfair. Especially at a time when home health care agencies are begging for workers. And it's a way for the industry to collude so that they don't have to raise wages. Again, unfair. It stacks the system even more against working people."

Sue	"Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I also want to tell you how much I appreciate your work. Ever since I read your law review article on Amazon I have been telling people about this BRILLIANT young woman who is working to re-set the definition of market dominance. My personal story? I **live in a medium sized college town. Used to go to one of the top beauty salons in town**. I had the good luck to go when a new person was the one they sent new clients to. She was an amazing hair stylist, creative, confident, understood hair and understood clients like me who are into wash and wear, no fuss. Did I mention she was also very pretty? So owner got very gropey with her and she decided to leave. Of course the clients were lied to about the reason and he slapped aNCA on her. For two years she couldn't cut hair in our town She also couldn't file a complaint because that would have made her reputation even worse, given his high-standing in the community. She found a job as an instructor at a cosmetology school, less money, no tips, less creativity, etc. Eventually she was back at a different salon and I could get my hair cut again the way I wanted it. But those two years she made less for no reason other than that sexually predatory man's greed. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Sue Ravenscroft.
Susan	"I am most definitely in favor of banning non- compete clauses. I have personally been affected by them in a negative way. I am a **dermatology physician assistant**. A prior employer breached my contract but still threatened to enforce my non compete if I left. I had no choice but to hire my own lawyer and spend a couple thousand dollars out of my own pocket to defend myself and be able to seek employment in my specialty once I left that practice. I also work in an underserved state (Iowa) where there simply is a shortage of providers in my specialty. Non completes further restrict patient's access to care. I fully support banning non compete clauses in the practice of medicine. Thank you for supporting this legislation!"
Christopher	"Please ban non-compete clauses in employee contracts. These clauses limit competition for high value workers and hurt the job market and overall economy"
Jody	"Strike down non-compete clauses in any form."
Alinda	"Please pass this new rule. My 30 mile, 3 year non-compete significantly hinders my ability to change my place of work in my community without uprooting my entire family. This practice is ubiquitous in my profession and it's nearly impossible to avoid."

Ximena	"I am writing to express my opposition to physician non-compete clauses imposed by both for-profit and non-profit hospitals. These clauses restrict physicians from practicing in a certain geographic area for a period of time after leaving their current employment, which can limit patient access to care and stifle competition in the healthcare market. Non-compete clauses are particularly concerning when they are used by non-profit hospitals, as these organizations are meant to prioritize community health over profit margins. By limiting the ability of physicians to practice in a certain area, non-profit hospitals may be inadvertently restricting access to care for underserved populations, which is contrary to their mission. The AHA appeal has no moral or ethical ground. Moreover, non-compete clauses can lead to higher healthcare costs for patients, as they limit competition and reduce incentives for physicians to provide high-quality care. This is particularly true in areas where there are few providers, as non-compete clauses can create a monopolistic environment that allows hospitals to charge higher prices for their services. I urge the Federal Trade Commission to take action to limit the use of physician non-compete clauses, particularly in cases where they are imposed by non-profit hospitals. By doing so, we can ensure that patients have access to high-quality, affordable healthcare and that competition in the healthcare market is not unduly stifled. Thank you for your attention to this important matter."
Stone	"A friend shared this with me and I whole-heartedly believe non-compete agreements as a whole should be done away with. At best they stifle competition between competing companies, which is a bad thing for the consumer. And at worst it stifles employment competition by stifling who can be hired and where (assuming the company chooses to enforce the legal agreement). All-in-all getting ready of all noncompete agreements I feel would greatly benefit the American People in all aspects of their lives."
Christian	"I'm very glad the FTC is looking into noncompete agreements. **Software companies abuse them** by requiring you sign them to get jobs, and it's a restriction on someone's rights (morality-wise, regardless of its legal position). The ability to control what someone does AFTER quitting or getting fired from a job goes against the very right of "pursuit of happiness" and I would call it unconstitutional, oppressive, and immoral."

David	"Sirs, I am a physician in Iowa City, Iowa. I have worked here for many years. There are two hospitals in town, Mercy Hospital and the University of Iowa. Until a decade ago we exchanged physicians between the two institutions and I believe that patients and doctors alike benefited from the exchange of expertise and contacts for referrals. Then both started using non-compete clauses. Now if a new medical provider is recruited to town they must sign on with a noncompete clause. Iowa City is a small city. So, effectively this means that if you start at one institution and it does not work out, you have to leave town (or wait a year without employment). There is obviously much less exchange between the two institutions. More importantly it has crippled our ability to recruit high quality physicians to the area. Candidates frequently cite the non-compete clause and size of the city as being too much of a risk to relocate here. I understand that this is not a legal problem with non-compete clauses, but it is another way in which they harm the public good and even the institutions that use them."
jesse	"This would lift a huge weight off of the anxiety I have to switch jobs. Currently I have a fear of being pursued legally by my current company if I were to leave to a job that would pay significantly more. The current agreement I'm under is I couldn't work in a competing company for a year after employment within 60 miles of the original location I was hired at. This limits me to switch career fields, or move out of a location I'd like to remain in."
Fayez	"As a healthcare provider, non compete clause unfairly limits our ability to change employers in the same city. If a doctor wants to change employers due to unfair practices then they might be forced to uproot the whole family and move cities. Plus this would ensure fair compensation at all levels nurses to doctors."
Dave	"Every worker should be able to choose the job that best fits the skills and desires of the person...having to be afraid of legal action for simply moving to a different job is simply inexcusable and wrong. We aren't supposed to be living in a fascist oligarchy."
Jacob	"I cannot stress enough just how disgusted I am that non-compete clauses continue to be legal. For our government to deliberately depress wages by putting legal barriers in the way of legitimate job-seeking, is, yes, the origin of a deep disgust I feel in my soul towards the leaders of this country; accordingly, their banning would be a relief and a step towards making the country a fairer and more just place."
Logan	"I think non-compete agreements are overly used and abused, and getting rid of them are a good thing. Given how infrequent pay raises occur for most people, moving between employers is frequently the only opportunity people have for pay raises. People with specific skills should not have to move their entire families to an entirely new geographical location just to have the opportunity for a better income. Noncompetes stifle wages and encourage monopolistic behavior."

Shannon	"Help w statement: From ChatGPT: Dear Federal Trade Commission, I am writing to urge you to ban non-compete clauses for all employees, including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where

	there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter. Sincerely, Shannon C Throndson, MD"
Chandler	"Please make sure to keep ALL healthcare workers included in this rule with NO exceptions. This is the only way to ensure fair and equal access to employment opportunities for those who work to keep us healthy."
Teri	"Non-compete clauses only benefit corporations. They are not patient friendly and do not take into account the access in rural areas for healthcare. Non- compete clauses keep employers from striving to work with their employees to better services or care because; they keep the employee in one corporation to keep from losing revenue. Banning non-compete clauses allows for more access to people for healthcare and freedom of providers to be in the best place for their career and patient care."
Brian	"This is a great idea. this will help people find better jobs."
Oscar	"Non-compete clauses monopolizes already scarce **medical human resources**, particularly in smaller communities where recruitment of Doctors is very difficult."
Jayme	"The Non-Compete Rule was never about proprietary information, it was always about keeping employees from seeking better compensation or position at a competitor's company. Just look at the broad spectrum of companies utilizing the non-compete rule that have virtually no proprietary information to be protected. This is just another example of employers controlling employees or their rights like the so called right to work law."

Melanie	"Non compete contracts are harmful to any skilled trade position. In construction. An individual's skills are his livelihood. Forcing contractors to sign non compete contracts to keep their job forces the employee to stay in toxic work environments, forces employees to stay with a company that may be on the brink of bankruptcy which does not allow the worker to go find stable employment before being laid off. If he is a builder, and the clause is written such that lie cannot go to a similar competitor for a period of time, the possibility to have to take a lower paying job to get through that period of time is possible. That lower paying job may not offer comparable benefits to the industry's standards, and that can potentially impact families. If it comes to an actual layoff, the worker has to collect unemployment benefits which have been cut in the state, again forcing the worker to take a job at a lower wage just to get through. In not having a non compete contract workers can properly plan giving them the opportunity to keep their finances balanced. Skilled trades are in demand. When 1 employer forces the signing of an agreement it actually hurts local growth too. In not allowing the worker to remain in the field, they go to other industries and may not come back. They may choose to leave the industry completely."
Xiaoxi	"As a **physician**, I strongly oppose the American Hospital Association's push to exclude physicians from the non-compete reform."
Sarah	"Ban non-compete clauses! While businesses claim they protect their innovation, the actual effects stifle worker innovation, creation of new small business, and suppress wages in ways that are uncompetitive."
Jenna	"I am in support of the ban on non-compete clauses. The non-compete too often allows employers to keep employees, while not continuously and appropriately assessing similar or surrounding markets. More times than not, I've seen noncompetes in groups or organizations that are more unstable, who lose sight of retention opportunities and proper recruitment options. Non-competes cause tension leading to poor work environments, and force someone to travel 1-2 hours more for work that is outside of the stated non- compete boundaries. I urge you to pass this ban so that workers are able seek out better jobs if the current position isn't the right fit. In passing this ban on non-compete, employees can better their work life, and ultimately their home life, without having to move large distances or travel several hours on the road every day or week."
Mark	"Non compete disrupts established relationships with patients and their care in prevention and chronic conditions. In no way do non competes protect patients or physicians. So who do they benefit?"