Constituent Support for the FTC's Noncompete Rule

FEDERAL TRADE COMMISSION

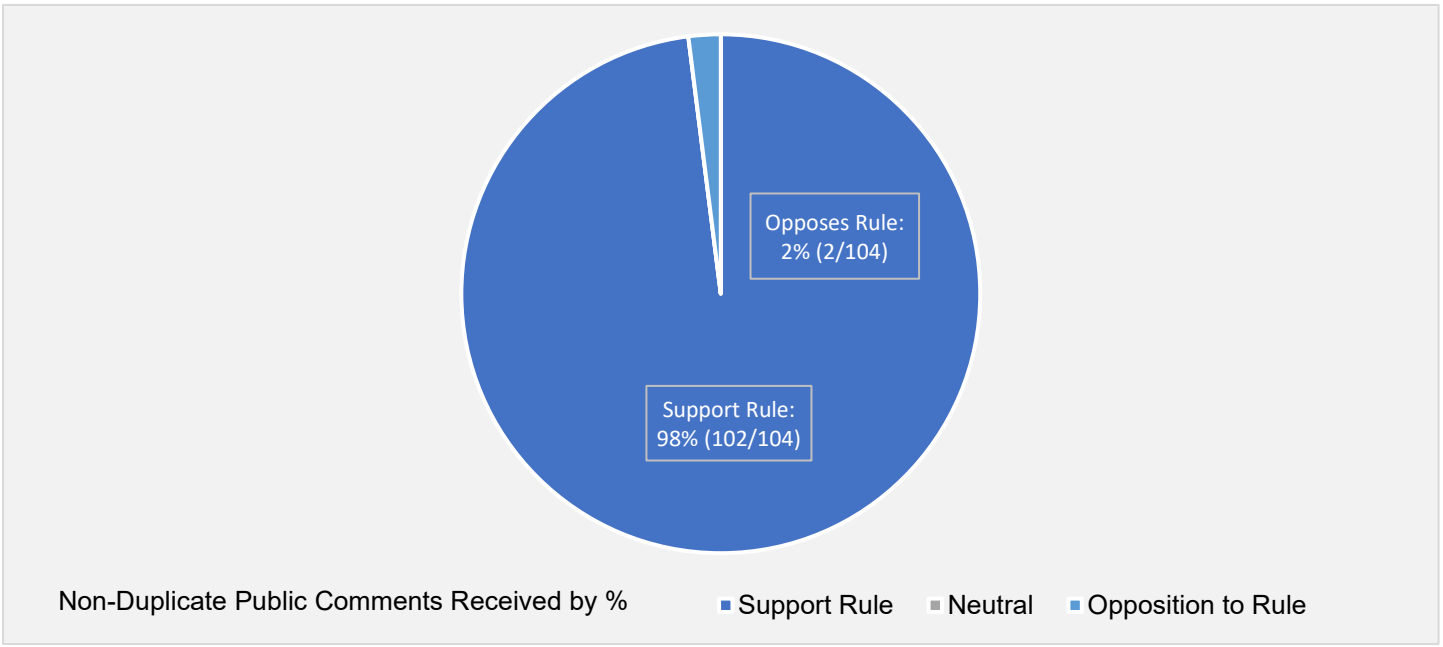
Louisiana | Statewide Impact

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 **Louisiana**:

Louisiana Covered Workers	Increase in Total Annual LA Worker Earnings	Increase in Average Annual LA Worker Earnings
1,492,474	**$747,953,455**	**$501**

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

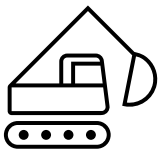
Notice of Proposed Rulemaking: 102 of 104 LA Commenters Support



Source: Federal Trade Commission

Support Across Sectors of the Louisiana Economy

*Some comments condensed due to length.

Profession	Comment
	"I had to move 1600 miles away from my family for 2 years to get out of a NC with Emery **Equipment** in Baton Rouge, LA. Employers use the NC to bully their best sales people and other talent and can treat them with indifference because they know we can't go anywhere else in our chosen field unless we move out of state. One of my good friends left the company he worked for 22 years and was assigned customers out of state to handle to get around the NC agreement he had with the previous employer. However, the previous employer sued him anyway to make an example out of him because this was the 3rd salesman that left for his new company in 2 months. It ended up costing him $35,000 in attorney fees but the case was ultimately dismissed. They made sure they spread the message around that my friend had to borrow money from his dad to pay his legal cost. Please do away with this way out of date practice of bully companies. I'm currently under a 1 year non compete myself again." ***-D. B.***
	"I am a **service technician** for a company that makes and repairs hospital equipment. Basically, do electrical repairs and plumbing repairs in hospitals. I have worked for them for 33 years. Many times, I was offered to better my life by switching jobs but couldn't due other companies did not want to deal with the non-competitive form I had to sign…At one point I didn't get a raise for 5 years. I like what I do and could have keep doing by starting my own hospital repair company but was afraid the company I work for would come after me. Doing away with this will force companies to treat people with more respect. Thanks." ***-Mike C.***
	"When I worked in the petroleum industry as an inspector, non-compete agreements were commonly . . . complained about, since two of the largest companies in the sector . . . imposed these agreements onto their hourly workers. . . . I told myself, ". . . The workers can still seek employment at a smaller barge service company and get the same job." However, I then watched Kirby acquire many of those small "competitor" barge companies . . . If it's not hard enough to only have a few mega-employers to work for, we then allow the employers to impose non-compete agreements on their employees so that they're unable to shop around for better wages . . . . Many of the agreements also prevent workers from starting their own business that would compete . . . . We can't succeed, thrive, and grow as a capitalist society if we allow companies to stifle competition, limit options for consumers, immobilize our workforce, and block innovation." ***-Cory K.***

	"I strongly support this rule. I am currently the **GM of a dealership** and dream of owning my own but can't start one due to an unfair non-compete." ***-Mark N.***
	"I have two acquaintances who have recently been disadvantaged by a noncompete clause. One was a **franchise owner** in Louisiana whose business was bought hack by the franchisor after 20 years. The parties were unable to reach a renewal agreement last year and the buyout left the recent franchise owner at a disadvantage due to a noncompete clause. Another acquaintance works as an **Information Technology professional** in Florida under a contract with a noncompete clause that requires a time period of two years before he can go to work for a competitor or start his own IT business. He has earned a number of IT certifications and increased his value as an IT but employers are not inclined to increase the salaries of these skilled employees since other interested employers are reluctant to hire an employee who will be limited by a noncompete clause. The FTC ban on noncompete clauses would be a great relief to these two people as well as to thousands of other employees." ***-Dick H.***
	"I am a **neurosurgeon in a rural town**. . . . I was assaulted and battered by one of the other neurosurgeons, and fearing for my safety and due to bodily injury, I left the group. I now find myself in a conundrum with my family waiting out a two-year non-compete that I did in fact sign but that I do not believe holds in these circumstances. . . . There are too few neurosurgeons in my region as there are in many regions and thus the geographic limitations of non-competes make it such that often neurosurgeons like myself have to relocate to a different state in order to obtain a different job and earn an income. . . . My non-compete was placed to run me out of the region if I ever left the practice regardless of fault or reason. From a patient perspective, my community has lost a neurosurgeon (and now level 2 trauma coverage for the region). . . . From my perspective, it is too financially expensive for me to relocate everything as a new graduate, and it would be a shame to waste three-and-a-half years of building a reputation in the community due to the silliness of the non-compete. I have been asked why I signed a non-compete in the first place. I have looked at numerous jobs, and I have never found one as a neurosurgeon without a non-compete clause." ***-P.B.***

Additional Support from Louisiana

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Kerry	"For those in specialized fields, noncompete are awful. If you are a specialist with 20 years of experience and are prohibited from working in your field if you decide or the company decides it is time for a change then you are in a horrible position. The financial impacts could be devastating. They should be banned."
Niksad	"I strongly support this movement to stop Non-compete clause. As a **physician** taking care of patients, we face so many challenges already. Recently we had private equity involvement in our owner ship and cut our payments by 30%. I am stuck in this unhappy situation and can't find a job in the town where my family is growing with kids going to school. Relocating to a new place will be hard on me and family as well. Non-compete clause allows management to treat physicians like puppets. Overall, it creates no competitions in die market to excel in what we do. Bad for die patient care."
K	"Don't limit **doctors** by profit oriented boundaries."
Anonymous	"I worked for a company for 19 years starting as a part time employee. I worked my way up the ladder learning my craft to become General Manager of the company. During my time as General Manager I was told by the owner he wanted all employees including me to sign a non-compete agreement. I knew this only benefits the owner and not the employees. I always trained and taught the employees to be Leaders in their fields so they could grow as a person and an employee. They excelled at becoming Leaders. When they asked for a raise that I couldn't afford I understood before the non-compete agreement that the employee should have the right to look for another job using their craft they excelled in. We were all told we had to sign the non- compete or risk losing your job. You had to wait out a year for the non-compete agreement to expire so that meant we had to find a job and start all over in another field then come back in a year, Non-compete should be outlawed everywhere since it benefits the owners only and not the employees. It means the owners have you under their thumb and you can take whatever your being paid or start over. An employee who is great at their job should not be limited to one company if they are not happy with the company pay or benefits. Every employee should be able to grow financially and shouldn't be punished for a year. It's like

	you are on parole by your employer if you leave. If you love what you do and work hard to improve you should be able to do just that. Grow and Compete not Non-Compete. Thanks."
Dr. Frank	"Non-compete is a relic of the pre corporate medicine past. Now our problems are more centered around monopolies and the power they have over individual **physicians** and the decisions they make for patients. Getting rid of non-compete will help physicians resist that pressure."
Robert	"Non-competes are absolutely unfair. They require an employee to surrender natural rights that they are entitled to."
Rachel	"Non-compete clauses are one of the most powerful tools that enable corporations to intimidate their employees. It is anti-trust and anti-American. All states should allow people a right to work, regardless of corporate greed!"
Rajiv	"1. I am a **Subway franchisee** owning 2 franchises and employing 12 individuals in Louisiana 2. Currently, my franchise agreement is for a term of 20 years. 3. When I signed my agreement, which was over 16 pages long, it was a "take it or leave it" situation in which I was forced to sign the agreement or walk away entirely. 4. The contract, which was drafted by my franchisor's attorneys and is completely non-negotiable, included a non-compete clause which states that "you will not have any direct or indirect association with a competing business within 3 miles of any Subway location, existing or existed in a prior year , for a period of 3 years after termination failing which I will be liable to pay up to 100,000 for 3 years.". . These terms restrict my ability to start a new business or in any way use my experience to work in a similar industry. 5. When my contract expires, I must renew for another 20 years, generally on significantly different terms that my original contract, pay a higher royalty at renewal to keep the existing terms of the agreement or give up my franchise entirely. 6. If I choose the latter, my noncompete clause makes it very difficult to use my experience to run and/or work for another business."
WILLIAM	"Non-compete clauses should be illegal and abolished!"
Byron	"I was hired by a **regional staffing company** in Louisiana in 06/2013. In 04/2017, was forced to sign a non-compete agreement to retain my job or face termination. In 01/2023 I was terminated, and then my former employer sought a temporary restraining order and filed for an injunction after I found employment with a national recruiting firm. My new employer chose to separate me to avoid issues. I gave my employer 10

	years of service, and now I'm unemployed because I only know staffing, they are vindictive and irrational, and I cannot support my family. Please rescind this non-compete law."
Brittany	"As a **specialized physician** working for a large healthcare network, their non-compete stifles competition and prevents physicians from advancing in their careers locally. It forces physicians unhappy with their current position or looking for promotion to move out of state in order to find alternative employment, thus limiting the pool of highly qualified physicians in our already underserved area."
C	"Non-Compete clauses are immoral and should be banned from physician and nursing contracts."
Adam	"Please consider the addition on **physicians** and other medical professionals to the non-compete rule. Currently, non-competes harm patients, communities, and physicians. A large number of physicians pose not risk to their organization as many do not have a group of patients. Physicians such as anesthesiologists, radiologists, emergency medicine, pathologists, and other hospital-based physicians treat the patients that present to them. One hospital group in town has a non-compete that doesn't allow you to practice within a certain distance from one of their hospitals. This makes it so that anyone who leave must leave the state and neighboring state. This discourages innovative practice especially if the organization will not give you the full amount of resources needed to practice the full scope of your abilities."
Sarah	"No **physician** should have to sign a non-compete clause. This should also be the case in non-profit organizations."
Isolde	"I strongly support Banning non-compete clauses. They are anti-free Market, limit people's professional development, and essentially chain workers to particular companies with the only option to leave being to uproot their families and abandon their homes. Please support this. I'm sure there will be many businesses that launch strong efforts to protect non-compete clauses, but they are simply sayings for the American worker."
Dominic	"I support this rule. As a physician with a non-compete clause, I find that this hinders competition within our competitive market in our small medical community. While I love my current job and trust my employer, the non-compete stifles the free market. I support this rule change and the abolishment of the non-compete rules."

Carol	"Dear Members of the Federal Trade Commission. I am writing to support your proposed ban on non-compete agreements. I am a **physician** in Louisiana and have been practicing at the same job for 6 years. I am a hospital employee, and like most of my partners, I signed a non-compete agreement when I took the job. My non-compete agreement prevents the from working almost anywhere else in the state of Louisiana for two years after I leave my job. There is no end-date on this, so even if I work here for 20 years, I will still be held to the terms of this non-compete. Iam currently happy at my job and not planning or desiring to leave it. However, if things changed and I needed or wanted to leave my job, I would have to move out of the state of Louisiana to be able to remain employed. My husband, who is also a physician and is in a highly subspecialized field of medicine, would be moving with me. Therefore, our state would lose two experienced physicians due to my non-compete agreement. Our state has lost a number of wonderful physicians who previously worked for my hospital but were not happy here; due to their non-compete clauses, they chose to leave Louisiana rather than risk being sued for violation of their non-compete agreement. This is terrible for our state, for our community, and most of all it is bad for our patients who lose their doctors. I understand that in Wine cases, an employer may make a significant investment in a physician when hiring them and that non-compete agreements protect businesses from losing this investment if a physician decides to leave soon after starting the job. I would estimate that this applies to only a very small percentage of physician jobs. If the FTC felt it necessary to protect businesses from this rare occurrence, they could allow exceptions and time-limited non-compete agreements for employers who make a very large investment in an employee. I think this is unnecessary overall, but I would understand if the Commission felt that it should be allowed. One might wonder why a physician would knowingly sign a non-compete as restrictive as the one I have. It is true that nobody (breed me to take the job. However, as hospital systems continue to conglomerate, many communities including mine are left with very few employment options for physicians. In many cases, a physician must choose between the job with the non-compete or no job at all. If people are dedicated to living in Louisiana, they will choose the job with the non-compete agreement rather than take a job in another region. I fully support the ban on non-competes because non-compete agreements are bad for physicians and even worse for our patients. Thank you so much for your consideration of this important matter."
jacoby	"Non-compete clauses were designed to protect trade secrets. But there use has spread to workers such as waitstaff, hair dressers, medical workers, etc. whose certification and job skills

	are acquired not on the job but elsewhere and often at great expense. These do nothing more than to prevent the free movement of labor to those who will provide them with the best income, or best benefits, or closest to home. They are unfair and should be illegal. It is long past time to remove these restrictions on the an employee's right to work for whomever they want."
Allison	"We lose very good **physicians** from the state of Louisiana due to Ochsner's noncompete. They are essentially forced to leave the state. Many physicians feel trapped in this job because their families and lives are here."
William	"Non-compete clauses should be illegal. They give business owners too much leverage over employees. Rules can be promulgated so that business can seek redress for stolen customers or trade secrets. The main purpose of these clauses are to create indentured servants that have no choice of where to work if they do not want to uproot their families."
Vinod	"I am in full support of this rule. I am a **practicing physician** in a market with significant healthcare consolidation creating limited employer choice. When conditions get so bad that a physician with a non compete has to leave the geography I've seen a number of patients struggle to get adequate and high quality care. If a well established physician w a large patient panel is forced to leave the area, many of those patients struggle to find adequate care in a reasonable time. In many cases the wait time can be months to meet a new physician who has no context for any of the patient's conditions. This has an outsized impact with health disparities. There are a limited number of physicians willing/able to see Medicaid patients. When those physicians are forced to leave the communities, marginalized patients have an even more difficult time finding a new physician m. Additionally the physician's skills and acumen are the "trade secret" not the practice's infrastructure or marketing plan. I feel NCA's especially in health care compromise the physician's ability to practice their trade and compromise patient care."
Paul	"I think we need to provide workers with more leverage in an age of consolidation. We want entrepreneurs to be able to innovate and create products and services valuable to their local communities. We want workers to have the power to use their talents and apply their education on a competitive and level playing field. Please consider banning non-compete clauses."
Troy	"I support this bill since it can affect my employment. I currently am working for a company that is contracting with another company for a period of 6-9 months. After that, there is no work

	planned with my employer. He has nothing available after that time period. But my employer expects me to sign a non-compete which will be conditional for employment and will bind me 12 months after termination of this contract. This non-compete can keep me from full time employment once this contract is over. My employer has done this in the past and unfortunately, I have had to collect unemployment instead of continuing my trade with another company. If I did not have this non-compete, I would be able to apply for employment with the contract I am supporting full time, instead of this transitional phase of 6-9 months, which this company is going through. Supporting this bill supports competition and fair wages. Competition is good for everyone, the company and its employees. Better product, better services, etc... I hope this bill passes!!!"
Anu	"Please end non competes for **physicians**!!! It is ludicrous that a grown adult physician, with their family, would have to leave their entire community and home - because they couldn't practice within a certain radius of a large institution they worked for. This affects die children, die doctors, and the community as a whole. Big business is the only "winner" and holds this over the heads of the individuals, who tolerate abuse by their employer because they know that if they quit, their entire lives would be uprooted."
Glen	"The Non-compete Clause has not only surpassed its usefulness, been used in terribly one-sided ways (by companies), and caused hams to countless families, but also works to actively stifle individualistic creativity, small business creation, and negatively impacts the national economy as a whole."
Catherine	"I am **physician** who has practiced in a small community in Louisiana for over 28 years. I owned my own practice with a few other partners, then with changing cost of overhead with EMR's etc., we sold our practice to the hospital. As a hospital employed physician, the noncompete clause is nonnegotiable in our contracts. I feel it is outrageous that if I choose a different employment opportunity - that I would be railroaded out of a home and patients that I have served faithfully for nearly 3 decades! I am in total support of banning noncompete clauses."
Brant	"The vast majority of **physicians** would agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. In an era where profits are continuously being put above patient care and the physician shortage is amplifying dramatically as

	physicians leave the field in droves secondary to widespread frustration and burnout, it is important for physicians to be able to speak out about these issues or leave their jobs without fear of retribution or the inability to provide for themselves and their families. As it is currently written, many lawyers have stated that the FTC proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in die country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay their CEOs many millions a year are not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompete should to be eliminated for both not for profit and for profit hospital systems."
Charise	"As a **physician**, I have moved from two states due to noncompete clauses to make a better work life balance and situation for my family. The real loss was to the patients I cared for in my previous cities. Had I been able to move my practice within the same vicinity (no noncompete), I could have stayed and supported those patients without sacrificing my own desires/job satisfaction in my career."
Michael	"Hello. I am writing to comment on the proposed ruling on noncompete clauses. I am a **physician**, and in my short career have had to sign many contracts which included noncompete clauses. These agreements are usually nonnegotiable on the part of the employer and are onerous in nature to the employee. These clauses have made practicing medicine very difficult, and in some cases life altering. I have had to move my entire family at least twice in my career in order to start anew due to the restrictive covenants of noncompete. Not only do they rob positions for local opportunities that don't disrupt your entire life, but they also rob communities of physicians they have entrusted their healthcare to. You will find many practicing physicians that have similar stories. You will also find many physicians that are no longer practicing because of such restrictive agreements. Noncompete clauses are an undue burden on the medical community who only wish to provide medical care for the general public. This hinders competition in the medical field, but also keeps many physicians, locked into horrible positions they no longer want to stay in. Practicing medicine is much more difficult when you are unable to leave your current position in order to start your own practice or join other groups that would greatly improve your quality life, and quite possibly your income. I highly

	support this ruling and hope that it goes through unopposed. Physicians will not be the only employees in America that will benefit from such a beneficial change to business practices."
Jill	"Please consider making this change for all physicians in our state, Thank you."
Deborah	"Noncompetes are just simply bad for patients and physicians. I worked for an **emergency medicine staffing company** in a rural location. When that company was fired due to poor production and the hospital gave the staffing contract to mother company, the original company had noncompete language, saying if the hospital wanted to keep me, they would have to buy out my contract. My identity as a medical physician should not be for sale! This is my hard work and education. It should not belong to any other entity to use as a pawn for their financial gain. Do not be deceived- the hospital lobby and corporate medical groups are against banning noncompetes for physicians and want an exemption - this is about control and money. This can be used to force a physician to stay at a practice even when it is no longer good for them. They might want to leave for many reasons - schedule, staffing, ancillary services, patient safety concerns. Physicians should be able to live and work in their own community even when they change jobs - which can be due to a bad work environment, or even a change in staffing contracts which are completely out of their control. We are held captive by noncompetes. This can lead to burnout, or to a physician actually having to leave the community to go to a different location. Patients lose their physician. Physicians lose their patients. This is a lose-lose. Please give physicians employment freedom and patients the freedom to keep their doctor when this happens. Why is this freedom not guaranteed??"
Pam	"I support the ban on noncompete clauses. In America our workers are as important as any managers or owners, Neither can exist without the other. These clauses trap people in lower wages, bad work conditions and make it harder for them to solve problems at work or improve their lives."
Angelle	"Non-compete agreements are particularly harmful to **physicians**, as they limit their ability to practice medicine in a way that best serves their patients and their own professional development. These agreements prevent physicians from moving to new practices, starting their own practices, or even working in the same geographic region for a certain amount of time after leaving their current employer. This can result in reduced access to healthcare for patients, as well as a lack of competition and innovation in the healthcare industry. Banning non-compete

	agreements for physicians would provide them with greater flexibility to move to new practices and locations, which would benefit both the physicians themselves and their patients. Physicians would be better able to utilize their skills and knowledge, and patients would have greater access to high-quality medical care. Furthermore, non-compete agreements for physicians can be particularly burdensome due to the extensive training and education required to become a physician. These agreements can limit the ability of physicians to practice in their chosen specialty, or to specialize in anew area of medicine. In conclusion, legislation to ban non-compete agreements for physicians is necessary to promote fair competition and ensure that patients have access to the best possible medical care. It is important to protect the rights of physicians and allow them to pursue their careers in a way that best serves themselves and their patients."
Atif	"Non competitive clauses are only used for intimidation and to keep employees as slaves. They do not provide benefits to anyone except for corporations and should be banned."
Nikita	"The Federal Trade Commission's proposed ban on non-compete agreements is a positive step towards promoting competition and innovation in the job market. Non-compete agreements can unfairly restrict workers' ability to seek employment in their field of expertise, limiting their options and potentially forcing them to accept lower wages or work in unrelated industries. These agreements can also stifle innovation by preventing employees from sharing their knowledge and expertise with competitors, hindering the development of new ideas and technologies. Furthermore, non-compete agreements can be particularly harmful to lower-wage workers who are often subject to these agreements as a condition of employment, even when their skills and expertise are not highly specialized. A ban on non-compete agreements would help level the playing field for workers and promote a more competitive job market, encouraging employers to compete for employees based on wages, benefits, and working conditions rather than restricting their mobility. Overall, the FTC's proposal is a positive development that would promote fairness and competition in the job market while allowing workers to pursue their careers and share their expertise freely."
Deborah	"Stop giving corporations everything they want. Consider the view of workers and the principle of fair, open competition. Enough with non-competes!"
Kathleen	"I am all for banning non-compete contracts. My current agreement with my employer prohibits me from performing the

	job for two years after termination of my contract. I have been working in my field for over 25 years and have honed my skills in my craft. Yet, if I leave this company, I cannot work in this area or even perform similar work. I cannot afford to wait two whole years to begin searching for available jobs, in my field, where I live."
Claire	"Non- competes are inherently detrimental to fostering and rewarding talent. They are regressive and a short sighted way for employers to bully employees in staying with them even if they fail the employees. In Healthcare, non-competes have caused massive monopolies and a talent brain drain to other fields. Doctors now warn people who wish to be doctors about the burdensome and often questionably ethical policies pressed on to new hires. I do not support non-competes, I will never support non-competes. And I will take offers for less money if it means not dealing with them. This is not a policy that will help employees or employers. It will only leave unhappy people trapped in jobs that do not value them, causing a sharp drop in productivity and share holder satisfaction. You are shooting yourself in the foot trying to kill competition which in all facets of life fosters excellence."
Karl	"Non compete clauses in **medicine** should all be rendered invalid. The focus of medicine is physician and patient. 1) Restraint of trade is never good 2) Physician shortages make it such that NCCs create an even greater shortage. 3) Employers often cite that the have "invested in a physician and taught them how to practice." This is absurd. The physician has put their own blood, sweat, tears, time and money into their education. The employer often taints the physician with improper styles of practice. Employers do NOT add value to a physician. 4) Employers do NOT own patients nor physicians. The two may establish their own unique relationship. In fact, that is the basis of medicine. 5) Young physicians are often misled into signing an employment contract that contains a NCC under duress because of their heavy debt load."
Barbara	"Non-compete clauses have gotten out of control. They put unnecessary restrictions on workers in favor of employers."
Dick	"Dear Ms. Lina Khan: I am writing to express my strong support of the FTC's plan to ban noncompete clauses. I believe noncompete clauses are unfair to workers. I have two acquaintances who have recently been disadvantaged by a noncompete clause. One was a franchise owner in Louisiana whose business was bought back by the franchisor after 20 years. The parties were unable to reach a renewal agreement last year and put the recent franchise owner at a disadvantage due to a noncompete clause. Another acquaintance works as an Information Technology professional in

	Florida under a contract with a noncompete clause that requires a time period of two years before he can go to work for a competitor or start his own IT business. He has earned a number of IT certifications and increased his value as an IT but employers are not inclined to increase the salaries of these skilled employees since other interested employers are reluctant to hire an employee who will be limited by a noncompete clause. The FTC ban on noncompete clauses would be a great relief to these two people as well as to thousands of other employees. Please accept this letter as my full support of the proposal to ban noncompete clauses."
Ronald	"I am a **family medicine physician** in New Iberia, LA. I joined a private practice because of the restrictive non compete clauses in all employed opportunities in the area. Even in private practice I had to sign a non compete for the city limits. I support FTC banning non compete. I think it would enhance physician career longevity."
Lucas	"Having been in industries where non-compete clauses were standard, I strongly support this rule and urge the FTC to adopt it. Capitalism only works when market actors are forced to compete with one another on an open marketplace, and that is as true liar a labor market as it is for other goods or services. If businesses want to hire the best staff, they should offer top-shelf wages and benefits, not erect contractual barriers to employees leaving should their work environment become toxic. That only incentivizes employers to *become* toxic to their employees, or at least removes any disincentive to treating them well. Such a thing ought to be viewed with contempt by anyone who values free-market competition and capitalism, not to mention the good of the working class, and such a rule is a prime example of a government intervention in the market which is morally, economically, and politically justified and proper."
Icant	"It takes a significant amount of effort for a **physician** to change jobs. Exempting physicians from this non-compete clause has to be the dumbest thing I've seen in a long time. If an organization does not want a physician to "switch jobs" and "take away a portion of the patient base" then its quite obvious that the worker should be paid more, or incentivized. The current non-compete agreements that are in place have resulted in hyperbolic, vindictive, egregious methods to keep physicians working at hospitals out of fear of retaliation. Hospitals use predatory tactics, such as baiting physicians in with high pay, but only if they meet impossible metrics. Then, their pay is docked, and now they cannot quit due to noncompete. Look up Oschner in Baton Rouge

	Louisiana. They have routinely done this for years. Some doctors get paid less than nurses. Unbelievable. Pure evil, and greed."
Kristie	"I support a ban on non compete clauses. I am a **nurse** and have worked for a home health company for nearly 13 years. It is a good company, with wonderful people working alongside me and I have had some phenomenal supervisors. However, the pay scale, for pretty much all positions, is well below our competitors in this market. I am now in marketing the this company and have sought employment elsewhere but due to my non compete am severely limited. I was actually offered a position, doing similar work, but not for a competing home health agency. This position would have paid about $20,000 more per year. It was with an LTAC, not home health, but because the parent company also owns home health agencies, their corporate attorneys said my non compete gave too much possibility of my company taking action against me and them. Non competes unfairly hinder Americans from market mobility that would improve our quality of life and our ability to provide for our families Again, I emphatically support the ban. Thank you for your time."
Elijah	"Agree with banning non compete. That will remove undue burden on a lot of doctors and make the administrators responsive to their needs"
Clinton	"I'm in support of the FTC proposal to federally ban non compete agreements."
Jeffrey	"**Healthcare professionals** often have a desire to practice in a city or town that has a need for them. In the event that the first occupational role taken by a professional is not the ideal situation, a professional is required to choose between abandoning patients to move to another area, not practicing for up to 2 years, or remaining in a less-than-ideal professional situation. Non-compete clauses stifle die ability for medical professionals to care for the patients in their community, something that especially harms small communities and FIRSA shortage areas. By removing non-compete clauses, healthcare professionals can not only help keep prices low for consumers. It also leads to better continuity of care, which leads to better healthcare outcomes for patients. As an owner of a dental practice, I believe that a non-compete is necessary for shareholders who own a significant portion of a business, but employees should not be subjected to such limitations. My employees have no non-compete, which forces me to give better pay, better treatment of employees, and treat them more fairly. Otherwise, they'll leave and could take patients with them. It forces me, as an employer, to not take advantage of employees who lack the knowledge, resources, or

	the ability to take an employer to court. In my opinion, everyone wins. However, the argument against this includes that it will stifle growth. I believe it will stifle the growth of large corporations - not small businesses. Our nation is built on small businesses in order to keep prices down, keep people employed, and provide a service for our community."
William	"Please pass this regulation - it will protect American workers and their families"
Cory	"I support the proposed rule to disallow certain Non-Compete Agreements. When I worked in the petroleum industry as an inspector, non-compete agreements were commonly discussed and complained about, since two of the largest companies in the sector, Kirby Marine and SGS, imposed these agreements onto their hourly workers. In 2013, I didn't think it was right for these companies to prevent their employees from seeking better pay or better working conditions, but I told myself, "It's not that had. The workers can still seek employment at a smaller barge service company and get the same job." However, I then watched Kirby acquire many of those small "competitor" barge companies, one by one, including Higman, Celiac, Savage, Seacor, and CGBM. You just have to read a day's worth of business news to see that Kirby is not the only large company that is acquiring any small competitor that pops up. If it's not had enough to only have a few mega-employers to work for, we then allow the employers to impose non-compete agreements on their employees so that they're unable to shop around for better wages or better working conditions. Many of the agreements also prevent workers from starting their own business that would compete with their former employer. We can't succeed, thrive, and grow as a capitalist society if we allow companies to stifle competition, limit options for consumers, immobilize our workforce, and block innovation. It is crucial for workers to have mobility, and the option to seek employment wherever they may better fit in, in order to be happier and more productive. I believe any concern over a company's secrets and confidential information can be adequately addressed with a non-disclosure agreement that has legal penalties for disclosing the confidential information."
JAMIE	"I think noncompete clauses in the healthcare industry are bad and the victims are patients. Sometimes **physicians** do not have a good fit with a hospital system whether private or non-profit owned. The hospital has the power to terminate contracts at will in Louisiana but physicians don't have power to leave at will? Our largest hospital system which is a non-profit, loves to place non-competes on physicians-- -even emergency physicians. It is a blanket power hold. I realize the onboarding process is difficult

	but if the physician is not satisfied then they should be free to leave if the onboarding investment has been neutralized or paid back. If a physician is insistent on leaving and suffers the non-compete, then they often have to move out of the state. patients lose their physicians, must establish new care with a new physician and must often wait months for availability. The hospital is more than willing to have the patient seen by a non-physician practitioner creating health disparities for those patients. Patients suffer from non-competes."
Jamie	"Non-competes clauses are bad for **physicians** and for patients. In my state, one of the largest hospital systems has forced sonic physicians to move out of state because they are forbidden to work in any parish where there exists this hospital has presence. This is bordering on monopoly. Two years ago, a sub-specialized physician had to move to the neighboring state. He not only loses out—the patients suffer, too. Just because a physician is not a good fit with a hospital does not mean everyone should be allowed to suffer. I understand the hospital wants to make its money back, but they need to be more reasonable. They also need to self-reflect on why the physician is leaving in the first place. The non-compete and physician exit is sometimes the symptom of the disease."
Matthew	"I am a **pulmonary and critical care physician** who specializes in the care of patients with rare, life-threatening diseases. Non-compete clauses are restrictive and detrimental to our patients. If I, for example, were practicing in an environment that is not serving my patients adequately and had an opportunity to leave to another regional facility and build a program that improves patient care, then I should not be restricted in my ability to do so. Hospitals and medical centers don't own the patients that they care for and patients should have the right to follow their physician to another location if that is overall and their best interest. This right is impeded by non-compete clauses."
Sunshine	"I am a hospital -- employed **family physician** in Carencro, Louisiana. I am bombarded constantly with messages and requests, almost to the point of begging, from my employer about access. More access for patients, more appointment options, more physician availability. These requests are not in line with the current non-compete clauses most employers place in physician contracts. Physicians who are shackled by non-compete clauses often relocate their clinical practice or discontinue clinical practice altogether, which further strains the access to healthcare problem. Prohibiting non-complete clauses is what we need if we truly desire to not add to the problem of access to healthcare."

K	"I am a **physician** for a local hospital group in Louisiana and a proponent for the FTC to ban non-compete clauses. This organization offered me a position at their clinic and without much hesitation, I naively reviewed the contract without an attorney (something you don't get taught to do in medical school) and took up the offer to work for a local hospital group. After a year with this organization, I found that that within the contract, they are able to unilaterally change my compensation. They did so by claiming "CMS changes" and made my working environment much more likely for me to experience burnout by urging that I need to continue to see more patients all while decreasing the protected time I have to do administrative work such as answering patient messages, going over labs with patients, and completing my patient notes. A group of urologists in the group all left last year with all moving out of state so that they do not violate their non-compete clauses. This forces our talented physicians to leave our state which already has limited number of urologists in the area so patients end up being the ones at loss due to decrease assess to these group of specialists. I believe that the organization knows that it is able to keep its physicians captive through their non-competes therefore does not care about improving work conditions, leading to a high rate of physician burnout and suicide rates. The argument about keeping trade secrets is just an excuse as all physicians who come onboard are all hoard certified physicians who have successfully been trained for many years in their respective residencies. No additional "trade secrets" are being obtained by us physicians by working to take care of patients for whom we have been trained to do prior to coming into this organization. I hope that the US and FTC will continue to fight for us in regards to banning the non-compete clause for all employees."
Anne	"**Physicians** need to not be excluded from the non compete ban. For too long physicians have been pushed around and under paid by hospitals who do this because they can't leave. Physicians deserve to be able to go to better positions in their area like anyone else."
William	"Any non-compete period should be accompanied by equal severance. If my employer prevents me from working elsewhere, they should pay me whilst unemployed"
Lauren	"I am a **practicing OB/GYN physician** in Shreveport, LA. Upon finishing residency in 2020 when the job market was scarce for new hire physicians due to COVID, I was offered a position at LSU Health Science Center in Shreveport as a faculty member, whose primary role was to provide education and supervision to residents and medical students. I was put into a non-negotiable,

	vague non-compete clause with NO expiration date. In fact, because of the new Ochsner partnership with LSU, all contracts in our department were being rewritten to include non-compete clauses. Physicians that had been there for at least a decade, requiring no new investment in their practices were now being forced to sign non-compete contracts. I needed a job. I was in a large amount of debt with accumulating interest during my four years of residency with a minimal salary. Honestly, I could not afford an attorney. So naively I trusted that the people that had been training me for the past 4 years would not take advantage of me in a contract. I did not have the ability to seek advice on 'tow" to negotiate a contract with my mentors since my mentors were the ones who wrote the contract. In October of 2020, there was an opportunity to join a practice at another hospital system in the Shreveport community that was more consistent with my career goals. By this time, I finally had the money to hire an attorney to review my LSU contract. He felt that the non-compete was too vague and not enforceable. I decided to move forward with changing jobs as I was confident that my new employment was not in violation of the non-compete clause. Weeks later, I received a letter from the LSU Board of Supervisors (a state funded entity!!!) demanding that I decline my new position and leave the Shreveport/Bossier community or they would proceed with a lawsuit against me. On January 7, 2021 1 received a notification of a request for a preliminary injunction demanding that I stop work immediately. On April 13th, I was put on trial to defend my right to continue to practice medicine in a community that was my home. Thankfully the judge ruled in my favor to decline the preliminary injunction, but the trial regarding violation of the non-compete would be scheduled for a later date. (The judge concluded that that my presence in the community was a benefit to the public.) It was not until July 2022 that the judge ruled that I could continue working and that I had not violated my non-compete clause. During this time, my colleague and I formed a group of approximately 300 female physicians across Louisiana to help keep each other informed and to unite across the state. What I have learned from these connections has been astonishing. Physicians are consistently stating that they have been put in non- negotiable, non-compete contracts by Ochsner. Not only arc the contracts not negotiable but the regions that are restricted arc increasingly covering the entire state of Louisiana and sonic counties in Mississippi and Alabama. Ochsner is notorious for unfair treatment to employees and physicians at the expense of the patient along with strong concerns of committing Medicaid fraud. When physicians learn about the fraudulent nature of Ochsner and they want to leave, they are literally forced to leave the state. This further contributes to a huge health care

	shortage and disparity for our patients that we care so much about."
Cindy	"We support a ban on non-compete clauses, especially in **physician** contracts. Employees should have the right to choose their employer just as much as an employer has the right to choose an employee. Unfortunately, when you have non-compete clauses in contracts it basically restricts the employee, in this case physicians, to do what they believe is right for themselves, their families and their patients. What if the physician loves caring for patients but no longer thinks that the employer is providing a safe environment for his/her patients. The way the non-compete clauses are included in the contracts requires them to literally relocate their families outside of the community that they are currently serving, if they no longer want to be affiliated with that particular employer. It basically robs employees of their right to make the best decision. It also allows the employers to make decisions that they know might not be in the best interest of the employee, in this case physician, but they know that the physician doesn't have a choice but to accept it or MOVE. This policy is breeding monopolies and robbing sonic of die most hardworking and intelligent people of their personal rights."
JOHN	"I am in complete agreement to ban non-compete clauses in contracts. It's a restriction to free trade."
Noah	"Please include **physicians** in particular in banning non-compete clauses. Hospitals in my state prevent physicians from practicing in underserved areas and establishing private practices. Noncompetes decrease access to care and allow business minded people/administrators to greatly influence medicine. They also greatly increase the cost of medicine by preventing competition in the market, would you rather have an MBA dictating what doctor you see or have access to the best doctors in your area? The idea that a noncompete increases access to care is laughable, immoral, and a bold-faced lie. I've watched it happen the past 4 years in my conununity. The staggering cost of care increases is due the growth of hospital administrators, CEO salaries and the like. I've attached a graph below showing little to no growth in physician pay in 50 years, with exorbitant amounts spent on administrators, from an article in 2015. Please do not listen to those benefiting from imprisoning physicians in noncompetes."
Patti	"Noncompetes hamper employees from gaining additional employment as well as changing employers. This practice is unfair and should be outlawed!"

Matthew	"I am a **physician**. I have known many colleagues who had to leave town because of non-compete clauses with various groups. It is simply cruel to make a health care worker leave town simply because you do not want them to compete with you."
Sca	"Please ban non compete agreements"
Jason	"Please support individuals over organizations. Freedom from the powerful helps everyone."
James	"Non-Compete Clause Rulemaking, Matter No P201200 I support this rule. Non-compete agreements are antithetical to a free market for both workers and consumers."
Cameron	"Free tech workers from these barbaric and outdated legal shenanigans. Americans should be free to work wherever they choose and not need to have die permission of some mega corporation to do it."
Wendell	"Non-competition agreements are anti-consumer. There is no doubt of this. And worse, non-competition agreements are anti patient, in the health care field. Requiring a non-competition agreement to work in a health care field requires a physician to abandon their patients if they change jobs. It goes against the requirements of all physicians, dentist and health care workers,"
Catherine	"Noncompetes restrict my ability to stay in a region and sometimes a state to practice psychiatry. This leaves patients without access to care in many places. Large companies taking over healthcare extend the areas that I'm unable to practice, even if I have not worked at any of their satellite locations during the term of my contract"
Heath	"I support this rule to stop the use of non-compete clause's"
Nikita	"To Whom It May Concern: I respectfully support the FTC proposal of banning non-compete clauses. Non compete clauses cause the employee to operate in fear of these repercussions if they are trying to fairly leave their place of employment. I work within one such organization. It states that I would be unable to work in every county where the organization has a location for two years. Unfortunately, this would then mean that I would not be able to work in the entire state and some of the surrounding counties in neighboring states for two years. I would have to completely leave the state if I were to chose another job, which would be unfair to me, as well as the state, as it would lose an entire family that would pay taxes and contribute to the state and

	it's economy. The ban will help incentivize companies to improve and keep workers in their locale and continuing to contribute to the continuity."
Jason	"As a **physician**, non-compete clauses adopted by major health care organizations ultimately harm patients. If I were to leave my employer for whatever reason and said employer had me under a non-complete clause, I would not be able to establish a practice where my patients already are. Any doctor and any patient can tell you that continuity of care is an important factor in optimizing a patient's health and strengthening the doctor-patient relationship. Were I suddenly not able to practice where my patients are, that puts patients at risk the worse health outcomes."
Anonymous	"This is an excellent idea. Healthcare has been hijacked by large health systems. When the health systems don't deliver on promises to physicians for program expansion and equipment, the physician has no recourse other than to move her entire family to another state due to the non compete clause. Patients lose doctors in these instances, and in many cases these are physicians with 10+ yrs of taking care of complex conditions. Then the patient has to start all over, only to repeat it in another 5 years when the "new" physician leaves. Health systems are too powerful and too large. Healthcare administrative offices are bloated and are no longer held accountable by the physicians. The administrators do whatever they want, knowing the physician with school age kids won't leave, disrupt their Child's schooling, leave their church community, and leave their volunteer hobbies. I literally have a noncompete that is so restrictive that I can't even practice as a doctor outside of my specialty. Also, with the non compete the physicians get paid less, with the large health system not responsible for any raises, knowing that the physician can't go anywhere. All the while paying the administrators handsomely."
Meeta	"Therefore, as **grassroots physicians** and our supporters, we respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed."
Shane	"As a **physician**, I strongly oppose non- compete clauses. They are anti-American in terms of traditional freedoms in a free-market system. They limit patient access to doctors who have disputes or who are simply unhappy with their employer and who

	would like to leave their current job. Non-competes should be banned."
Brent	"The proposed rule should include a section prohibiting employers from preventing CURRENT EMPLOYEES from working for other hospitals/employers in the same capacity (CRNA)."
Sandy	"I think that you should be allowed to work wherever you want. My **doctor** left his hospital system because of poor working conditions. Because of this, I had to travel thirty more minutes to get to his office. This is wrong."
James	"Just because I work for one hospital system in my city should not result in my being forced to leave town if I must leave or desire to work at the other. MD w > 40 yr experience"
Laura	"Non-compete clauses are a hindrance to the medical community. It reduces the number of choices patients have to access medical care and also limits die ability to hire highly qualified candidates for die medical industry. I have multiple physician colleagues that have had to leave the state due to their noncompetes, placing further strain on an already underserved community. I have also been unable to hire the most qualified candidates for the company I currently work for due to noncompete clauses. Especially in areas where there are severe physician shortages, noncompete clauses should be banned to prevent further reduction in access to physicians."
Evans	"I relocated to my home state of Louisiana after two-years in practice in Florida. I came here because of a non-compete in south Florida that would have forced me to move to the north of the state. Once I returned home, I joined a colleague from residency for practice and have not looked back since. I can say that in the two-years of practice in South Florida, I would receive threatening letters from my hospital administration saying that they would suit me if I left their practice to join another group, even though I had never signed a non-compete. I came to the group that I currently work with, because they did not enforce a non-compete. In medicine, we often train to do great things. However in a profit-run healthcare system, we are often limited in our practice and scope by our employers we are beholden to. Without having a non-compete, I am free to use my skills to their fullest potential and I am able to take on side-projects as well as consulting and teaching opportunities which allows me to give back to the community more than to just my employers bottom line. Simply put, I will never lend my services to a group that expects/plans to hold a non-compete as part of my contract. I

	think the community and providers alike are able to grow and mentor and mature in their professional development by pursuing interests outside of their primary employer. Ending non-competes benefits the community, patients, and providers alike. The only individuals that want non-compete contracts in place are administrators that place their corporate interests ahead of the community and the physicians that allow them their livelihood. If we want healthcare to flourish, we need to end non-compete clauses for physicians. As a state we will be able to recruit more physicians and allow for better healthcare delivery for all."
Richard	"I support this proposed rule, but I think it should do more. It should also ban other tools employers use to retain workers, such as TRAPs and mandatory training repayment clauses. Companies can use these other methods to the same effect as non-compete clauses, and so this ban protects workers less than is ideal."
Zachary	"I support the proposed rule by the Federal Trade Commission. Employers, particularly in healthcare, should not be allowed to engage in these non- compete practices."
john	"i believe non-compete clauses should not be allowed. When you are not permitted to work in your hometown due to a clause like this, it can force you to move."
Stephen	"I have been subject to this policy and was forced to move out of state to find a new practice. In 2013 my contract with then HCA ended. We could not agree on a contract going forward. The competing hospital across town was interested in employing me but when I disclosed that there was a non- compete, were not willing to take that on. I had to take my kids out of school (pre-K through 4th grade) and move out of state. I took almost a year to finally start working again by the time licensure, and other state requirements were met at the new job. The hassle we had to go through with getting the kids into schools was incredible. Requesting all the information needed by the school systems over the summer when most are at minimal staffing and not having a permanent address forced us into private schools which led to additional costs. The patients that I had been taking care of then needed to find a new provider (urogynecologist). I am sure that they either just gave up or for those that could travel to ind someone of similar specialty in other cities or neighboring states."
Sean	"I fully support banning non-compete clauses from **physician** contracts. I previously worked for an organization in Baton Rouge that incorporated a standard never-ending non-compete clause in each newly hired physician contract. For two years after

	termination of employment (for any reason), the clause forbade providers to relocate to any parish bordering East Baton Rouge, any parish that the organization had an established office building, or any location the facility drew patients from. This clause limited relocation in most of Louisiana and include parts of surrounding states. The clause remained in each physicians' contract for the duration of their employment. . . . I worked for the organization for 6 years before leaving and witnessed the organization use the clause to threaten physicians if strict loyalty to the organization was not observed. . . . I was contacted by many `trapped" colleagues seeking advice on how they too could get out of the organization and stay in Baton Rouge. To this day, I firmly believe and tell people that leaving that organization remains in the top 5 greatest accomplishments in my life. . . . My quality of life and ability to care for my patients is significantly better without non-compete clause."
Donald	"Please end the unfair practice of non-compete clauses in the case of medical professionals which are being used to capture and keep medical professionals captured within medical business organizations and large hospital systems."
Sara	"I am writing in support of a rule to ban non-compete agreements. A friend's daughter was recently the victim of such an agreement. She ended up taking her former employer to court and winning, but as of yet he has not paid a penny of the judgment against him. There is an inherent inequality of bargaining position between an employer and an employee that makes such agreements inherently unfair."
Vicki	"There's laws have ties the hands of **self employed physicians** making it extremely difficult to compete with large hospitals. We cannot recruit physicians if these laws continue to be upheld. Physicians and patients are losing their ability to choose"
Bethany	"Non compete clauses are unfair and cause financial hardship when enforced. I currently have a non compete that was not a part if my employment contract, but was attached to an incentive package for high performing individuals. This non compete will make it next to impossible to leave and find employment within my field of work for the 12 months following my departure. This will in him mean I will either not have gainful employment or health insurance for that year because I will not be able to afford health insurance without employment. There are other ways to prevent information sharing, such as NDAs which don't impeded or prohibit gainful employment but simply require that you not share confidential or proprietary information and if you do, you are in violation and subject to consequences. This is a much

	more fair way of preventing such issues without causing hams to individuals."
Jeremy	"These types of clauses have plagued die mental health industry for many years. No reasonable person would accept the prospect of not being able to support themselves and make money as a practitioner for up to 2 years after leaving an employer. This means if I were to fully adhere to the terms of the non-compete clause that I can no longer feed myself, pay bills, or even go to the doctor. Additionally, even if one were to ignore the dangers of accepting such terms, it has the effect of poisoning the employee/employer relationship, which I will now briefly explore. Non-compete clauses are an underhanded way of forcing you into subservience by forcing you to stay at employers you may eventually want to leave. It erodes mutual trust and is a desperate attempt at maintaining the hierarchical structure that many of us who sought out professional degrees and licenses wanted to rid ourselves of. These types of clauses should be banned nationwide, and considering three states have already done so, we have data to back up such a sweeping decision, and thus I fully support this new proposed rule as a LPC/LMFT."
Katherine	"Of the 12,591 **physicians** in the state of Louisiana, approximately 40% are employed. If all employed physicians are subjected to limitless noncompete clauses we could lose an unacceptable and unmanageable number of physicians in our state. . . . Our opponents will say that noncompete clauses protect the significant investment that helps their doctors to be successful. I can tell you that that is not true. I started my practice in 1998 and have employed four doctors in 20 years. I have also served on the St Tammany Parish Hospital Board of Governors for 4 years and have a great understanding of the employment of physicians. I have never included a noncompete clause in any of my contracts because I believe in the sanctity of the doctor-patient relationship. My investment consisted of guaranteed salaries and benefits and individual and shared overhead expenses. I had a return on my investment between year two and three. Every doctor brought their own training and knowledge with them to the job. They paid for that training in medical school and they own it. What I did include in my contract was a pay back clause that required that if they left the group before the investment was repaid then they had to reimburse me. This bill does not prohibit that practice so that doctors and corporations can still recoup the money they invested. To say that striking a non compete would be a 'bad business practice" has nothing to do with regaining investment and everything to do with limiting competition and maximizing profit to the detriment of the patient. In summary, If Covid has taught us anything it has taught us the

	importance of having enough doctors in our communities. Emergency rules were instituted to provide temporary licenses to physicians from other states to address the healthcare crisis and provider shortage. We should not allow a noncompete to force a single doctor from our state. We should not allow a noncompete to prevent a physician from speaking out about safety concerns affecting their patients We should not allow a noncompete to put profit before patient care. This must stop."
Janna	"Non-compete clauses benefit huge corporations and are anti-worker, and anti-capitalist. For example, I have a non-compete clause that forces me to stay in my current job. Selling our home, finding a new school for my daughter, finding a new job for my husband, and buying another home are almost impossible tasks. Or, my daughter could stay in her school and my husband could stay in his job, and I would have a 90-minute commute each way for 2 years if I wanted to leave my current job. That's not an option. I would essentially never see my family for 2 years. So, I stay in a job that I don't like, that hasn't given me even a cost of living raise since 2019, despite rising inflation. I am a pediatric endocrinologist. There are only about 10 of us in the state of Louisiana, where I work. You would think that I would be able to easily move to a better job, a job that pays a salary that keeps pace with living expenses, because there are so few of us with my training Nope. Because of the noncompete, lain forced to stay where I am. Leaving my family for 2 years is not a realistic option. And my bosses know that. Conditions will not improve unless workers have choices."
Sarah	"I am a victim of Non-CCs. I worked for a company for 12 years. I started at age 24 and left at age 36. One of the requirements for the job was signing a non-compete clause. Which stated, "employer can not solicit anyone for internet advertising for a period of 2 years whether voluntarily or involuntarily termination". This impacted my entire life. The company did not fully explain the clause to me. I was 24 years old. Even though I have a college degree, at age 24. I I wasn't business savvy enough to know about clauses or what that would entail for me in the future. Non-CCs should be against the law."
Scott	"This is a long overdue proposal, but thankfully, one that has finally arrived for serious consideration. The idea that a corporate entity, whose motivation is entirely driven by the bottom line, has been allowed for decades to strip both patients and physicians of their constitutional right regarding freedom of choice is frankly Kafkaesque. There exists an inherent double bind that a physician faces in contemplating whether or not to sign a legally binding contract which includes terms that ethically conflict with

	the fundamental tenets of the Hippocratic Oath. In addition to abolishing these so-called "non-compete clauses" in contracts, other onerous requirements should also be eliminated, such as "relative value units" (RVUs) and value-based bonuses tied to meeting specific targets, which dehumanizes the patient-doctor relationship into a sweatshop factory assembly line."
Carrie	"This is crazy. It's one thing for a large scale, unique company that has a limited pool of qualified employees to have employees sign non-compete clauses, but for small employers and companies who provide basic services that don't require unique high-level training, it just doesn't make any sense. It infringes upon an individual's freedom of movement, freedom of choice, and ability to provide for themselves and their families."