

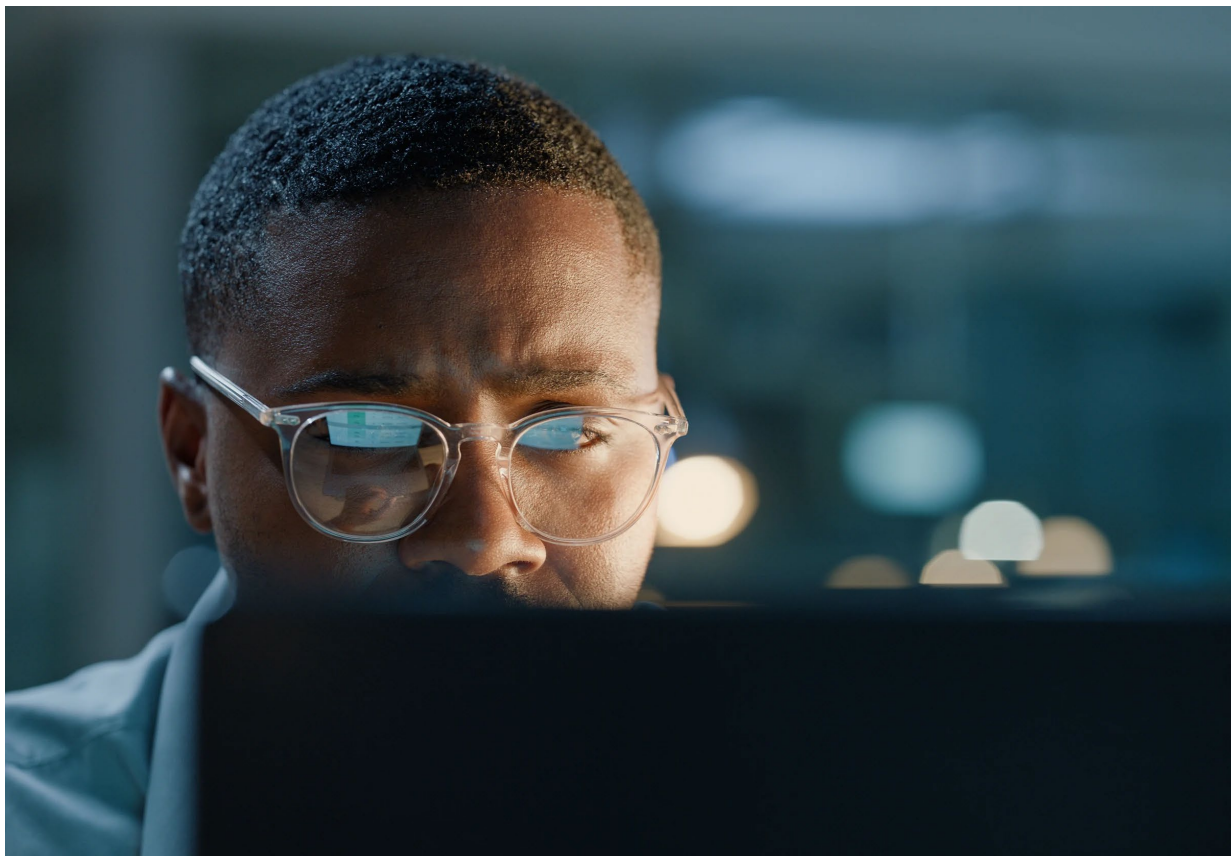


Roundup: US employer resources on recent noncompete restrictions

Law & Policy Group
Marsh People and Investments

July 25, 2023; updated October 13, 2026

By Stephanie Rosseau and Fiona Webster



Contents

1. Introduction	0
2. Federal information	1
• NLRB's position	17
3. Multistate resources	19
• States' recent legislative activity	21

Section 1

Introduction

Noncompete agreements prevent former employees from working for a competing employer or starting a competing business for a certain [time period](#) after their employment ends. At the federal level, the Federal Trade Commission (FTC), under the Biden administration, finalized a rule banning noncompetes. In August 2024, a federal judge in Texas blocked the rule from taking effect nationwide. While the FTC appealed the decision, the current FTC, under the Trump administration, will not defend this rule. At the moment, it is unclear as to what position the FTC will take on noncompete agreements. On September 4, 2025, the FTC launched a public inquiry to better understand the scope, prevalence, and effects of employer noncompete actions, as well as to gather information to inform possible enforcement actions.

At the state level, several states have generally banned noncompete agreements. Numerous other states have enacted restrictions, such as only allowing noncompete agreements for employees above a certain salary threshold. This roundup focuses on recent federal and state actions to restrict noncompete provisions and provides links to federal and state resources from organizations, government websites, third-party resources, and news articles. The aggregated content in each section is organized in reverse chronological order and is by no means comprehensive.

Section 2

Federal information

On September 4, 2025, the FTC launched a public inquiry to better understand the scope, prevalence, and effects of employer noncompete actions, as well as to gather information to inform possible enforcement actions. Comments on the inquiry can be submitted through November 3, 2025. This follows the FTC's launch of a joint labor task force in February 2025 that will focus on enforcing federal antitrust laws to protect competition in labor markets, including targeting unreasonable noncompete agreements.

As background, the Biden administration in 2021 encouraged the FTC to propose rules that curtail the unfair use of noncompete clauses and other clauses or agreements that may unfairly limit worker mobility. In July 2022, the FTC and NLRB executed a Memorandum of Understanding to promote fair competition and workers' rights, including the issue of restrictive covenants. In April 2024, the FTC issued a final rule banning noncompetes, determining that they are an unfair method of competition, and therefore a violation of Section 5 of the FTC Act.

In August 2024, a federal judge in Texas blocked the rule from taking effect nationwide. The US Chamber of Commerce said the decision "is a significant win in the Chamber's fight against government micromanagement of business decisions." While the FTC, under the Biden administration, appealed the decision, the FTC, under the Trump administration, has taken action to stop defending the rule. The new FTC Chairman said the FTC "will end the previous administration's assault on the American way of life."

- [Federal Trade Commission files to accede to vacatur of noncompete clause rule](#) (FTC, September 5, 2025)
- [Federal Trade Commission issues request for information on employee noncompete agreements](#) (FTC, September 4, 2025)
- [FTC takes action to protect workers from noncompete agreements](#) (FTC, September 4, 2025)
- [FTC launches joint labor task force to protect American workers](#) (FTC, February 26, 2025)
- [Directive regarding labor markets task force](#) (FTC, February 26, 2025)
- [Andrew N. Ferguson takes over as FTC Chairman](#) (FTC, January 22, 2025)

- [Ryan LLC v. Federal Trade Commission](#) (US District Court for the Northern District of Texas, August 20, 2024)
- [FTC announces rule banning noncompetes](#) (FTC, April 23, 2024)
- [Non-compete clause rule](#) (Federal Register, January 19, 2023)
- [Non-compete clause rulemaking](#) (FTC, January 5, 2023)
- [NLRB takes its foot off the gas on noncompetes](#) (Parsons Behle & Latimer, July 8, 2026)
- [FTC non-compete ban two years later: Enforcement & workarounds](#) (Seyfarth, May 28, 2026)
- [FTC noncompete ban blocked: What rules apply now](#) (Legal Clarity, May 27, 2026)
- [FTC steps up targeted enforcement against employee noncompetes](#) (Morrison Foerster, April 28, 2026)
- [The FTC's strategy on noncompetes: What employers in should know in 2026](#) (McDermott Will & Schulte, April 21, 2026)
- [FTC noncompete enforcement turns to pest control](#) (Freshfields, April 17, 2026)
- [FTC signals continued scrutiny of employee non-compete agreements](#) (Dykema, November 14, 2025)
- [FTC withdraws non-compete ban](#) (Boyar Miller, October 14, 2025)
- [The FTC's noncompete ban is dead — but enforcement is full speed ahead](#) (K & L Gates, September 25, 2025)
- [The FTC's employee noncompete rule is officially dead, but substantial barriers to noncompetes remain in effect](#) (Cozen O'Connor, September 22, 2025)
- [The FTC's noncompete ban is dead — But enforcement is alive and well](#) (Offit Kurman, September 18, 2025)
- [The FTC's non-compete saga comes to an end](#) (Barnes & Thornburg, Sept 18, 2025)
- [No more willy-nilly: The FTC's new noncompete message](#) (Littler, Sept 15, 2025)
- [Rule abandoned, crackdown continues: The Federal Trade Commission's new non-compete strategy](#) (Squire Patton Boggs, September 2025)
- [What the FTC noncompete warning means for healthcare HR](#) (The HR Digest, September 12, 2025)

- [FTC sends warning letters to health care employers on noncompete agreements](#) (American Hospital Association, Sep. 11, 2025)
- [FTC rule abandoned: FTC to pursue individual enforcement actions](#) (Morgan Lewis, September 10, 2025)
- [Trump's FTC sends health providers warning about noncompetes](#) (subscription required) (Bloomberg Law, September 10, 2025)
- [FTC warns healthcare employers, staffing firms to review noncompetes](#) (Fierce Healthcare, September 10, 2025)
- [FTC stops defending rule banning noncompete agreements, opting instead for 'aggressive' case-by-case enforcement](#) (Crowell, September 9, 2025)
- [FTC drops noncompete rule challenge, shifts to case-by-case enforcement](#) (Debevoise & Plimpton, September 9, 2025)
- [End of an era: FTC backs away from nationwide noncompete ban](#) (Seyfarth, September 5, 2025)
- [Under Trump, the Federal Trade Commission is abandoning its ban on noncompetes](#) (NPR, September 5, 2025)
- [Trump FTC moves to stop defending worker noncompete rule](#) (subscription required) (Bloomberg Law, September 5, 2025)
- [Fired Democratic FTC commissioners are suing Trump](#) (CNN, March 27, 2025)
- [Current status of the FTC's noncompete rule and an overview of noncompete agreements in Indiana, Kentucky and Ohio](#) (Kohnen & Patton, March 26, 2025)
- [Current legal status of the FTC's ban on noncompete agreements](#) (Barrow Group, March 26, 2025)
- [Courts grant FTC's pause of noncompete appeals](#) (Beck Reed Riden, March 24, 2025)
- [Non-compete roundup — FTC, NLRB, California and Delaware](#) (Morrison Foerster, March 19, 2025)
- [Trump's FTC dismissals threaten agency's bipartisan bona fides](#) (subscription required) (Bloomberg Law, March 19, 2025)
- [Red alert for noncompetes: FTC signals continued scrutiny of restrictive covenants with launch of joint labor task force](#) (Hunton, March 17, 2025)
- [FTC announces task force to target non-compete agreements; pauses appeal to bring back nationwide ban](#) (Hendershot Cowart, March 13, 2025)

- [Trump administration halts appeals of rulings blocking FTC noncompete ban](#) (Ogletree Deakins, March 12, 2025)
- [Trump FTC seeks pause in court fights on noncompete agreements](#) (subscription required) (Bloomberg Law, March 10, 2025)
- [FTC launches joint task force to investigate and prosecute non-compete agreements, as FTC chairman declares the GOP a 'workers' party'](#) (Seyfarth, March 7, 2025)
- [FTC labor market task force: A surprising continuation of Biden-era priorities](#) (Vinson & Elkins, March 5, 2025)
- [FTC launches labor markets task force: The more things change, the more antitrust enforcement stays the same](#) (Arnold Porter, March 4, 2025)
- [FTC launches task force to protect competition in labor markets, scrutinize noncompete agreements](#) (Ogletree Deakins, March 3, 2025)
- [FTC announces new labor market task force and prioritizes worker protections](#) (Wiley, February 28, 2025)
- [Loper Bright dealt a blow to the FTC's noncompete rule — Will the new FTC chairman deliver the knockout?](#) (The National Law Review, February 25, 2025)
- [Epstein Becker Green files amicus brief for 10 national industry organizations to uphold district court's order setting aside the FTC noncompete ban](#) (Epstein Becker Green, February 18, 2025)
- [Legal Brief: Update on the FTC's non-compete ban](#) (Security InfoWatch, February 13, 2025)
- [Where do non-competes stand under the Trump administration?](#) (King Spry, February 12, 2025)
- [New FTC Chairman signals change](#) (Epstein Becker Green, February 6, 2025)
- [The FTC's non-compete ban: What employers and employees need to know](#) (Turner Padgett, January 30, 2025)
- [New year, new FTC chair and renewed focus on non-compete agreements](#) (The National Law Review, January 24, 2025)
- [GOP-led states say Biden FTC overstepped with noncompete ban](#) (subscription required) (Bloomberg Law, January 23, 2025)
- [FTC files opening brief in Fifth Circuit appeal defending noncompete rule](#) (Faegre Drinker, January 2, 2025)

- [Littler WPI's election report 2024](#) (Littler, November 7, 2024)
- [The future of noncompetition provisions in a Trump administration](#) (Baker Hostetler, November 6, 2024)
- [Which rule is 'dead' and which will go into effect after Trump? Attorneys weigh in](#) (HR Dive, November 6, 2024)
- [Trump likely to reverse non-compete ban, independent contractor rule, worker safety rules](#) (PSCA, November 6, 2024)
- [FTC rips Judge's 'major questions' use in noncompete appeal](#) (subscription required) (Bloomberg Law, November 5, 2024)
- [FTC appeals Texas Court's ruling blocking FTC's non-compete ban](#) (Morrison Foerster, October 22, 2024)
- [Federal judges in Florida, Texas throw out FTC non-compete ban](#) (HBL, October 22, 2024)
- [FTC appeals Texas Federal Court's decision halting its noncompete ban nationally](#) (Proskauer, October 22, 2024)
- [FTC appeals noncompete ban ruling](#) (Benesch, October 22, 2024)
- [Noncompete rule update: FTC appeals decision overturning ban](#) (Pierce Atwood, October 21, 2024)
- [FTC appeals Texas noncompete ban decision to 5th Circuit](#) (HR Dive, October 21, 2024)
- [FTC appeals Texas Court's decision to set aside the noncompete ban](#) (Troutman Pepper, October 21, 2024)
- [FTC appeals decision in the Ryan Case: Fate of the noncompete rule now rests in the appeals courts](#) (Stevens & Lee, October 21, 2024)
- [FTC to appeal court decision blocking worker noncompete ban](#) (subscription required) (Bloomberg Law, October 18, 2024)
- [Why employers' non-competes could still be at risk despite FTC rule being 'set aside'](#) (Jackson Lewis, October 14, 2024)
- [The non-compete agreement showdown: After the FTC's final rule setback, the NLRB gears up to tackle non-compete agreements](#) (Reed Smith, October 9, 2024)
- [FTC noncompete case in Pennsylvania continues despite Texas loss](#) (subscription required) (Bloomberg Law, October 4, 2024)

- [FTC noncompliance rule set aside by Federal Court](#) (Groom Law Group, August 26, 2024)
- [Federal court finds FTC non-compete rule unlawful](#) (Shawe Rosenthal, August 22, 2024)
- [The FTC noncompete ban is dead. Here are five steps employers should take now.](#) (Constangy, Brooks, Smith & Prophete LLP, August 22, 2024)
- [The FTC's non-compete rule 'set aside:' What next for employers and employees?](#) (McCarter & English, August 22, 2024)
- [FTC non-compete ban blocked — for good, for now](#) (Vorys, August 22, 2024)
- [FTC non-compete ban struck down](#) (Haynes Boone, August 22, 2024)
- [Federal Texas court sets aside with 'nationwide effect' the FTC rule banning non-competes](#) (Seyfarth, August 21, 2024)
- [Client alert: Federal court blocks FTC's non-competition ban](#) (Shumaker, August 21, 2024)
- [Client alert: Texas court strikes a blow to the FTC in striking down non-compete ban](#) (Greenspan Marder, August 21, 2024)
- [Client alert: Federal Court in Texas blocks implementation of the FTC's rule banning non-competes](#) (Berger Singerman, August 21, 2024)
- [Federal court strikes down FTC's noncompete clause rule](#) (Womble Bond Dickinson, August 21, 2024)
- [Texas court bars nationwide enforcement of FTC rule banning non-compete agreements](#) (Hogan Lovells, August 21, 2024)
- [FTC non-compete ban set aside nationwide](#) (Squire Patton Boggs, August 21, 2024)
- [Texas federal court 'sets aside' FTC's noncompete clause rule](#) (Morgan Lewis, August 21, 2024)
- [Texas court blocks FTC noncompete rule](#) (Thompson Hine, August 21, 2024)
- [District court in Texas sets aside FTC non-compete rule](#) (Holland & Knight, August 21, 2024)
- [Texas court strikes down FTC's non-compete ban on nationwide basis](#) (Akin, August 21, 2024)
- [FTC's non-compete ban is unenforceable? Blocked? Gone?](#) (Barnes & Thornburg, August 21, 2024)

- [FTC noncompete ban struck down nationwide](#) (Phelps, August 21, 2024)
- [FTC rule banning noncompetes set aside on a nationwide basis by federal court](#) (Hunton Andrews Kurth, August 21, 2024)
- [After months of uncertainty, a federal court has blocked the FTC's non-compete rule on a nationwide basis](#) (Mintz, August 21, 2024)
- [Texas court sets aside the FTC's non-compete rule with nationwide effect](#) (Littler, August 21, 2024)
- [Federal judge invalidates FTC rule banning non-competes](#) (Lewis Rice, August 21, 2024)
- [Judge axes FTC noncompete ban: Employers' next moves explained](#) (subscription required) (Bloomberg Law, August 21, 2024)
- [FTC non-compete ban set aside nationwide](#) (Squire Patton Boggs, August 21, 2024)
- [FTC's non-compete rule is set aside — nationwide](#) (Davis Wright Tremaine, August 21, 2024)
- [US Chamber wins lawsuit over FTC noncompete agreements ban](#) (US Chamber of Commerce, August 20, 2024)
- [FTC ban on worker noncompete deals blocked by federal judge](#) (subscription required) (Bloomberg Law, August 20, 2024)
- [Texas federal court sets aside FTC's non-compete rule, halting it from taking effect on September 4, 2024](#) (Proskauer, August 20, 2024)
- [Federal court sets aside with 'nationwide effect' the FTC rule banning non-competes](#) (Seyfarth, August 20, 2024)
- [What you need to know about the fast-approaching noncompete ban deadline](#) (TBP, August 11, 2024)
- [The FTC rule to ban non-competes is \(maybe\) 30 days away — what you need to know and what you \(may\) want to do](#) (Benesch, August 5, 2024)
- [Conflicting decisions on the FTC non-compete rule: Key actions for employers to consider](#) (DLA Piper, August 5, 2024)
- [Pennsylvania Federal Judge denies motion challenging FTC non-compete ban](#) (Paul Hastings, July 24, 2024)
- [The Second Decision is in: PA court finds FTC noncompete rule enforceable, creating conflicting decisions and uncertainty](#) (Baker Hostetler, July 24, 2024)

- [Update on legal challenges to FTC non-compete clause rule](#) (Paul Weiss, July 24, 2024)
- [Federal courts split in legal challenges to the FTC's final rule to ban non-competes](#) (Koley Jessen, July 24, 2024)
- [Federal Court in Pennsylvania creates district split on enforceability of FTC non-compete ban](#) (Seyfarth, July 24, 2024)
- [Pennsylvania Federal Court declines to block FTC's non-compete rule](#) (Littler, July 24, 2024)
- [Compete chaos: Pennsylvania Court blesses FTC non-compete ban just weeks after Texas Court strikes it down](#) (Reed Smith, July 24, 2024)
- [FTC gets win on noncompete ban after loss in another court](#) (subscription required) (Bloomberg Law, July 23, 2024)
- [Pennsylvania Federal Court declines to preliminarily enjoin FTC rule banning non-competes](#) (Proskauer, July 23, 2024)
- [Federal litigation enjoins FTC's final rule banning non-competes](#) (Masuda Funai, July 23, 2024)
- [Non-compete ban litigation update](#) (Burns White, July 16, 2024)
- [FTC final noncompete rule: Game plan checklist](#) (MWE, July 16, 2024)
- [Practical guidance on labor and employment issues in a post-Chevron world](#) (Morgan Lewis, July 10, 2024)
- [FTC's non-compete rule enjoined for now — but only as to the plaintiffs](#) (Bradley, July 9, 2024)
- [Antitrust updates: The FTC's non-compete rule and the impact of Loper Bright on federal antitrust enforcement](#) (JD Supra, July 9, 2024)
- [Update: Slow down, you move too fast: The FTC non-compete ban may not last](#) (Milbank, July 9, 2024)
- [Chevron's two-step deference to agency expertise overturned. After 40 years, the U.S. Supreme Court refuses the invitation to dance](#) (Spencer Fane, July 9, 2024)
- [The end of Chevron](#) (Proskauer, July 9, 2024)
- [Texas federal court enjoins, and signals readiness to invalidate, the FTC's non-compete ban](#) (Benesch, July 8, 2024)
- [FTC's non-compete ban fails first judicial challenge](#) (Weil Alert, July 8, 2024)

- [FTC's non-compete ban struck down for plaintiffs in Texas and another challenge is pending in Philadelphia](#) (Hall Render, July 8, 2024)
- [Not so 'final'? Texas federal court enjoins enforcement of FTC's noncompete ban, leaving future of Commission's rule in doubt](#) (Sheppard, July 8, 2024)
- [FTC's non-compete ban temporarily stayed on limited basis](#) (Buchanan, July 8, 2024)
- [Federal court in Texas finds FTC exceeded its authority with noncompete ban](#) (Pierce Atwood, July 8, 2024)
- [Update regarding FTC's ban on non-compete agreements](#) (Sterne Kessler, July 8, 2024)
- [Texas judge finds FTC noncompete rule likely unlawful but limits scope of relief](#) (Morgan Brown & Joy, July 8, 2024)
- [Texas Court temporarily enjoins FTC noncompete ban rule](#) (Troutman Pepper, July 5, 2024)
- [US District Court enjoins implementation and enforcement of FTC rule banning non-compete agreements](#) (RSHC, July 5, 2024)
- [Early court loss for FTC noncompete ban signals states in charge](#) (subscription required) (Bloomberg Law, July 5, 2024)
- [Federal Court preliminarily enjoins FTC's non-compete rule, but declines to grant nationwide preliminary relief](#) (Sullivan & Cromwell, July 5, 2024)
- [FTC non-compete ban partially halted but remains largely intact for most employers](#) (Thompson Hine, July 5, 2024)
- [FTC non-compete ban partially blocked — for now](#) (Vorys, July 5, 2024)
- [US FTC ban on 'non-compete' clauses — UK businesses operating in the US need to take note](#) (Penningtons Manches Cooper, July 3, 2024)
- [FTC non-competition rule — update](#) (TALG, July 3, 2024)
- [FTC non-compete ban may not reach non-profit healthcare organizations](#) (Meritas, July 1, 2024)
- [FAQs about the FTC's broad new ban on noncompetes](#) (Skadden, June 2024)
- [The US Federal Trade Commission adopted rule restricting non-compete clauses](#) (Lee, Tsai & Partners, June 2024)
- [FTC Noncompete rule challenge will be decided without hearing](#) (subscription required) (Bloomberg Law, June 14, 2024)

- [US Chamber says noncompete ban fails test of agency authority](#) (subscription required) (Bloomberg Law, June 13, 2024)
- [FTC non-compete ban timeline](#) (HC, June 12, 2024)
- [Navigating the FTC's non-compete ban: Strategic insights for businesses](#) (podcast) (Buchalter, May 2024)
- [United States ban on non-competition agreements](#) (Gowling WLG, May 29, 2024)
- [U.S. Chamber coalition letter to the FTC requesting delayed implementation of noncompete rule](#) (US Chamber of Commerce, May 24, 2024)
- [Pennsylvania Federal Court to issue decision on FTC noncompete ban challenge by July 23](#) (Seyfarth, May 22, 2024)
- [Challengers take on FTC's nationwide ban on noncompete agreements](#) (Greenberg Traurig, May 20, 2024)
- [FTC approves final rule prohibiting worker non-competes...and is immediately challenged in court](#) (Cahill, May 20, 2024)
- [Cutting off claims — When does the FTC noncompete ban allow for accrued actions?](#) (Seyfarth, May 17, 2024)
- [Revisiting trade secret strategies following the FTC's ban on noncompete agreements](#) (MWE, May 16, 2024)
- [Executive compensation and employee benefits fallout after sweeping FTC ban on noncompetes: Part 3 — Impact on mergers and acquisitions](#) (Morgan Lewis, May 13, 2024)
- [How to get around the FTC's non-compete ban](#) (The Hill, May 13, 2024)
- [What employers need to know about the FTC noncompete ban](#) (The Business Journals, May 9, 2024)
- [Noncompete clauses were recently banned in the US — but you may have already signed one. Here's how to protect yourself](#) (Toronto Star, May 8, 2024)
- [Policy matters podcast — Episode 42: Deciphering the FTC's non-compete overhaul](#) (Seyfarth, May 8, 2024)
- [Radiologists should oppose the FTC's new non-compete ban](#) (Reed Smith, May 8, 2024)
- [Noncompete news: Will New York City's Noncompete ban beat the FTC final rule to the punch?](#) (Ford Harrison, May 8, 2024)

- [FTC ban on noncompetes now slated to take effect on September 4, 2024](#) (Skadden, May 8, 2024)
- [FTC final rule banning most noncompete clauses effective September 4](#) (Morgan Lewis, May 7, 2024)
- [Executive compensation and employee benefits fallout after sweeping FTC ban on noncompetes: Part 2 — Prohibited vs. Permissible compensation arrangements](#) (Morgan Lewis, May 7, 2024)
- [FTC final rule banning non-competes faces uncertainty](#) (Axinn, May 7, 2024)
- [Effective date of the non-compete ban identified — September 4, 2024](#) (Michael Best, May 7, 2024)
- [The FTC's non-compete ban: Best practices and practical guidance in the wake of ongoing legal challenges](#) (webinar) (Davis Wright Tremaine, May 7, 2024)
- [The Federal Trade Commission passes noncompete ban that will likely never take effect](#) (Loeb & Loeb, May 2024)
- [Noncompete ban has companies eying trade secrets, patents](#) (subscription required) (Bloomberg Law, May 7, 2024)
- [Don't panic! A guide for healthcare employers to understand the potential impact of FTC's non-compete ban](#) (Akerman, May 6, 2024)
- [Federal Trade Commission bans most noncompete clauses](#) (Mercer, May 6, 2024)
- [The FTC's noncompete ban was long overdue](#) (Harvard Business Review, May 6, 2024)
- [Deciphering the FTC's non-compete ban: Navigating the new regulatory terrain and adequately protecting employers' interests](#) (Seyfarth, May 3, 2024)
- [FTC finalizes revisions to health breach notification rule](#) (Freshfields, May 3, 2024)
- [FTC's new rule effectively bans non-competes — What now?](#) (Baker Sterchi, May 3, 2024)
- [Understanding the bona fide sale exception to the FTC's noncompete ban](#) (Phelps, May 2, 2024)
- [Looking past the headlines, the impact of the FTC's ban on non-competes in M&A, private equity and venture capital](#) (Seyfarth, May 2, 2024)
- [Potential exceptions under FTC's non-compete ban](#) (Morrison Foerster, May 1, 2024)

- [No more non-competes: FTC enacts 50-state ban on non-compete clauses in most employment contracts](#) (GRSM 50, April 2024)
- [A showdown over noncompete agreements is coming. Buckle up.](#) (Forbes, April 29, 2024)
- [Four implicit messages to healthcare in the FTC non-compete rule](#) (Paul Keckley, April 29, 2024)
- [Implications of the FTC's noncompete ban on financial institutions](#) (Troutman Pepper, April 29, 2024)
- [FTC declares employees free from most noncompetes, but how far does the ban go and will it last?](#) (Dickinson Wright, April 29, 2024)
- [The FTC bans noncompetes? Not so fast...](#) (Snell & Wilmer, April 29, 2024)
- [Lawsuits filed to block FTC's non-compete ban](#) (Seyfarth, April 29, 2024)
- [US ban on worker non-compete provisions](#) (Littleton, April 29, 2024)
- [The Federal Trade Commission's comprehensive ban on non-competes](#) (Finnegan, April 29, 2024)
- [Don't fret \(yet\): Trade secrets, NDAs and non-solicits after the FTC non-compete rule](#) (Holland & Knight, April 29, 2024)
- [FTC noncompete rule's tentacles reach M & A and private equity](#) (subscription required) (Bloomberg Law, April 29, 2024)
- [FTC issues sweeping final rule banning non-competes but broom not out of the closet yet](#) (Hunton Andrews Kurth, April 26, 2024)
- [Should I stay or can I go now?: The FTC's new non-compete rule](#) (Milbank, April 26, 2024)
- [FTC issues final rule to ban non-competes](#) (Koley Jessen, April 26, 2024)
- [New FTC rule spares non-compete clauses that bind franchisees, but bans most 'worker' non-compete clauses](#) (Akerman, April 26, 2024)
- [The FTC has banned non-competes: What do employers in the energy space do now?](#) (Bradley, April 26, 2024)
- [FAQs on Federal Trade Commission's rule banning worker noncompete clauses](#) (Morgan Lewis, April 26, 2024)
- [Analysis: Noncompete ban exposes span over 'retroactive' laws](#) (subscription required) (Bloomberg Law, April 26, 2024)

- [Still going strong — M & A noncompetes and the FTC's final rule on noncompetes](#) (Baker McKenzie, April 26, 2024)
- [Ban on non-compete agreements sends shockwave across Wall Street](#) (subscription required) (Financial Times, April 26, 2024)
- [US Federal Trade Commission issues final non-compete rule](#) (Torys, April 25, 2024)
- [New FTC rule bans noncompetes, but franchise relationships exempted](#) (Haynes Boone, April 25, 2024)
- [New FTC rule banning virtually all non-compete agreements sends shockwaves through every sector of U.S. business](#) (Reed Smith, April 25, 2024)
- [Yes, the FTC did just \(try to\) ban non-compete agreements. For now](#) (McCarter English, April 25, 2024)
- [FTC announces final rule banning non-compete agreements](#) (Ellis Winters, April 25, 2024)
- [The Federal Trade Commission issues a final rule banning most worker non-compete agreements](#) (Hunton Andrews Kurth, April 25, 2024)
- [FTC issues new rule — but not the final chapter — on non-competes: what employers need to know](#) (Womble Bond Dickinson, April 25, 2024)
- [FTC final rule limiting non-competes: Considerations for M&A transactions](#) (Hunton Andrews Kurth, April 25, 2024)
- [FTC issues final rule banning non-competes](#) (Masuda Funai, April 25, 2024)
- [Key takeaways from the FTC's final rule banning most non-competes](#) (Lewis Rice, April 25, 2024)
- [Bank non-competes are still okay, for now](#) (Dickinson Bradshaw, April 25, 2024)
- [Practical advice regarding FTC's non-compete ban for employers](#) (Bradley, April 25, 2024)
- [FTC finalizes rule banning non-compete agreements](#) (Hogan Lovells, April 25, 2024)
- [Unpacking the FTC's ban on US non-compete agreements: Impact on non-profit organizations](#) (Reed Smith, April 25, 2024)
- [FTC issues final rule banning employee noncompete agreements](#) (Cozen O'Connor, April 25, 2024)
- [Q & A — FTC rule banning non-competes with workers](#) (Katten, April 25, 2024)

- [Labor & employment alert: Are non-compete clauses illegal under federal law? Not yet, but stay tuned ...](#) (Brouse McDowell, April 25, 2024)
- [FTC issues rule banning non-compete agreements](#) (Krieg Devault, April 25, 2024)
- [In split vote, FTC approves controversial final rule banning most post-employment non-competes; rule already subject to challenge in court](#) (Mintz, April 25, 2024)
- [Employers shouldn't rush to comply with FTC's noncompete ban](#) (Bloomberg Law, April 25, 2024)
- [FTC issues final rule banning noncompete agreements — future remains uncertain as lawsuits challenging the final rule have already been filed](#) (Thompson Hine, April 24, 2024)
- [A divided FTC issues final rule on non-competes — Caution is warranted although the rule may not survive legal challenges](#) (Weil Alert, April 24, 2024)
- [LaborSpeak: FTC approves rule voiding and banning non-compete agreements](#) (Akin, April 24, 2024)
- [Federal Trade Commission bans noncompetes](#) (Taft, April 24, 2024)
- [FTC bans non-competes throughout the United States — Legal challenges already filed](#) (Squire Patton Boggs, April 24, 2024)
- [Employee noncompete ban challenged in court by US business groups](#) (subscription required) (Financial Times, April 24, 2024)
- [FTC issues ban on noncompete clauses for all workers, including senior executives after effective date](#) (Morgan Lewis, April 24, 2024)
- [FTC passes sweeping noncompete ban](#) (Cooley, April 24, 2024)
- [Federal Trade Commission issues final rule banning non-compete agreements, prompting immediate litigation blocking enforcement. What does it mean for your business?](#) (Gibbons, April 24, 2024)
- [Noncompete ban amplifies Biden push to loosen worker contracts](#) (Bloomberg Law, April 24, 2024)
- [New FTC rule bans employee non-compete clauses in contracts](#) (Investopedia, April 24, 2024)
- [Groups sue to block FTC's new rule barring noncompete agreements](#) (subscription required) (Washington Post, April 24, 2024)

- [US Chamber of Commerce sues FTC for ban on noncompete agreements](#) (US News, April 24, 2024)
- [Chamber of Commerce sues to block FTC's non-compete ban](#) (Bloomberg Law, April 24, 2024)
- [Federal Trade Commission issues sweeping non-compete ban](#) (Ropes & Gray, April 24, 2024)
- [FTC votes to ban most employment-related noncompetes](#) (Constangy Brooks, Smith & Prophete)
- [The FTC bans nearly all employer-employee noncompetes except those given as part of a bona fide sale of business](#) (Baker McKenzie, April 24, 2024)
- [FTC passes final rule banning worker non-compete agreements](#) (Barnes & Thornburg, April 24, 2024)
- [FTC bans employee noncompetes](#) (BCLP, April 24, 2024)
- [Federal Trade Commission adopts final rule imposing near-total ban on employee non-compete agreements](#) (Dechert, April 24, 2024)
- [Business groups sue to block FTC's ban on noncompete agreements](#) (subscription required) (The Wall Street Journal, April 24, 2024)
- [FTC bans nearly all non-compete agreements](#) (Bracewell, April 24, 2024)
- [Information on Chamber of Commerce v. FTC](#) (US Chamber of Commerce, April 24, 2024)
- [FTC issues final rule effectively banning workplace non-compete agreements](#) (Littler, April 23, 2024)
- [FTC strikes down noncompete agreements](#) (Venable, April 23, 2024)
- [New FTC rule bans non-compete agreements in all employment contracts](#) (Holland & Knight, April 23, 2024)
- [FTC's final rule nixes noncompetes — What's next?](#) (Pierson Ferdinand, April 23, 2024)
- [The FTC just banned most noncompete agreements. Business groups vow to sue](#) (Forbes, April 23, 2024)
- [Federal Trade Commission approves rule banning most noncompetes](#) (Proskauer, April 23, 2024)
- [FTC votes to ban non-compete agreements](#) (Duane Morris, April 23, 2024)

- [The FTC voted to enact its non-compete ban — What you need to know and what you need to do](#) (Benesch, April 23, 2024)
- [BREAKING: FTC votes to issue final noncompete rule](#) (Brownstein, April 23, 2024)
- [FTC votes to ban non-competition agreements](#) (Pierce Atwood, April 23, 2024)
- [FTC votes to ban noncompete agreements](#) (The Hill, April 23, 2024)
- [FTC moves to approve final rule banning non-competes: A simple explanation](#) (Davis Wright Tremaine, April 23, 2024)
- [Breaking: FTC bans virtually all existing and future U.S. non-compete agreements](#) (Employment Law Watch, April 23, 2024)
- [FTC votes to issue ban on non-compete agreements](#) (Buchanan, April 23, 2024)
- [FTC bans non-competes, including most existing agreements](#) (Phelps, April 23, 2024)
- [FTC to consider issuing proposed final rule regarding non-competes](#) (Seyfarth, April 16, 2024)
- [National Labor Relations Board and Federal Trade Commission forge new partnership to protect workers from anticompetitive and unfair labor practices](#) (NLRB, July 19, 2023)
- [Fact sheet: Executive Order on promoting competition in the American economy](#) (The White House, July 9, 2021)
- [Executive Order on promoting competition in the American economy](#) (The White House, July 9, 2021)
- [The FTC is poised to ban noncompetes. Here's what experts say could happen next.](#) (The Business Journals, February 2, 2024)
- [Update on the status of non-competes and what to expect in 2024](#) (The National Law Review, January 30, 2024)
- [Beyond the horizon: What employers need to know about the latest non-compete proposed rules](#) (Haynsworth Sinkler Boyd, January 16, 2024)
- [FTC's proposed ban on noncompete agreements could have widespread ramifications for employers](#) (TB&P, January 15, 2024)
- [How FTC non-competes ban could shift talent and innovation strategies](#) (Forbes, December 14, 2023)
- [The timeline on the FTC's controversial ban on noncompete agreements extended through April 2024](#) (Butzel, May 5, 2023)

- [The FTC's initial policy case for banning all non-compete clauses in employment agreements](#) (Verdict, October 24, 2023)
- [FTC orders 20-year non-compete ban for Anchor Glass](#) (Proskauer, June 30, 2023)
- [FTC's non-compete ban reportedly delayed until 2024: Your 7-step guide while waiting](#) (Fisher Phillips, May 25, 2023)
- [The latest on what media employers should know about the FTC's proposed ban on non-competes](#) (Jackson Walker, May 3, 2023)
- [The FTC must free American workers, consumers and entrepreneurs from noncompete agreements](#) (Fortune, April 28, 2023)
- [Big businesses rally to preserve their right to limit ex-workers' job options](#) (NBC, April 20, 2023)
- [Attorney General Bonta joins multistate coalition supporting Federal Trade Commission's proposed rule limiting non-competes in employment](#) (California Department of Justice, April 19, 2023)
- [A practical guide for submitting comments to the FTC's proposed noncompete clause rule](#) (Morgan Lewis, January 30, 2023)
- [Federal Trade Commission proposes ban on noncompete clauses](#) (Mercer, January 13, 2023)
- [FTC proposes rule to ban non-compete clauses](#) (Gibson Dunn, January 5, 2023)
- [Millions of workers are subject to noncompete agreements. They could soon be banned](#) (NPR, January 5, 2023)
- [US moves to ban noncompete agreements in labor contracts](#) (The New York Times, January 5, 2023)
- [The FTC's noncompete rulemaking is blatantly unlawful](#) (US Chamber of Commerce, January 5, 2023)

NLRB's position

On May 5, 2026, the NLRB [issued](#) an advice memorandum stating that noncompete agreements do not generally violate the National Labor Relations Act. On February 14, 2025, NLRB's Acting General Counsel (GC) [rescinded](#) the prior GC's memoranda, GC 23-08 and GC 25-01, on noncompete provisions. The prior GC's position was that "overbroad noncompete agreements are unlawful because they chill employees from exercising their rights under Section 7 of the National Labor Relations Act, which

protects employees' rights to take collective action to improve their working conditions."

- [08-CA-326334](#) (NLRB, June 26, 2026)
- [NLRB Division of Advice reaffirms its position that noncompete agreements do not generally violate the NLRA](#) (Sullivan & Cromwell, July 14, 2026)
- [NLRB advice memo concludes noncompete agreements do not violate the National Labor Relations Act](#) (Foley & Lardner, July 20, 2026)
- [NLRB advice memo reaffirms validity of non-competition agreements](#) (Dinsmore, July 10, 2026)
- [Cementing directional shift: NLRB advice memorandum confirms lawfulness of non-competes and raises questions about separation agreements](#) (Seyfarth, July 7, 2026)
- [GC 25-05 rescission of certain General Counsel memoranda](#) (NLRB, February 14, 2025)

Section 3

Multistate resources

- [State-by-state noncompete fact sheets](#) (FTC)
- [50 state noncompete chart](#) (Beck Reed Riden)
- [Recent developments in US noncompete law](#) (Mayer Brown, October 2026)
- [A new era of health care noncompetes: Emerging models and the future of labor mobility](#) (Seyfarth, September 28, 2026)
- [The noncompete map is splintering](#) (Proskauer, September 23, 2026)
- [Top 10 reasons your restrictive covenant may be unenforceable](#) (Ford Harrison, August 31, 2026)
- [Noncompete news: Beyond noncompetes — Why your business needs a trade secret audit](#) (Ford Harrison, June 25, 2026)
- [Punching in: States target noncompetes with tougher restrictions](#) (subscription required) (Bloomberg Law, May 4, 2026)
- [101 noncompete bills in 34 states, with six new laws](#) (Fair competition law, March 2026)
- [State noncompete law tracker](#) (Economic Innovation Group, March 24, 2026)
- [Noncompete laws in 2026: State-by-state breakdown](#) (Becker's ASC review, January 14, 2026)
- [Non-compete agreements in 2025: What practitioners and employers need to know](#) (Mandelbaum Barrett, November 30, 2025)
- [Updated 50-state noncompete chart](#) (Fair Competition Law, November 15, 2025)
- [Noncompete agreements: How to navigate the changing landscape](#) (Peckar & Abramson, October 23, 2025)
- [The state of employment law: Several states have salary thresholds for non-competes](#) (Barnes & Thornburg, September 23, 2025)
- [The state of employment law: The extremes of state non-compete laws](#) (Barnes & Thornburg, September 18, 2025)

- [State noncompete law tracker](#) (Economic Innovation Group, September 9, 2025)
- [Conflicting noncompete laws create a choice-of-law chess match](#) (subscription required) (Bloomberg Law, August 28, 2025)
- [Noncompete legislation momentum continues at the state level](#) (WorldatWork, May 1, 2025)
- [Updated 50-state noncompete chart](#) (Fair Competition Law, February 13, 2025)
- [White & Case global non-compete resource center](#) (NCRC) (White & Case, Feb 11, 2025)
- [The non-compete agreement landscape in 2025](#) (Frost Brown Todd, February 3, 2025)
- [Countering the trend against true non-competes](#) (Jackson Lewis, January 16, 2025)
- [New state noncompete bills coming for 2025](#) (Fair Competition Law, January 12, 2025)
- [Which states ban non-compete agreements?](#) (Paylocity, December 13, 2025)
- [Seyfarth's 2024-2025 50-state non-compete desktop reference — Your must-have guide](#) (Seyfarth, December 5, 2024)
- [Are employee non-compete agreements permitted in your state?](#) (Journey payroll & HR, November 12, 2024)
- [State noncompete agreement laws by state](#) (Economic Innovation Group, October 11, 2024)
- [Noncompete limits pursued by states to boost health workforce](#) (Bloomberg Law, May 6, 2024)
- [Mapped: Where noncompete agreements are banned or restricted](#) (Axios, April 24, 2024)
- [States are charting their own course on employment noncompetes](#) (subscription required) (Bloomberg Law, April 24, 2024)
- [The NLRB's approach to work rules and the shift in noncompete clauses](#) (JD Journal, March 25, 2024)
- [Non-compete agreements: An ever-evolving legal landscape](#) (Barnes & Thornburg, March 21, 2024)
- [Navigating the shift: The future of non-compete clauses](#) (Dechert LLP, March 4, 2024)

- [What to know about noncompete agreements in 2024](#) (DLA Piper, January 9, 2024)

States' recent legislative activity

Arkansas

- [Arkansas bans physician non-compete agreements](#) (Littler, March 11, 2025)

California

California's governor signed legislation (SB 699 and AB 1076) in September and October 2023 that reinforces its existing ban on noncompete agreements.

SB 699 prevents employers from entering into or enforcing contracts that are void under the California Business and Professions Code, regardless of whether the contracts were signed, or if employment was maintained outside of California. The legislation states that "California has a strong interest in protecting the freedom of movement of persons whom California-based employers wish to employ to provide services in California, regardless of the person's state of residence. This freedom of employment is paramount to competitive business interests." Employers that violate these provisions commit a civil violation, and an employee, former employee, or prospective employee may bring a private action for injunctive relief and/or recovery of damages.

AB 1076 codifies existing case law by specifying that the statutory provision voiding noncompete contracts is to be broadly construed to void the application of any noncompete agreement or any noncompete clause in an employment context — no matter how narrowly tailored — that does not satisfy specified exceptions. These provisions apply also to contracts where the person being restrained is not a party to the contract. By February 14, 2024, employers are required to provide written notification to current employees, and former employees who were employed after January 1, 2022, that their noncompete clause or agreement is void. A violation of this law constitutes an act of unfair competition.

- [SB 699](#) (Legislature)
- [AB 1076](#) (Legislature)
- [SB 351](#) (Legislature) (proposal)
- [California noncompete case beats Georgia choice-of-law \(Correct\)](#) (subscription required) (Bloomberg Law, August 25, 2025)

- [Attorney General Bonta reminds employers and workers that noncompete agreements are not enforceable under California law](#) (State of California Department of Justice, March 15, 2022)
- [Don't miss California's new noncompete notice requirement \(deadline February 14\) — review equity award agreements + other employment-related contracts ASAP to avoid costly penalties](#) (Baker McKenzie, February 2024)
- [Reminder for employers — February 14 deadline for California employers to notify employees noncompete agreements are void](#) (Ogletree Deakins, February 1, 2024)
- [New Year brings extension of California's ban on non-competes](#) (Nelson Mullins, January 16, 2024)
- [New restrictions on non-compete clauses: What California employers need to know](#) (JRG, January 4, 2024)
- [One-two punch: California's two new laws aiming to further ban post-employment noncompete agreements](#) (Michael Best, November 28, 2023)
- [California expands its ban on noncompetes](#) (Vorys, October 27, 2023)
- [Golden state crackdown on non-competes: California enacts second non-compete law to curtail use of non-competes with employees](#) (Seyfarth, October 18, 2023)
- [4 things employers need to know about the new noncompete laws in California](#) (Fisher Phillips, October 15, 2023)
- [California further extends the ban on employers entering noncompete agreements starting in 2024](#) (Greenberg Traurig, September 26, 2023)
- [California reaches across state lines to invalidate employee non-compete agreements](#) (Littler, September 6, 2023)
- [Why California executives can't afford to ignore non-compete agreements](#) (Ottinger, February 23, 2023)

Colorado

Restrictions on the use of noncompete agreements by employers became effective on August 10, 2022 — 90 days after the governor signed HB 22-1317. The law also generally bars out-of-state choice of law or forum provisions, contains an exception for highly compensated employees in certain circumstances, requires a separate notice document for any employee subject to noncompete restrictions, and creates penalties of \$5,000 per employee for violations and remedies (such as injunctive relief and private right of action to recover damages, reasonable costs, and attorney fees).

The rules governing noncompete and nonsolicit agreements in Colorado for those involved in healthcare professions, as well as minority-interest holders in business sales, were revised under SB 25-083. This law will apply to agreements entered into or renewed on or after August 6, 2025.

- [SB 25-083](#) (Legislature)
- [HB 22-1317](#) (Legislature)
- [Colorado brings significant changes to noncompete agreements with healthcare providers and minority-interest business owners](#) (Littler, July 7, 2025)
- [Client alert for Colorado employers: Non-compete salary thresholds increase January 1, 2024](#) (Fortis Law Partners, December 13, 2023)
- [Colorado's non-compete statute Q&A](#) (Colorado Lawyer, March 2023)
- [Non-compete agreements in Colorado: A new era](#) (Colorado Lawyer, November 2022)
- [Colorado's new non-compete law: 8 key takeaways](#) (Fortis Law Partners, October 4, 2022)
- [Colorado noncompete agreements get significant updates](#) (GovDocs, June 30, 2022)
- [Colorado's new non-compete law signed by governor, will go into effect on August 10, 2022](#) (Jackson Lewis, June 28, 2022)
- [Coming August 2022: Colorado substantially limits noncompete agreements](#) (Faegre Drinker, June 13, 2022)
- [Colorado criminalizes the use of illegal non-competes](#) (Ballard Spahr, January 31, 2022)

Connecticut

- [HB 7196](#) (Legislature) (proposal)
- [New restrictions on physician non-compete agreements in Connecticut](#) (Littler, June 30, 2023)

Delaware

- [Freedom to compete, but at a cost: Delaware signals forfeiture clauses could be a viable non-compete alternative](#) (Seyfarth, January 21, 2025)

Florida

- [HB 1219 \(Legislature\)](#)
- [Florida's CHOICE Act transforms noncompete and garden leave agreements](#) (Phelps, July 9, 2025)
- [Enhanced noncompetition bill becomes law in Florida](#) (Holland & Knight, July 8, 2025)
- [Florida expands rules favoring noncompetes while other states limit them further](#) (MWE, July 8, 2025)
- [Florida enacts novel noncompete-friendly law backed by Citadel](#) (subscription required) (Bloomberg Law, July 7, 2025)
- [Client Alert: Florida's new CHOICE Act takes immediate effect: What employers need to know](#) (Berger Singerman, July 3, 2025)
- [Florida's new choice act authorizes garden leave, makes 4-year noncompete agreements easier to enforce](#) (Morgan Lewis, May 21, 2025)
- [Florida legislature passes expansive new noncompete bill, awaiting governor's signature](#) (Ford Harrison, May 19, 2025)
- [Florida has made the bold "CHOICE" to bolster enforceability of non-compete agreements with a new law taking effect this summer](#) (Akerman, May 16, 2025)
- [Four more years? Examining the push for extended non-competes in Florida](#) (JD Supra, May 12, 2025)
- [Citadel pushes four-year non-competes in Floridan lobbying spree](#) (subscription required) (Bloomberg Law, May 9, 2025)
- [Florida CHOICE Act: New protections for noncompete and garden leave agreements](#) (Greenberg Traurig, May 8, 2025)
- [Florida legislature passes restrictive covenants bill](#) (Ogletree Deakins, May 3, 2025)
- [Florida GOP looks to woo business with noncompete friendly bill](#) (subscription required) (Bloomberg Law, April 28, 2025)

Georgia

- ['In any capacity' language in Georgia noncompetes: Appellate court conflict](#) (FordHarrison, May 18, 2026)

Idaho (proposal)

- [HB 486](#) (Legislature)

Illinois

- [SB 672](#) (Legislature)
- [Major changes to Illinois' non-compete and non-solicit laws: Company agreements likely require revision](#) (Perkins Coie, March 1, 2022)
- [Illinois employers: New noncompete law effective January 1, 2022](#) (Armstrong Teasdale, December 22, 2021)
- [Illinois updates noncompete law](#) (GovDocs, October 21, 2021)
- [Illinois enacts law limiting non-compete and non-solicitation provisions with employees](#) (Foley & Lardner, August 31, 2021)
- [Governor Pritzker signs Illinois noncompete legislation into law](#) (Ogletree Deakins, August 24, 2021)

Kansas

- [SB 241](#) (Legislature)
- [New Kansas law will presume nonsolicitation agreements enforceable](#) (Ogletree Deakins, May 19, 2025)
- [Kansas enacts new employer-friendly law clarifying enforceability of non-solicitation agreements](#) (Vorys, May 15, 2025)
- [Kansas enacts law clarifying enforceability of non-solicitation agreements](#) (Dentons, April 23, 2025)

Kentucky (proposal)

- [HB 690](#) (Legislature)

Louisiana

- [Act No. 273](#) (Legislature)
- [Hospitals must include time, scope limits in physical noncompetes starting January 1, 2025](#) (Phelps, June 28, 2024)

Maryland

- [HB 1388](#) (Legislature)
- [Maryland Governor signs new law restricting noncompetes for healthcare veterinary professionals: 5 key takeaways for employers](#) (JD Supra, May 16, 2024)
- [Maryland legislature passes partial ban on non-competes affecting doctors, veterinarians and other licensed health care providers](#) (Brown Goldstein & Levy, April 9, 2024)

Massachusetts

- [SB 1366](#) (Legislature) (proposal)
- [Employers should revisit their non-compete agreements after latest Massachusetts Superior Court ruling](#) (Mintz, November 10, 2025)
- [Massachusetts Justices hint at backing noncompete law's limits](#) (subscription required) (Bloomberg Law, March 3, 2025)

Minnesota

From July 1, 2023, covenants not to compete entered into on or after July 1, 2023, are generally void and unenforceable. A covenant not to compete is an agreement between an employer and employee "that restricts the employee, after termination of the employment, from performing work for another employer for a specified period of time, work in a specified geographic area, or work for another employer in a capacity similar to the employee's work for the employer that is party to the agreement." It does not include a nondisclosure agreement, an agreement designed to protect trade secrets or confidential information, a nonsolicitation agreement, or an agreement restricting the ability to use client or contact lists, or solicit customers of the employer.

Covenants not to compete are valid and enforceable if agreed upon during the sale of a business or in anticipation of the dissolution of a business, if the restrictions are within a reasonable geographic area and for a reasonable length of time. Employers are prohibited from trying to circumvent the restrictions on noncompete agreements by using another state's law or forum.

- [SF 3035](#) (Legislature)
- [Minnesota's non-compete ban becomes effective July 1, 2023](#) (Weil, June 28, 2023)
- [Sorting out the noncompete ban](#) (Minnesota Lawyer, June 7, 2023)
- [Minnesota non-compete ban signed into law](#) (Lathrop GPM, June 6, 2023)

- [New Minnesota law bans most post-employment non-competes: 6 key takeaways](#) (Latham Watkins, June 5, 2023)
- [Governor Walz signs into law non-compete ban in Minnesota](#) (Husch Blackwell, June 5, 2023)
- [Minnesota governor signs labor funding noncompete ban bill into law](#) (Ogletree Deakins, May 27, 2023)
- [Minnesota expected to become fourth state to ban non-compete agreements](#) (DLA Piper, May 24, 2023)

Missouri (proposal)

- [HB 1326](#) (Legislature)

Nevada

- [Assembly Bill 47](#) (Legislature)
- [Recent Nevada law places new restrictions on non-compete agreements](#) (Sutton Hague, December 20, 2021)
- [Nevada amends law regulating noncompetition covenants](#) (Epstein Becker Green, June 14, 2021)
- [Nevada amends non-compete statute to further protect employees](#) (Amundsen Davis, June 1, 2021)

New Jersey (proposal)

- [SB 4385](#) (Legislature)
- [New Jersey legislature introduces bills calling for sweeping bans on non-compete and no-poach agreements](#) (Sheppard, June 24, 2025)

New York (proposal)

- [NY A01361](#) (Legislature)
- [New York considers broad legislation limiting noncompete agreements](#) (Duane Morris, September 23, 2025)
- [New York State Senate introduces bill that would ban non-compete agreements](#) (Morgan Lewis, February 27, 2025)

- [New York bill to ban non-competes introduced to state legislature](#) (Paul Weiss, February 20, 2025)
- [New York State proposes bill that would place restrictions on noncompetes and other restrictive covenants](#) (Epstein Becker Green, January 22, 2025)

New York — New York City (proposal)

- [Int. 0140-2024](#) (New York City Council, February 28, 2024)
- [Noncompete news: Will New York City's noncompete ban beat the FTC final rule to the punch?](#) (Ford Harrison, May 8, 2024)
- [New York City to consider its own ban on employer noncompete agreements following governor's veto](#) (Ogletree Deakins, March 15, 2024)
- [New York City Council introduces three new bills aimed at non-competes](#) (Proskauer, March 5, 2024)
- [Members of the New York City Council introduce three bills seeking to restrict employers' use of non-competes](#) (Baker Hostetler, March 4, 2024)
- [NYC Council proposes broad non-compete ban](#) (Seyfarth, March 1, 2024)

North Carolina (proposals)

- [HB 269](#) (Legislature)
- [SB 673](#) (Legislature)
- [HB 973](#) (Legislature)

Ohio (proposal)

- [Senate Bill 11](#) (Legislature)
- [Ohio Senate deliberates ban on noncompete agreements for all employees](#) (Benesch, May 16, 2025)
- [While FTC non-compete appeals linger, Ohio poses ban on non-competes, forum selection and other restrictive covenants](#) (Barnes & Thornburg, March 4, 2025)
- [Noncompete bans — Next up: Ohio](#) (Foley & Lardner, February 18, 2025)
- [Significant non-compete restrictions may be coming to the Buckeye state](#) (Dinsmore, February 18, 2025)

- [Ohio lawmakers introduce bipartisan bill to ban noncompete agreements](#) (Ogletree Deakins, February 7, 2025)
- [With FTC rule blocked, Ohio senators propose state-level noncompete ban](#) (Mahoning matters, February 4, 2025)

Oregon

- [Senate Bill 169](#) (Legislature)
- [Oregon noncompete law is changing \(again\): What employers need to know](#) (Fisher Phillips, June 8, 2021)
- [Oregon enacts new modifications to noncompete law for 2021](#) (Ogletree Deakins, June 1, 2021)

Pennsylvania

- [HB 1166](#) (proposal)
- [Fair contracting for health care practitioners act](#) (Legislature, July 17, 2024)
- [Pennsylvania enacts law banning certain noncompete agreements with healthcare providers](#) (Littler, July 26, 2024)

Rhode Island (proposal)

- [SB 703](#) (Legislature)

Tennessee

Tennessee enacted a law (HB 1034) that clarifies when noncompete agreements are reasonable and bans those entered into on or after July 1, 2026, for workers who earn less than \$70,000/year. Highlights include:

- Post-relationship restraints of two years or less are presumed reasonable for employees. Courts may modify (blue pencil) overbroad covenants to make them reasonable and enforceable.
- Employers will not be able to require, request, or enforce noncompete agreements against employees whose annualized compensation is less than \$70,000. “Annualized compensation” includes wages/salary, commissions, nondiscretionary bonuses, and other remuneration. For hourly workers, the hourly rate will be multiplied by 40 and then by 52. Any noncompete agreement that violates this threshold will be void and unenforceable as a matter of public policy.

- Preserved and enforceable agreement types include confidentiality/nondisclosure agreements, client/customer nonsolicitation agreements, and employee nonsolicitation agreements.
- [HB 1034](#) (Legislature)
- [Two new noncompete laws take effect in Virginia and Tennessee](#) (Mintz, July 21, 2026)
- [Tennessee's new noncompete law is now in effect: Employers should review their restrictive covenant agreements immediately](#) (Bradley, July 2, 2026)
- [Tennessee enacts significant changes to noncompete law through HB 1034](#) (Morgan Lewis, June 23, 2026)
- [States continue to restrict non-compete agreements: Tennessee and Virginia enact new laws](#) (Akin, May 20, 2026)
- [Thumbs on the scale: Tennessee enacts new reasonableness presumptions for noncompete agreements while outlawing covenants for lower-wage earners](#) (Littler, May 13, 2026)
- [Tennessee employers face new limits on non-competes](#) (Baker Donelson, May 13, 2026)
- [Noncompete news: Tennessee enacts sweeping new noncompete framework](#) (Ford Harrison, May 12, 2026)
- [Tennessee enacts new restrictions on noncompete agreements](#) (Epstein Becker Green, May 11, 2026)
- [Tennessee bans noncompetes for workers who make under \\$70,000](#) (subscription required) (Bloomberg Law, May 8, 2026)
- [Tennessee passes major changes to noncompete law: What employers need to know](#) (Bradley, April 30, 2026)

Texas (proposal)

- [HB 4067](#) (Legislature)
- [Texas may soon reshape non-competes for healthcare workers: What employers need to know](#) (Dykema, May 13, 2025)
- [Texas lawmaker introduces bill to ban noncompete agreements](#) (Perkins Coie, March 27, 2025)

Utah

- [HB 270 Healthcare worker post-employment amendments](#) (Legislature)
- [Utah bans non-competes for healthcare workers](#) (Buchalter, May 21, 2026)

Virginia

- [SB 480](#) (Legislature)
- [Virginia tightens the rules on noncompetes — What employers need to know](#) (Ford Harrison, October 6, 2026)
- [Two new noncompete laws take effect in Virginia and Tennessee](#) (Mintz, July 21, 2026)
- [Virginia further limits noncompete covenants while court addresses nonsolicitation covenants](#) (Morgan Lewis, June 24, 2026)
- [States continue to restrict non-compete agreements: Tennessee and Virginia enact new laws](#) (Akin, May 20, 2026)
- [Virginia expands noncompete restrictions](#) (Baker Hostetler, April 30, 2026)
- [Virginia expands restrictions against employee non-competes](#) (Holland & Knight, April 27, 2026)
- [Virginia bans noncompetes for employees discharged without cause and without severance](#) (Duane Morris, April 27, 2026)
- [Virginia's new restrictions on noncompetition agreements: Key implications for employers](#) (Skadden, April 20, 2026)
- [New Virginia non-compete restrictions become law](#) (Hunton, April 17, 2026)
- [Virginia's new non-compete law and updates on the DMV non-compete landscape \(video and slides\)](#) (Lerch Early Brewer, May 19, 2025)
- [Expanded definition of 'low-wage' employees in Virginia non-compete ban: Employers need to act now](#) (Jackson Lewis, April 25, 2025)
- [Virginia expands law to prohibit non-compete agreements for non-exempt employees](#) (Hunton, April 16, 2025)
- [Virginia strengthens ban on non-competes for 'low-wage employees'](#) (Proskauer, April 7, 2025)

- [Virginia expands noncompete ban for low-wage employees](#) (Paul Hastings, March 28, 2025)
- [Virginia amends threshold compensation level for ban on non-competes for 'low-wage employees'](#) (Littler, March 26, 2025)
- [Virginia increases earnings threshold for prohibition on non-competes for 'low wage employees'](#) (McGuire Woods, January 24, 2024)
- [New posting update: Virginia bans noncompete contracts for low-wage employees](#) (GovDocs, August 4, 2020)
- [Virginia bans non-competes for low-wage employees](#) (BFV, April 23, 2020)

Washington

Washington will ban most noncompete agreements starting June 30, 2027, (including those currently in effect for former employees) unless specifically allowed by law. This change is part of Engrossed Substitute House Bill 1155, signed into law on March 23, 2026. Key points include:

- The definition of noncompetition covenants is expanded to include any provision that requires an individual to return, repay, or forfeit any right, benefit, or compensation because of working in a lawful profession or business. Employers are prohibited from enforcing or threatening to enforce such covenants.
- Exceptions are allowed for certain agreements. For example, nonsolicitation agreements that expire within 18 months after employment ends and are limited to customers, patients, or clients that the employee had substantially developed, and confidentiality or nondisclosure agreements that protect proprietary information or trade secrets.
- All existing noncompete agreements will be retroactively invalidated, regardless of when signed.
- Certain educational expense repayment agreements are permitted if the repayment period ends within 18 months of hire, limits repayment to the prorated portion of the remaining time of the 18-month period, and releases the employee from repayment if he/she leaves for good cause.
- Income thresholds for noncompete eligibility are removed.
- By October 1, 2027, employers must make reasonable efforts to notify in writing all current and former employees or contractors subject to noncompete covenants that these provisions are no longer valid.

- Employers face penalties of \$5,000 for each affected individual, plus legal fees, costs, and possible injunctive relief.

In March 2024, Washington's governor signed SB 5935 into law. The law expanded the definition of a noncompetition covenant, clarified employer notice requirements, and restricted choice of law provisions. Additionally, it states that "provisions in this chapter facilitating workforce mobility and protecting employees and independent contractors need to be liberally construed and exceptions narrowly construed." The law took effect on June 6, 2024.

- [Non-compete agreements](#) (Washington State Department of Labor & Industries)
- [HB 1155](#) (Legislature)
- [SB 5935](#) (Legislature)
- [What employers should know about Washington's new ban on noncompete agreements](#) (Cooley, June 29, 2026)
- [Washington state bans most noncompete agreements](#) (Hall Benefits Law, June 18, 2026)
- [Washington state bans employee non-compete agreements](#) (Hunton, May 11, 2026)
- [Washington's new noncompete prohibition: Compliance roadmap for employers](#) (Troutman Pepper Locke, April 22, 2026)
- [Washington state enacts near total-ban on noncompete agreements](#) (Akin, March 31, 2026)
- [Have employees in Washington state? Say goodbye to non-competes](#) (Sheppard, March 27, 2026)
- [Washington state makes worker non-compete obsolete](#) (Dickinson Wright, March 27, 2026)
- [Washington state dramatically shifts its restrictive covenant landscape with a near complete noncompete ban for workers](#) (K&L Gates, March 27, 2026)
- [Non-competes banned in Washington: Everything you need to know about the new law + how to prepare](#) (Fisher Phillips, March 26, 2026)
- [Noncompetes no more: Governor signs law that bans anti-worker noncompete agreements](#) (House Democrats, March 25, 2026)
- [Washington state dramatically expands noncompete ban](#) (Morgan Lewis, March 25, 2026)

- [Washington state bans non-compete agreements](#) (Holland & Knight, March 24, 2026)
- [Washington bans nearly all noncompete agreements](#) (Davis Wright Tremaine, March 24, 2026)
- [Washington state seeks to broaden the definition of 'noncompetition' and ban most noncompetes](#) (Epstein Becker Green, February 4, 2025)
- [Noncompete clause dispute reopened by Washington Supreme Court](#) (subscription required) (Bloomberg Law, January 23, 2025)
- [Washington State tightens noncompete restrictions](#) (Perkins Coie, May 2, 2024)
- [Washington state expands its noncompete law](#) (Morgan Lewis, June 10, 2024)
- [Washington state further restricts noncompetition agreements](#) (MWE, May 31, 2024)
- [Washington's amended non-compete law creates new considerations for employers](#) (Sheppard, May 20, 2024)
- [Changes to WA's non-compete law require employers to take action](#) (Covington, April 25, 2024)
- [Washington law creates new noncompete considerations for employers](#) (DLA Piper, April 11, 2024)

Washington, DC

The Non-Compete Clarification Amendment Act of 2022 ([Bill 24-256](#)) relaxes the restrictions on the use of noncompete provisions and agreements. The Act clarifies the workplace policies or employment provisions that do not violate the use of noncompete provisions and agreements. Employers can bar an employee's use, in addition to the disclosure, of confidential and proprietary information during, or after, the employee's employment. Limited exceptions allow the use of noncompete provisions with highly compensated employees, including medical specialists. The Act specifies what must be contained in a noncompete agreement for it to be valid and enforceable; clarifies remedies for violations of the Act and how the Act relates to collective bargaining agreements; and clarifies how the law applies relative to other District of Columbia laws and rulemaking requirements.

- [Bill 24-256](#) (DC Council)
- [Washington, D.C., finalizes amendments to law on noncompete agreements](#) (SHRM, August 17, 2022)

- [5 recommendations for D.C. employers as ban on non-compete agreements appears to be postponed until October 1](#) (Fisher Phillips, March 11, 2022)
- [Washington, DC rolls back proposed ban on non-compete agreements](#) (Davis Gilbert, September 14, 2022)
- [Washington, DC ban on non-competes delayed to April 2022](#) (BCLP, September 14, 2021)

Wyoming

- [SB 107](#) (Legislature)
- [Wyoming bans most non-compete agreements](#) (Proskauer, April 2, 2025)
- [Wyoming's new non-compete law starts in July: Employers need to look at their agreements now](#) (Jackson Lewis, March 28, 2025)
- [HR minute: Wyoming becomes latest state to restrict non-competes](#) (Nelson Mullins, March 25, 2025)
- [Wyoming legislature takes a bite out of covenants not to compete](#) (Holland & Hart, March 21, 2025)
- Wyoming enacts significant restrictions on noncompete agreements (Faegre Drinker, March 21, 2025)



Marsh USA LLC

1166 Avenue of the Americas

New York, NY 10036-2774

www.marsh.com

This document and any recommendations, analysis, or advice provided by Marsh (collectively, the “Marsh Analysis”) are not intended to be taken as advice regarding any individual situation and should not be relied upon as such. The information contained herein is based on sources we believe reliable, but we make no representation or warranty as to its accuracy. Marsh shall have no obligation to update the Marsh Analysis and shall have no liability to you or any other party arising out of this publication or any matter contained herein. Any statements concerning actuarial, tax, accounting, or legal matters are based solely on our experience as insurance brokers and risk consultants and are not to be relied upon as actuarial, tax, accounting, or legal advice, for which you should consult your own professional advisors. Any modeling, analytics, or projections are subject to inherent uncertainty, and the Marsh Analysis could be materially affected if any underlying assumptions, conditions, information, or factors are inaccurate or incomplete or should change. Marsh makes no representation or warranty concerning the application of policy wording or the financial condition or solvency of insurers or reinsurers. Marsh makes no assurances regarding the availability, cost, or terms of insurance coverage. Although Marsh may provide advice and recommendations, all decisions regarding the amount, type or terms of coverage are the ultimate responsibility of the insurance purchaser, who must decide on the specific coverage that is appropriate to its particular circumstances and financial position.

© 2026 Marsh. All rights reserved.