



# 131st MAINE LEGISLATURE

## FIRST REGULAR SESSION-2023

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Legislative Document

No. 688

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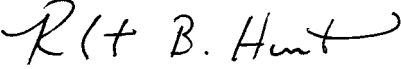
H.P. 457

House of Representatives, February 16, 2023

### **An Act to Protect Access to Veterinary Care by Prohibiting Noncompete Agreements**

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Reference to the Committee on Labor and Housing suggested and ordered printed.

  
ROBERT B. HUNT  
Clerk

Presented by Representative FAY of Raymond.  
Cosponsored by Senator BLACK of Franklin and  
Representatives: ANDREWS of Paris, COLLINGS of Portland, HEPLER of Woolwich,  
MALON of Biddeford, O'NEIL of Saco, ROEDER of Bangor, Senators: DAUGHTRY of  
Cumberland, POULIOT of Kennebec.

1 **Be it enacted by the People of the State of Maine as follows:**

2 **Sec. 1. 26 MRSA §599-A, sub-§3**, as enacted by PL 2019, c. 513, §1, is amended  
3 to read:

4 **3. Prohibited for certain workers.** Notwithstanding subsection 2, an employer may  
5 not require or permit an employee ~~earning wages at or below 400% of the federal poverty~~  
6 ~~level~~ to enter into a noncompete agreement with the employer- if:

7 A. The employee is earning wages at or below 400% of the federal poverty level; or

8 B. The employee is a veterinarian licensed under Title 32, chapter 71-A and is  
9 employed in a veterinary facility in which the employee does not have an ownership  
10 interest.

11 A court may not enforce a noncompete agreement entered into or renewed with an  
12 employee who is a veterinarian licensed under Title 32, chapter 71-A before the  
13 effective date of this paragraph unless the employee is working in a veterinary facility  
14 in which the employee has an ownership interest.

15 **SUMMARY**

16 This bill prohibits an employer from requiring or permitting an employee who is a  
17 licensed veterinarian to enter into a noncompete agreement unless the employee has an  
18 ownership interest in the business and provides that a court may not enforce such a  
19 noncompete agreement entered into prior to the effective date of this legislation.