

**§599-B. Restrictive employment agreements**

**1. Definition.** For purposes of this section, "restrictive employment agreement" means an agreement that:

A. Is between 2 or more employers, including through a franchise agreement or a contractor and subcontractor agreement; and [PL 2019, c. 513, §1 (NEW).]

B. Prohibits or restricts one employer from soliciting or hiring another employer's employees or former employees. [PL 2019, c. 513, §1 (NEW).]

[PL 2019, c. 513, §1 (NEW).]

**2. Restrictive employment agreements prohibited.** An employer may not:

A. Enter into a restrictive employment agreement; or [PL 2019, c. 513, §1 (NEW).]

B. Enforce or threaten to enforce a restrictive employment agreement. [PL 2019, c. 513, §1 (NEW).]

[PL 2019, c. 513, §1 (NEW).]

**3. Penalty; enforcement.** An employer that violates subsection 2 commits a civil violation for which a fine of not less than \$5,000 may be adjudged. The Department of Labor is responsible for enforcement of this section.

[PL 2019, c. 513, §1 (NEW).]

**SECTION HISTORY**

PL 2019, c. 513, §1 (NEW).

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