



The Commonwealth of Massachusetts

HOUSE OF REPRESENTATIVES
STATE HOUSE, BOSTON 02133-1020

LINDA DEAN CAMPBELL
STATE REPRESENTATIVE
15TH ESSEX DISTRICT

Committees:

Joint Committee on Public Safety and
Homeland Security (Vice-Chair)
House Committee on Ways and Means
Joint Committee on Economic Development
and Emerging Technologies
Joint Committee on State Administration
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House Passes Bill to Protect Workers by Restricting the Use of Non-Competes

(BOSTON) –The Massachusetts House passed a key bill that would ban non-compete clauses in business contracts for lower income workers and provides workers in the technology and professional sectors with additional protections. The bill achieves a balance between protecting employees and the proprietary information of businesses.

Massachusetts firms, start-ups, and small businesses possess extensive proprietary technology in our country that clearly needs to be protected. Current law achieves this but does not allow enough flexibility for employees in these sectors to seek employment elsewhere.

Non-Compete clauses in employment contracts can bar employees from seeking employment in the same industry. While non-compete agreements are often used by technology firms, Jimmy Johns, the fast food sandwich shop, has also been brought to court in the past over their use of non-compete agreements. Interns have been also subject to non-compete provisions. This was not the intention of the current law.

“This bill was developed through meetings with a wide spectrum of business and corporate leaders and strikes a balance between protecting workers and ensuring that companies can properly protect trade secrets and any other sensitive information. Testimony revealed that many workers do not understand the non-compete contracts they are signing, and I am thankful that this bill addresses that,” said **Representative Linda Dean Campbell**.

The House bill would ban non-compete contracts for individuals making less than \$47,400, student interns, and employees under the age of 18, while restricting all other non-competes to 1 year in length. It would also protect workers who lost their jobs while under a non-compete contract. **Additionally, the bill requires that any non-compete contract make clear that an employee has a right to counsel and provides them with 10 business days to sign the non-compete contract.**

“This provision will encourage employers to design non-compete contracts that are tailored to a specific job and end the practice of broad brushed non-compete requirements that do not apply to many within a specific organization. Our state’s greatest resource continues to be our people, and this bill will make it easier for us to retain in Massachusetts the many talented, experienced, and entrepreneurial individuals that are the backbone of our economy,” said **Campbell**.