

Constituent Support for the FTC's Noncompete Rule



Maryland | Statewide Impact

On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the

Support Across Sectors of the Maryland Economy

*Some comments condensed due to length.

Profession	Comment
	"After working as the senior program director of a local tutoring company

" I am writing to urge you to expand the recent rule change to abolish non-compete clauses for franchisees. **As a former franchisee** myself, I have experienced firsthand the devastating impact of non-compete clauses and how they can be used to retaliate against franchisees who speak out and advocate for their rights. . . I was terminated from my franchise and am now being sued under the non-compete clause of my former agreement. . . . Non-compete clauses in franchise agreements create a lopsided contractual agreement that harms franchisees and limits their ability to move on after their franchise contractual obligations have been fulfilled. Franchisees invest their resources, finances, and time into their businesses, and should not be forced to live in fear of retaliation from franchisors."

-Tiffany C.

"I'd like to explain my personal situation to convey why it is so important to do away with these non-competes. I am a **physician** specializing in Neuroendovascular Surgery at a large hospital outside of Washington, DC. . . . I am married with three young children, and we live in Bethesda, Maryland. . . . If my

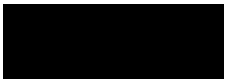
reimbursements were not worth the work. At the same time, any per diem anesthesiologists hired to fill the void were paid for from the physicians pool of money, putting on an added drain to their currently low reimbursements. Those

Perish	"Me and my community are strong supporters of banning non compete clauses. They are clearly unethical and hurt Labor! workers. Please do the right thing and ban these non compete clauses."
Justin	"This would be an incredible step in the right direction for American workers. It will raise wages and increase competition. I heartily approve!"

Tyler "This is an important step in promoting competition, which die heartbeat and invisible hand of capitalism. We cannot both live in a capitalist society and also not take steps to empower individuals to maximize their earned revenue. If this change is not implemented, I fear a greater need for government subsidies at the current rat3 (n)2 (u)3 (rre)3 (n)3 (t ra)8 (t3 (n)2 (u)3 (rretQj Enge i)1)5 (bs)-1 (ie at)-3 (t)2

Thomas	"I support this new rule 100%. You're current/previous employer should not be able to limit your work options in anyway."
Emily	"I support die curtailment of requirements that employees sign non-compete"

	<p>While seldom-enforced, I have had to account for die unnecessary risk they introduce to my career choices and their subtle influence against entrepreneurship and innovation. Eliminating these clauses, even thr high-income workers, gives Americans greater freedom in their careers while removing hindrances to innovation. It is both pro-worker and pro (new) business."</p>
Kathriel	<p>"Non compete clauses are anti competitive and prevent workers Tm [i</p>



<p>Mark</p>	<p>"AS ONE WHO HAS BENEFITED FROM THE PRESENCE OF NONCOMPETE CLAUSES IN THE CORPORATE HEALTHCARE SETTING, ITS FAIRLY CLEAR TO ME THAT THESE CLAUSES IN PHYSICIAN CONTRACTS BOTH DRIVE UP THE COST OF HEALTHCARE AND INJURE THE PUBLIC."</p>
<p>Susan</p>	<p>"As a CPA in public accounting and, as a partner at three different firms over the last 25 years, I have had to sign the same non-compete that all employees sign in addition to the non-compete in my employment agreements and partnership documents. The non-competes have varied from firm to firm with one being very restrictive and actually listing out the firms I could not go to fir four years. These clauses have also hampered my ability to have clients and staff follow me if I went to another firm. I agree that this reduces competition and strangles the pool of available talent. CPA firms are already struggling to fmd talent and these non-competes lock staff and partners in place at a firm where they may not be happy."</p>
<p>Chris</p>	<p>"Please ban the non-compete clause rule. It is not only hurting hard working individuals, but society as a whole. GDP will increase, and the labor market will be increase for those with particular skills that are in high demand (e.g., doctors and nurses). Thank you."</p>
<p>Manesh</p>	<p>"Please ban Non-competes for physicians and healthcare workers. They simply cause patients to lose their long-standing physician when their physician has to move out of the non-compete area and disrupts patient care."</p>
<p>Andrew</p>	<p>"The non compete clauses for employees and subcontractors in my experience is a way to prevent those people from using their talents to make a living in the area or chosen field of their choice, even though the skills and experience brought with them from the employees and contractors own experience was the reason the companies hired them in the first place. If a contractor is hired to do a job for a specified company, that is, and contractor with their own business and they were to bid on and take that exact business away from the prime contractor, then that would be unreasonable and should be subject to a non compete."</p>
<p>Elizabeth</p>	<p>"I signed a non compete when I was 23 years old. Fast forward 16 years later, re-reading the non compete it is extremely one sided for the benefit of the business owner and no one else. The biggest negative is that it stipulates that clients cannot choose to work with me liar two years (I cannot accept their business) even WITHOUT me soliciting them. So the non-compete has made a decision for someone who was NEVER part of the contract to begin with nor are they aware of its existence. It seems illegal. I think voiding non competes that impact the lives of those impacted (clients) makes sense."</p>
<p>L</p>	<p>"I agree with this rule. Since workers are nothing but numbers in a column anyway, we deserve the right control who has access to the labor we provide."</p>

<p>J.</p>	<p>"I'm in favor of the proposed rule. Workers should be able to move, even as they acquire skills throughout their career. NDAs should be enough to protect companies from losing their trade secrets."</p>
<p>Kurt</p>	<p>"I strongly support eliminating the use of non compete agreements by businesses"</p>

	when the current job is not meeting their needs or is negatively impacting their well-being."
M. James	"Prohibition should also apply to non-solicit clauses whereby business A prohibits business B from hiring its employees."

Nathan

to physician burn-out. Physicians who exit health systems with restrictive covenants may leave patients unable to access an established and trusted physician, resulting in loss of care continuity, fragmented care, costly reestablishment with other provider(s), and potentially inability to access clinicians

Angela	"FTC should ban non-compete clauses and reverse all non-compete clauses for all employees"
Nil	"Please get rid of this restriction on nonnal workers, I cannot look for a job within 100 miles of the hospital."
Rachel	" Physicians should not be held to non-compete clauses. Non-compete clauses penalize the individual physicians, and contributes to burnout by taking away opportunities career advancement. There is no tangible reason to exclude non-profits and behemoth health systems from complying. . . . [I]f a physician would like to leave their hard earned job . . . it is a David v. Goliath fight. Please do not disparage health professionals to preserve corporate profit and greed."
Peter	"Contractual non-compete clauses frequently impair free market employment opportunities and are used by businesses to limit competition. Non-profit organizations commonly use non-compete clauses to protect their market share, and this is especially true in the health care industry. Our own regional non-profit hospital used the non-compete clause aggressively to interfere with my medical practice's ability to offer subspecialty medical care to a patient population we had served for nearly 50 years, even though arbitration ruled the contract invalid."
Elizabeth	"I strongly support the proposed rule and think it is in important step forward. As a health care worker we see that these non compete clauses directly impact patient access to care by limiting the movement of health care providers within a certain region. Health care providers (in particular physicians) are often forced to move if they want to change jobs liar any reason and therefore that community is losing a provider who would have otherwise stayed in the area and continued to serve that population. Large health care systems often have the most restrictive and unreasonable non compete clauses and they compromise a large share of employers for health care providers. I encourage the FTC to move forward with the proposed rule."
Benjamin	"Non-competes are used by employers to retaliate against employees and is a way for employers to stagnate wages for families and those unable to move or travel to acconunodate a non-compete"
Erika	"I strongly encourage the FTC to enact the rule banning noncompete clauses. Particularly is working in a region with heavy traffic or a profession with few employers, noncompete agreements absolutely entrap an employee at a job that may or may not be a good fit for them. This ban will force a shift of workplace

	Perhaps if the noncompete were banned this would force employers to fair treatment, competitive wages so that they can retain employees."
Mohammad	"I as a tax paying worker strongly support this bill. For long enough competition has been stymied and wages has been purposefully down for majority of American worker by big companies merging and back door deals. American dream has been a mirage for majority of working class people while a minority gathered more and more. This bill protects competition and in line with anti trust law. It will help to revive middle class and upper middle class. Current working contracts in most of the time prevents you from seeking job in like 50 mile radius once you leave the contract for 2/3 years. Its so so prevalent that most time you will not have any other options if you don't agree with this. Every American should be free to choose their job and not to be forced to uproot their family just to change their job."
David	"am in favor of the FTC's proposed rule to bar non-compete clauses."
M	" As an experienced physician who has worked in many settings, including public, non-profit, and private practices, I want to expre a pa (hav)-1/ad4a1ices, I wantato

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	enter into non-compete causes with workers. I strongly endorse removal of non-compete clauses and wish to thank the FTC for its proposed rule."
Randy	"Please protect workers and ban all non-compete agreements. People own their skills and knowledge, they are not die property of their employers."