

STATE OF MAINE

IN THE YEAR OF OUR LORD

TWO THOUSAND TWENTY-THREE

H.P. 457 - L.D. 688

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

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

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

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

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

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

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