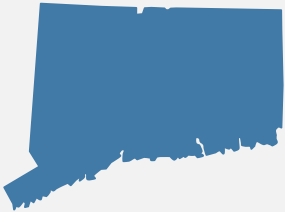


# Constituent Support for the FTC's Noncompete Rule



## Connecticut | Statewide Impact

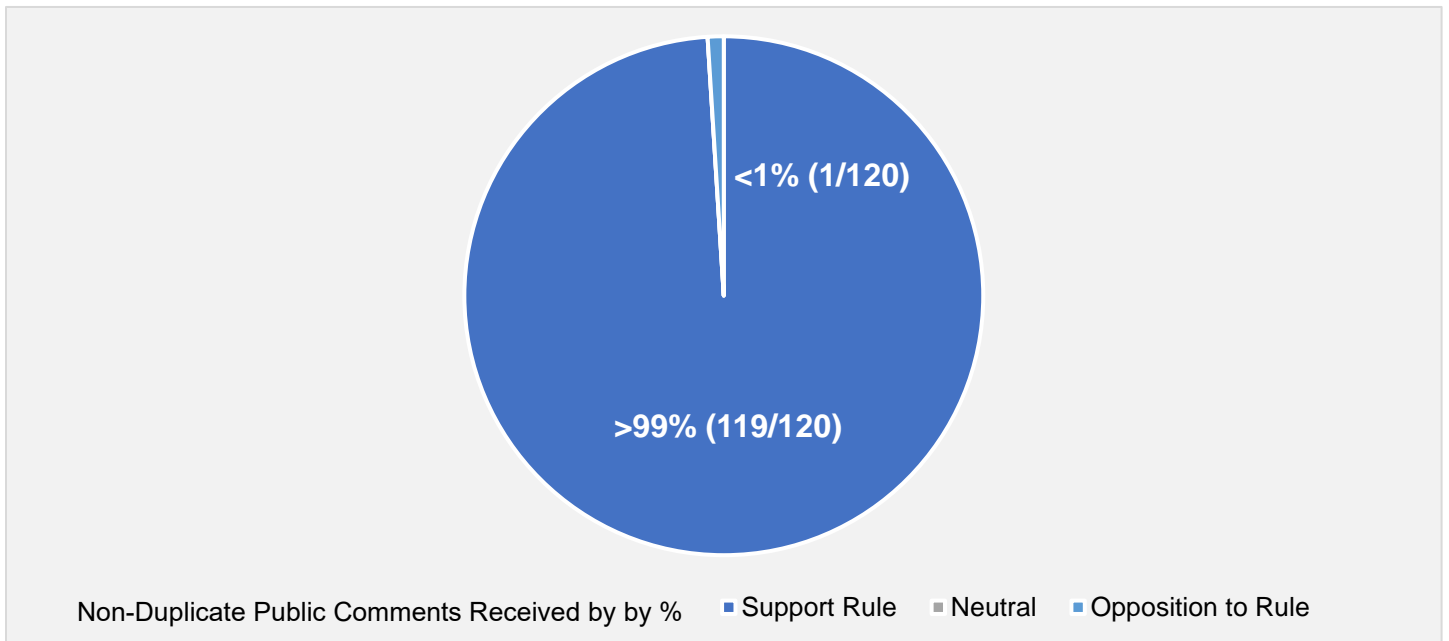


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Connecticut**:

Connecticut Covered Workers	Increase in Total Annual CT Worker Earnings	Increase in Average Annual CT Worker Earnings
<b>1,314,029</b>	<b>\$2,330,837,261</b>	<b>\$720</b>

[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](https://www.ftc.gov)

### Notice of Proposed Rulemaking: 119 of 120 CT Commenters Support



**Support Across Sectors of the Connecticut Economy**

\*Some comments condensed due to length.

Profession	Comment
	<p><b>“As a practicing anesthesiologist,</b> I want to express my strong support to eliminate non compete clauses in physician contracts... Seeing an end to non compete clauses would mean more flexibility for physicians in an underserved area like mine to take on sporadic calls at hospitals where they are needed, giving patients critical access to essential services.”</p> <p style="text-align: right;"><b>-Juan R.</b></p>
	<p>“I fully support making non compete contracts illegal. I am under a non compete and feel I am handcuffed to my employer in a very negative way. It hinders my career advancement and the only one who benefits is the employer. It is a form of discrimination and exploitation. <b>The hairdressing industry as a whole will benefit from the removal of these contracts.</b>”</p> <p style="text-align: right;"><b>-Nicole</b></p>
	<p><b>“As a Personal Trainer of 10 years and a mom</b> of 3, the non-compete clause has hindered my ability to train new clients closer to my home and discouraged me from opening my own business. Where I currently work, I have not had a raise in 7 years, nor do I get any benefits including sick time. I feel as though I am treated unfairly but cannot afford to leave. The non-compete clause would force me to find an alternate career/job outside of what I studied and worked 13 years to achieve.”</p> <p style="text-align: right;"><b>-Jenn D.</b></p>
	<p><b>“As an elementary school teacher,</b> I stand with employees who are unjustly denied the ability to work due to this trade practice. My students suffer as a direct result of non complete contracts. While noncomplete may have a place among some professions, when businesses exploit this regulation at the expense of laypeople, the consequences are dire. Changes to noncompete contracts will support American workers and families who live check to pay check.”</p> <p style="text-align: right;"><b>-Robert S.</b></p>
	<p>“In my employee agreement a list of —15 companies were listed as competitors, however, the legal clause said that this list was "non-exhaustive". When I left the company, they claimed that the true list was 75+ - to the point where this list now included companies and clients completely outside of the marketing research industry. <b>The clear intent was to restrict my employee at any company remotely related to them, but essentially banning me from the *entire* marketing research industry.</b> I support the invalidation of non-compete agreements.”</p> <p style="text-align: right;"><b>-David</b></p>

**Additional Support from Connecticut**

\*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Anonymous	<p>“As a <b>physician</b> impaired by non-compete to find a job in neighboring health system, I think the non-compete should be made illegal unless trade secrets are involved. You would have to move your entire family just to find a job otherwise you are locked to a health system/hospital.”</p>
Noah	<p>“The non-compete basically makes it impossible for me to take a job at another <b>finance firm</b> doing something similar to what I do now - that is, the thing I've been building expertise in for years now with hard work. While generally I have it pretty great in life (employees often refer to the restrictions as "golden handcuffs"), it does irk me that even if I get laid off, I cannot continue in the same line of work for 2 years.”</p>
Meagan	<p>“<b>Physicians</b> need to be exempt from non-competes regardless of assigned placements in residency that may not be where we want to live...A non-compete could literally make us homeless or force us to make a major move away to be able to work when we have often been separated from family for years due to the non-compete. Physicians shouldn't have to choose between taking care of their patients and where they want to live.”</p>
John	<p>“As a <b>physician</b> I believe that non-competes stifle innovation and are a detriment to care. While I am sure health systems will look for a carve out to keep them, I strongly hope they will be banned for physicians as well.”</p>
Lalarukh	<p>“There shouldn't be a non-compete clause. <b>Physicians</b> have a right to make a living.”</p>
Jennifer	<p>“I am a <b>primary care physician</b>...I support banning these non-compete clauses to improve quality of life, working conditions, and individual freedoms. They do not serve to protect anybody, rather they are a method for employers to exercise unfair control over employees...These covenants have been fought and overturned in courts, but this is an undue burden to have to go through. Please ban them altogether.”</p>
Jennifer	<p>“Allowing these restrictions to continue toward <b>physicians</b> based on our earning potential is a double standard that is hurting individuals and communities... Please approve this ban without exception. There are other mechanisms for employers to protect trade secrets.”</p>

Laurie	<p>“This rule is profoundly un-American and deeply offensive to all notions of freedom. Even its name- -"non-compete clause"- -makes clear it's about suppressing freedom. As for those individuals with highly technical knowledge obtained through working for a particular company, so what? If patent law isn't involved, this is a free country and if an ambitious employee wants to earn switch jobs that should be his or her right.”</p>
Michelle	<p>“I support banning non-compete clauses and I don't believe pre-existing contracts with non-competes should be grandfathered.”</p>
Maure	<p>“It's clear as day that noncompete agreements are bad for workers.”</p>
Mike	<p>“I am a <b>physician</b>. Please ban all non-compete clauses. My patients will be better served without diem.”</p>
Lauren	<p>“Employees need more power. Currently, employers have it all. Employees are discriminated against on a regular basis when it comes to pay or promotion because of sex, layoff due to age, &amp; ability to leave a company and work where they can find a good job without concern of an NDA.”</p>
Samrat	<p>“I am now in an involuntary contractual relationship with an entity that I did not choose and would prefer not to be. But because of the noncompete agreement, I effectively am unable to leave the relationship, even when the term of my existing <b>franchise</b> agreement ends. Since last I signed what was already an oppressive, one-sided, franchise agreement, the franchisor has removed its obligation to provide franchisees with any support. Additionally, the new franchisor has announced that it intends to change our royalty from 5% to a 4% to 7% range, shorten the term of the franchise agreement from 10 years to 5 years, raise performance standards, require us to provide monthly financial statements, and charge us a \$500 technology fee, even though it has not provided us with any new technology. I do not support any of these changes...As such, I ask that you consider banning post-contract non-compete clauses in franchise agreements.”</p>
Ian	<p>“Non-Complete Clauses significant disadvantage workers. As a <b>healthcare provider</b>, my ability to negotiate salary is restricted by my noncompete clause which does not allow me to apply to other jobs in the area. Because of this, I am not earning the wage at my current job that I would be able to negotiate if I did not have the non-compete clause. Furthermore, there is very little evidence that I would be directly competing with my current job if I did join another specialty.”</p>

Connor	<p>“Excellent idea to help promote competition amongst practice groups leading to overall better care for patients.”</p>
Kari	<p>“I strongly support the FTCs proposed ban on the non-compete clause. As a <b>physician</b>, I have always felt that this is completely unethical and nonsensical. Physicians are already very limited in job opportunities given how specialized we are. It is not fair to require someone to move out of their hometown and away from friends and family, or to drive a ridiculous distance to find a new job, just because one opportunity did not work out. It is also unfair to not allow patients to follow a provider they have strongly connected with, when that is also very hard to find these days.”</p>
Robert	<p>“I am absolutely opposed to the oppressive non-compete agreements that really shock the sense of fair play for workers in search of similar positions elsewhere which may, or in fact, do have superior benefits and work conditions. Non-compete documents/contracts should be non-applicable if the signatory opts to render them null and void.”</p>
Andrew	<p>“Please expand this to include not for profit hospitals. There is an employment crisis in this country and eliminating noncompete clauses would be a step in the right direction.”</p>
Carissa	<p>“<b>Physicians</b> with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions.”</p>
Michael	<p>“<b>Physicians</b> with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location...When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency.”</p>

<p>Erica</p>	<p>"I strongly support the FTC's Notice of Proposed Rulemaking (NPRM) to prohibit employers from imposing noncompete clauses on workers. From a <b>nurse/healthcare perspective</b>, it is a huge limitation that takes power away from workers, keeps nurses and clinicians in jobs without wage growth or unionization, and limits healthcare workers from working in the places where they are needed most. Even a small FQIIC or rural hospital will often have a broad, coercive, non-compete contract, where a doctor, RN, or NP couldn't work within a 50-100 mile radius in similar care for many years if leaving - forcing workers out of primary care provision, out of working in their local communities, and away from working in rural, low-resourced areas.</p>
<p>Andrea</p>	<p>"I would support this rule. I have seen companies use it to limit potential competition."</p>
<p>Sandra</p>	<p>"I totally support this recommendation including rescinding current non-compete rules. A family member is unable to change jobs due to a two year non-compete he signed years ago, pre-pandemic. Times have changed and he is unable to change to a job that would not be competing with his current company; but is in the same career path. In my opinion the proposed change would be good for the economy."</p>
<p>Wendy</p>	<p>"This kind of clause is immoral and only exists to make sure workers can't quit and to punish them if they do."</p>
<p>Edward</p>	<p>"This rule is decades overdue! No one especially in the U.S. should be trapped in their jobs by a non-compete contract! It's a form of involuntary servitude &amp; keeps people from seeking &amp; obtaining better jobs! Once this becomes law of the land it's time to strike down right to work laws!</p>
<p>Louis</p>	<p>"As a <b>physician</b> non-compete contracts are detrimental to patient care- causing physicians to relocate to regions outside of their agreement causing Patients to lose access to care and to suffer from lack of continuity of care."</p>
<p>David</p>	<p>"There may be a few exceptional cases where these clauses are warranted, but most are just ways to unfairly control workers."</p>
<p>Afim</p>	<p>"Noncompetes for physicians only allow for further degradation of our working conditions by reducing our power to choose to leave. They serve no other purpose."</p>

M	<p>"I currently have a non-compete clause in my contract despite the fact I work for <b>state government</b>. There is no reason for non-compete except to keep wages down and tilting the power of the employer over the employee. Non competes cause unnecessary burden and disruption to families displacing children from their known environment. They limit freedom in a society where the markets regulate wages. They need to be abolished."</p>
mario	<p>"Non-compete unfairly affect <b>physicians</b> in a current environment where large healthcare systems with monopolies in the local healthcare market abuse their labor and make it impossible for small practices or individual physician to establish or flourish. Non-competes ought to be eliminated for all employees no matter their level of education or training."</p>
Joel	<p>"I am currently working under a non-compete clause. I was given a choice to sign the clause as an existing employee and was made to feel compelled to do so. Although not directly stated there was an implicit confusion on whether anyone who did not sign by a certain date would be let go. I felt a great level of coercion and have always regretted signing a document which I feel restricts my freedom to seek work at similar companies as my current one. Please pass this measure to right what I feel was an unfair practice that I am now bound to."</p>
Craig	<p>"I have personally been negatively impacted more than once by my current non complete. On one occasion I was told directly by the hiring company that they couldn't hire me because my current company has sent a letter to them telling them to stay away from their employees. In that case my <b>current company</b> didn't even have a competing product... It's sickening . These employment agreements are not fair and need to be abolished."</p>
thomas	<p>"Noncompete clauses are an anti democratic Method that allows companies to dictate people's lives. <b>Yale medical school and yale new haven hospital</b> has used noncompete clauses against physicians to prevent them from leaving employment at Yale. Not only is this reprehensible but physicians with enough money can usually successfully sidestep these clauses because they have money to hire lawyers if they need to go to court. People with lower salaries and less resources are trapped by their employers who use incompetent clauses."</p>
Kevin	<p>"Ban noncompete agreements."</p>
Peter	<p>"The proposed ruling, to end or severely limit the non-compete clause, is a boon both to workers and, to industry itself. This will unleash new ideas on the part of individuals who had been prevented from starting their own companies to put into effect their original ideas. This change will be very much in the American tradition of entrepreneurship and ingenuity. Good!"</p>

<p>Ashwin</p>	<p>"I strongly support the FTCs proposed ban on Non-Compete clauses. Forcing a <b>skilled worker</b> to give up working in their profession is completely unacceptable...I actually DID change professions when leaving my last company, but they continued to threaten me with baseless claims. While I might have won in court, every lawyer I spoke to assured me that I would spend a LOT of money just to win such a case, even though their claims were baseless. In the end, I was forced to "lie low" until the non-compete expired. The company never sued me, because they knew they had no case... Employees should not have to defend themselves at extensive cost, even when they change professions and are not at fault!"</p>
<p>Karen</p>	<p>"As medical groups and large health systems continue to consolidate, there is increasing challenge to a physician who wishes to change office locations. Already, most of us are reticent to leave current practice from a loyalty to the patients we serve. This is especially true in primary care and medical specialties where care tends to be longitudinal. Without this legislation, physicians must move or make a significant commute when change in employer is needed."</p>
<p>Joseph</p>	<p>"<b>Non profits</b> need to be included in this rule. Anyone that works in healthcare, money and competition is everything in a non profit. It's equal to that of a for profit institution. The proposal does not go far enough and is severely disappointing is that aspect. It will not help give me the freedom I need. This is especially true for workers that are PSLF. Their situation would not improve."</p>
<p>Kyle</p>	<p>"Non-compete clauses will allow <b>healthcare workers</b> (HCWs) actually to receive appropriate compensation and benefits for their level of training and experience, which will, in turn, promote better competition within shared healthcare markets, benefitting HCWs as a whole. The moment, HCWs are beholden to their employer, the debt they accumulated to earn their respective degree, and their current living situation. In order to advance within their respective profession when an advanced position for their experience becomes available, many times they are not afforded the ability to take these positions as they may be offered at a competing hospital in a shared market."</p>
<p>Chris</p>	<p>"I am a <b>tech entrepreneur</b> who was coerced into signing a non-compete when a Private Equity firm took over the company I was working at. In the week of signing that document, I am having difficulty building my own business as a result of their unfair business practices which included, forcing me to sign the document without providing me with a glimpse of what my compensation plan would be in the future. The noncompete contract is a direct hindrance to the creation of new innovation in the US economy."</p>
<p>Linda</p>	<p>"Please, please, please ban noncompete clauses/contracts! Workers must be able to participate freely in the labor market to support themselves and their families! These clauses/contracts are unfair and harm individuals, families, and economies."</p>



<p>Glen</p>	<p>“Non compete clauses coupled with at will employment can be compared to slavery. The at will language is commonly used to reflect an equal footing for both employees and employers, but when coupled with a non compete which is often over reaching it severely tilts die favor to the employer. The United States has some of the least favorable employee agreements in the non public employment sector. It's time to change this now and forever. California has been ahead of the curve and currently each state get to issue its own rules.”</p>
<p>Brian</p>	<p>“I agree with this ban on non-compete agreements - I worked under them for most of my 40+ years as an <b>engineer</b> and they made career choices very difficult or impossible... trade "secrets" can be protected without a non -compete clause.”</p>
<p>Danielle</p>	<p>“Non-compete clauses are used to trap employees and discourage free market employment. They are frequently used even when an employee going to another business would not result in a loss of customers/clients...No one goes to the emergency room to request a specific doctor, yet non competes prevent emergency veterinarians from seeking employment from other local emergency hospitals.”</p>
<p>Jake</p>	<p>“I am currently under a non-compete with my <b>former company</b> for one year. I have a family to support and take care, but I cannot pursue a job in my field because of my non-compete. This is completely unfair and unconstitutional to me. I have a career in my field my whole life, now I cannot pursue this for one year. This needs to be over turned, all I want and all of us under non competes is the equal chance to work in our chosen fields.. An example is a major league ball player playing for the Yankees for 10 years, and then is released or cut, or contract is up, telling that player you cannot go play for the Red Sox, or any other MLB team, just silly...Therefore I ask that you rule to make non compete illegal and make any current non compete null and void.”</p>
<p>Alan</p>	<p>“I have been under a non compete clause since my company eliminated my job in January. Non compete is for one year. I am in <b>sales</b>, have had my entire career in sales. Cannot find employment elsewhere, as every company whether online or in person interview asks if I am under a non compete. Usually first question. Very frustrating. I did not quit my last job, had nearly 25 years in the company, thought I would retire with company. The choose to eliminate my job with a 10 minute zoom call. Eliminating non competes will allow me and thousands of others the equal chance to seek employment elsewhere.”</p>

<p>Parth</p>	<p>“The AHA asked that any rules banning non-competes should specifically "exempt physicians and senior hospital executives or, more generally, highly- skilled, highly-compensated employees using, for instance, categories that are already well-established in federal law under the exemptions from minimum wage and overtime pay provided by Section 13(a)(1) of the Fair Labor Standards Act." This is a ploy by the AI-IA to drive down skilled labor wages. The non-competes for <b>physicians</b> specifically were intended to stop physicians from stealing patients (and in effect business) from the entity doing the hiring.//The AHA's comment is completely self- serving and should be ignored.</p>
<p>Karen</p>	<p>“I am a physician employee in <b>non- for-profit healthcare</b> system. The system dominates in the region already limiting local job market for my specialist. I am under noncompete agreement as mandatory part of job contract, which makes almost impossible to change the employer without moving to another state. I wholeheartedly support restrictions on noncompete restrictions. I also urge the Committee to include non-for-profit organization in the term Employer for this proposal.”</p>
<p>Eric</p>	<p>“As a <b>freelance web developer</b>, it is essential to my business model for me to be able to provide the same services to a variety of clients. I would be unable to continue my business if just one client made me sign a non-compete. I would, of course, refuse a contract with such a client. This would result in fewer possible job opportunities for me and, perhaps, lower wages over all as I would have fewer project available to bid on, particularly if I had a service focused on an industry where non-competes were common.”</p>
<p>Ann</p>	<p>“I am opposed to noncompete agreements and hope that you will make them illegal.”</p>
<p>Paul</p>	<p>“Non-compete contracts are way over-used and hurt ordinary working americans. Please protect us.</p>
<p>Amy</p>	<p>“Many of my friends and family have ended up subject to non-compete clauses in their jobs because there is often no reason for the employer not to require this. It keeps my loved ones stuck in jobs with low wages, toxic colleagues, etc. because they may be forbidden from going to a similar role within a reasonable commuting distance...As a <b>manager</b> myself, I get how frustrating it is to deal with employees leaving soon after being hired, going to competitors, etc. but there is no way easing that frustration is worth harming the ability of workers to make their own choices and stifling competition in the economy. No matter how you look at it politically, non-compete clauses are wrong.”</p>

Ravenna	“Please get rid of non-compete clauses! It is so damaging to my work as a <b>musician and teacher.</b> ”
Mehak	“We cant have hospitals control how we want to practice <b>medicine.</b> Compete clause is unfair. Please remove it.”
Daniel	“As a <b>physician,</b> I have seen firsthand how non-compete clauses can have a detrimental effect on patient care and the competitive landscape of the healthcare industry. Non-compete clauses restrict healthy competition within the healthcare industry and give employers an unfair advantage when negotiating contracts. These clauses can be used to prevent physicians from seeking better compensation or better working conditions, as employers know that the physician is unable to seek employment from competitors. This can lead to physicians feeling trapped in their current job, with no ability to negotiate better pay or benefits.”
Lara	“I am bound to my state and area for my husbands job and caregivers for our elderly parents. I am a <b>physician</b> and there are limited opportunities in this area - I feel bound to my job simply because of my noncompete which is restrictive in miles and hundreds of thousands of dollars meaning I cannot change jobs simply because of this and it is very fearful and a horrible way to practice medicine. I studied for so many years and want to serve patients in the best way possible and fear I won't be able to work at another practice because of the correct rules.”
Niurka	“I separated from my employer on 8/26/22 to open up my own practice. They are part of a huge health system in CT. Connecticut is a small state and their non-compete restricts where and who I can serve. They forced me to relinquish an assisted living facility that I secured through my own clinic. Non-competes limit physicians from breaking the chains of corporate medicine. Employers treat physicians as property and use these agreements to intimidate us. As a <b>primary care physician</b> it is detrimental especially since there is a shortage in my specialty. We need to take medicine back from these greedy corporations.”
Martin	“I strongly oppose all non-competes, especially in healthcare. Private equity companies are using non-competes to blackmail hospitals, and hold providers hostage. They force hospitals to pay expensive profits to shareholders, instead of directing that money back into the healthcare system.”
Charles	“I want to give my 100% support to the ending of the non compete clauses in Medical sales field. The clauses stifle competition and entrepreneurship by LOCKING in employees into staying with one firm. Relationships that are developed by the employee and owned by the company not the representative who has done all the work. In a sense the companies not only want the own the business they also own the employee. In College all my Professors talked about

	the "laissez faire" nature of American business but in practice its anything but freedom of employee movement."
Henry	"It's time to put non compete clauses to bed."
Justin	"There is no legitimate reason to allow non-compete clauses. This unfair practice robs employees of agency for the sake of a wealthy few."
Craig	"I support the proposed rule. I've been unfairly subjected to non-compete agreements throughout my career and they have drastically reduced my career options. Thank you for enacting this rule."
Chris	"I had a non compete that left me helpless. They cut our commissions and if I went anywhere remotely, they would sue. Which they have for others. So you take a job that you hope betters you and offers you a career path but if you want to change or if they do items like change your pay or pass you up for promotions. You should be able change jobs without fear of being sued."
Peter	"I totally agree with and support a ruling that bans non-compete contracts and agreements. Such agreements are a form of involuntary servitude, impede economic growth and stifles innovation and economic development."
Jill	"Non competes are archaic and only favor big employer. Ban them!"
Marc	"The FTC's proposed rule banning the use of non-competes is great news for workers like myself and for maintaining our economy's competitive edge. I have been subject to several non-competes which have restricted my career opportunities over the years. As I age and my skills become specialized, it becomes more difficult to find career opportunities that fit my years of experience and don't conflict with a non-compete. In recent years, we've seen an explosion of non-compete agreements across industries and income brackets that have depressed wages and stifled innovation."
Sadee	"Non competes are disgusting violations of an employee's rights. They are in favor of employers and leave the employees at a gross disadvantage. Unbelievable they were able to do this for so long. It also makes patients suffer due to inability to find a <b>physician</b> ."
Kateryna	"English is the second language for me, and signing up contract with my employer I didn't even know of what non compete means. Now 2 weeks into my training I found out that employer deliberately concealed important information about their policy, that drastically influences my monthly income. Now after I found out about

	also and non-compete chapter in contract I leave me at big that has no fair monthly rate and no opportunity to change the job 15 miles radius of the area.”
Aprille	“I am horrified to learn that non-compete clauses have been integrated into <b>middle and low income professions</b> . Their adoption by small to mid-sized service businesses like salons, car repair shops and restaurants is a misuse of an already ill-defined law. It was meant to safeguard companies from employees that had access to, and knowledge of, proprietary technology, which they could use to give another company an unfair advantage. The law was never meant to prevent a garage mechanic from moving to another job for better pay.//Our labor law seems to be taking giant leaps backward. We are steadily making our way back to the 19th Century.”
Heather	“Please eliminate non-compete clauses - these contractual limitations create modern slavery, allowing the rich to capture the intelligent. Non-compete clauses benefit rapacious billionaires, and American society loses while we watch these rich vipers destroy our best and brightest.”
James	“I really appreciate your lifting the conversation about non-compete agreements and hope that you will be able to implement measures that limit those agreements to create the job-lock and other problems that have hampered employees for decades. As with non-compete agreements, I believe that severance agreements like this are also part of the problem.”
Dana	“Please act to ban noncompetes especially in the field of medicine...I currently am a <b>primary care physician</b> with a 20 mile noncompete. I really had no choice to sign this contract which was required to keep my job when we were bought. I am planning to leave my current employer, but the distance is too far to expect my patients to be able to follow me and the company I work for has infinite resources making it impossible for me to challenge it in the courts.”
Stephanie	“I strongly believe that any language included in an employment agreement which prohibits an individual from earning a living due to leaving that company should be banned. As a <b>hairstylist</b> who is paid on a commission basis, it is important to note that in addition to non-competes, we are often subject to "business expense charges", which can significantly lower our commission rate. What we produce in service sales for our employer is very different from what we actually gross as a salary, which is approximately 1/3 of service sales.. Please stop non-competes and start treating all workers as you yourself would want to be treated.”
Jason	“Hello - I am fully in support of banning non-compete clauses in employment offers. The use of non-competes limits one's ability to change jobs freely within the same industry (which may be where their expertise lies) without fear of a legal battle...These clauses should be eliminated.”

Maeve	<p>“Non-competes are a horrendous business practice that are designed to prevent people from using their skills to receive the fairest wages at a market rate. They are significantly overused, in fields where they are completely unnecessary, and unnecessarily burden employees and trap them in bad situations, while allowing businesses to significantly underpay their labor. The FTC should IMMEDIATELY ban non-competes, and open America up to free market principles.”</p>
Austin	<p>“Fully supportive of the action and goals of banning non-compete clauses in employment and especially terminations. This is harmful on wages, and non-competitive on employment.”</p>
Robert	<p>“As both an <b>employer</b> of individuals and employee of current and previous companies, I support this proposal. It is more fair to the individuals involved and prevents unreasonable restraint of employment by companies. This is especially grievous in the case of employees who are terminated or laid off yet are still forced to comply with the terms of a non-compete agreement, as well as for individuals forced to resign even though such resignation may not be optional. One element that ought to be considered as an exception goes beyond the company sales provision described but extends that to the sale or licensing of a product to an entity; here a non-compete seems reasonable for at least a period of time (&gt;1 year).”</p>
Rammurthy	<p>“I am aware of situations where an employer forced an ironclad noncompete clause in the contract ..then fired the <b>Physician</b> employee with in 3 wks of hiring claiming inadequate revenues then refuses to give relief from such clause. The physician who moved from afar bought a home now stuck w such unreasonable clause preventing her for earning a living with in the area. Extremely disappointing such clauses are allowed to stand in this age of shortage of HEALTHCARE workers!”</p>
Martine	<p>“Please stop this predatory practice. It has derailed the promising career of a family member. She has studied very hard to become a <b>physical therapist</b>. Her first employer exploited my niece's kindness, sincerity and inexperience. In the end my niece had to decide to either stay in an abusive employment situation or due to an outrageous non-compete, to be without work for months until finding a position she now has to drive over 3 hours a day for. Her skills are in high demand nearer to home, but her noncompete makes it impossible.”</p>
William	<p>“I suffered under non-compete clauses for decades. They constrained my opportunities, limited my wages, and inhibited me from starting my own company and even writing a book! Employers protect themselves completely with non-disclosure agreements. That preserves their intellectual property. Non-competes are punitive and choke economic growth.”</p>
Muhammad	<p>“This non compete clause unnecessarily restricts doctors who for whatever reason may want to switch employment. What if the employer is operating under unfair practices? What if contract renegotiation falls through? This ability gives employers</p>

	all the power to control where employees can work, this rule restricts free labor. I would vote against non compete clauses!"
Joni	"Non competes are keeping people from finding employment. They trap people in unhealthy and unsafe working environments. I am trapped in a non compete where the pay structure changes when ever the owners of the business feel like it. I can't leave because of the restrictions of the non compete. Companies should not be allowed to do what ever they want while their employees have to suck it up because of fear of losing income."
Benjamin	"I think this a great idea, and I hope it gets implemented"
robert	"Very much in favor of banning non-competes."
Phyllis	"Against non-competes at all levels but especially at non-corporate jobs. There is no intellectual property to protect here. Jobs are quit for many reasons and the ability to secure future employment is unfairly hampered by these contracts. Morally, there is no place for them in the modern business workplace."
Gautam	"It has been brought to my attention that for almost all contractually employed people, restrictive covenants are about to be made extra legal. At the same time, somehow, <b>physicians</b> are going to be specifically excluded from this new laws. It feels very much as if the government is "ganging up" on physicians, the very people who help care for the majority of the unwell and infirm. Excluding physicians from these laws very directly makes them susceptible to loss of all employment rights. They are immediately made pawns of what we already know is an oversized and overpowerful system."
Douglas	"Non-compete clauses are a PERVERSION of capitalism, insulating incompetent companies from market consequences for their own market failures. Companies need to accept ALL the responsibilities of participating in an OPEN market, including paying a price for a resource, LABOR, here, that will gravitate to the highest return for LABOR's market participation."
Daniel	"The non compete clauses in contracts have forced me to change careers on more than one occasion. Putting undue financial strain on me and my family which I support. These are unfair clauses giving employers an unfair advantage over employees. Please do eliminate non compete clauses nationally, you will be helping millions of people better their own lives and the lives of others around them."
J	"I signed my noncompete as a condition of getting a raise about 10 years ago. I was two months, postpartum and vulnerable my noncompete applies even if my employer fires me I am in the <b>healthcare industry</b> , providing clinical care, and

	having a noncompete has prevented me from seeking other employment with my current employer and work environment has become difficult.”
Hao	“Non compete needs to be banned especially in medicine where <b>physicians</b> have no special company secret. It hurts patient care when patients cannot go to see the physicians they want. Overall non compete is bad for all workers and should be banned.”
Elizabeth	“As a <b>physician</b> , this would be a valuable change for more flexibility. If a company wants exclusivity they can recruit and retain better without dictating what a person does after leaving the company. Non-competes are predatory and should be eliminated.”
Frank	“100% support this. Non competes don't protect <b>company</b> secrets they protect employer turf and prevent workers from freedom to choose their workplace.”
David	“As a <b>physician</b> , I strongly believe this needs to be done away with. There are rules preventing taking patients from prior employer, however there is no reason why I need to double my commute to switch jobs. If a patient chooses to follow me, that is their prerogative. A bad employer should not be able to hold an employee hostage. If they don't want people leaving, they should treat employees better.
Danielle	“I am a <b>physician</b> with a unique specialty in a small state. I recently left my job where I was hired to perform my specialty. When I decided to leave that job because I was unhappy, no other major practice currently utilizing my specialty was outside of my non-compete radius. My non-compete clause was forcing me to either stay in my current position where I was unhappy, or to take a job knowing I could not practice my specialty for at least one year, unless I wanted to build a clinic from the ground up (which I was not interested in doing). Also, prior to signing my contract that included the non-compete clause, I attempted to negotiate that the radius be reduced/removed, however, my employment was contingent on signing the non-compete.”
Ariel	“Non competes should be illegal.”
Swagoto	“I am a <b>physician</b> , who, if you include medical school, spent 14 years in training to become an independent practitioner. The current process for medical training at each step makes trainees feel as though they should be indebted to their employers and supervisors instead of their patients. At the end of my training, when I was searching for jobs, the process did not become any better. Abolishing noncompete clauses would not only be a liberating step for essentially all healthcare workers but the increased mobility would elevate the best health systems further and I believe would lead to better patient outcomes and experiences.”



Missy	"I strongly support this ban. Currently as a <b>yoga teacher/personal trainer</b> it really limits where I can work and who I can work with - leading to difficulty making ends meet financially."
A	"Today's workplace is far more unreliable and employees need to have the ability to apply for other jobs without fear. Noncompete language is sometimes included in employee incentives and through other means and they are unaware. I purposely gave up bonus stock incentive in 2022 as a result of noncomplete language and risk of RIF at any time. I am happy to see that the FTC has clearly defined the difference between an NDA and a NCC as a company should be allowed to have employees and third-parties sign an NDA to protect their interests."
Dr. David	"Non competes are a source of leverage and power that employers unfairly use to preserve their monopoly. A <b>resident</b> coming out of training has no choice but to sign a non compete, moves their family to a community and not infrequently discovers that the same people who insist on a non compete are like the lawyers in the famous Grisham novel, The Finn. It's time to give the employees a bit of level ground. Please abolish this inequity."
Muhammad	"Everyone should have the right to work and practice their skills without fear of intimidation. Non compete is against the basic right to work in area of your choice."
Nicole	"Noncompete clauses have caused me to have to move cities to be able to work. It's not fair that a business can reservist require an employee to leave the state in some cases to honor a noncompete. There are no regulations with size or timeframe. Employees need protection from businesses not the other way around."
Adam	"Please enact this rule and eliminate noncompetes which are holding our economy and society back and creating unnecessary human suffering for talented people who want to work and provide for their families."
Frank	" <b>Physicians</b> should under no circumstances be excluded from protections from non competes. The AHA is solely trying to support monopolies of labor despite no demonstrable benefit to public health or commerce with preventing physicians from moving to different practices."
Syed Areej	"Remove non compete please"
Matthew	"I support this. Non-compete contracts are anti-competitive. They everyday Americans that are trying to better themselves."

<p>AI</p>	<p>“When I left my last job 4.5 years ago, my then employer tried to include very onerous noncompete language in my severance agreement. Such language would have severely limited my ability to find another job or start my own business in a field in which I had close to 30 years experience. I was able to delete the noncompete language from the final agreement, but only after heavy negotiations, the help of a good lawyer, and me trading off things I wanted elsewhere in the agreement. I should not have had to pay a lawyer, nor trade off other terms in such an agreement in order to continue to be able to work in the field in which I had close to 30 years experience.”</p>
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