

In Support of HB 270 - Healthcare Worker Post-Employment Amendments

House Bill 270 proposes changes to Utah law governing post-employment restrictive covenants (such as non-compete agreements) for healthcare workers. The bill *revises definitions* and *clarifies what types of restrictions are valid or excluded* in agreements between healthcare employers and employees after employment ends.

In practical terms, the bill aims to ensure that healthcare workers' contracts are clear about what post-employment limits they can agree to - particularly regarding non-compete clauses - and to define what is *excluded* from being treated as a non-compete.

- **Promotes Workforce Mobility:**

Modernizing how post-employment restrictions are defined could allow healthcare professionals greater freedom to change jobs or practice without unnecessary legal uncertainty.

- **Clarifies Legal Terms:**

By clearly defining what counts as a non-compete versus other types of restrictive covenants (such as nondisclosure or nonsolicitation), the bill reduces confusion and potential litigation.

- **Supports a Competitive Healthcare Market:**

Clarifying post-employment rules may encourage healthier competition among healthcare providers for talent, which can benefit service quality and access.

- **Protects Healthcare Workers' Rights:**

Refining post-employment clauses can help protect workers from overly broad restrictions that limit their career opportunities after leaving a job.

- **Aligns with Broader Labor Policy Trends:**

Similar reforms in other states have focused on balancing employer interests with employee freedom - particularly in essential fields like healthcare.