

Jennifer Lamb

HB1388 - Delegate Hill - Labor and Employment – Noncompete and Conflict of Interest Clauses
– Veterinary and Health Care Professionals

Position: Favorable

I am in favor of an end to veterinary noncompete and conflict of interest clauses in employment contracts. I've been personally impacted by being unable to get the specialized veterinary care I needed for my horses because the only vet who offered the services needed in my area was banned from coming to my farm by a noncompete agreement. These agreements block pet owners from being able to select care providers for their animals, and in the case of my horses, a veterinary noncompete has closed the only equine surgery provider within reasonable driving distance of my farm. If I have a surgical emergency, I'm now hours away from help.

These agreements are unfair on the vets who work so hard to care for our animals. They bring their families to an area, build relationships with clients, and then are locked into working solely for a single vet clinic unless they want to totally uproot their families and lives. With the current shortage of vets and the high rate of suicide in the profession, we need to protect our veterinarians' ability to live, work, and maintain quality of life. There is nothing provided by non-compete and conflict of interest clauses that cannot be adequately covered by a non-solicitation of clients agreement in an employment contract. Please do away with noncompete and conflict and interest clauses for this at-risk profession.