



Maryland Farm Bureau

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To: House Health and Government Operations Committee

From: Maryland Farm Bureau, Inc.

RE: **Support of HB1388 Labor and Employment – Noncompete and Conflict of Interest Clauses – Veterinary and Health Care Professionals**

On behalf of the member families of the Maryland Farm Bureau, I submit written testimony in support of HB1388. This bill expands the application of provisions of current law stating that a noncompete or conflict of interest provision in an employment contract is null and void under State law to an employment contract for an employee that is required to be licensed under the Health Occupations Article or as a veterinary practitioner or veterinary technician.

As a state, we are currently facing a shortage of practicing Veterinarians in the state. In 2023, the USDA declared 237 rural veterinary shortage areas in 47 states, which is more than any year to date. The main issue with noncompete for veterinary shortages, is that once that noncompete has been applied, many veterinarians stop practicing all together, and do not return to actively practicing. With the current shortage of veterinarians, and less veterinarian students, we need to make a effort to keep those practicing active.

Maryland Farm Bureau Supports HB1388

A handwritten signature in black ink, appearing to read 'Tyler Hough', written over a horizontal line.

Tyler Hough
Director of Government Relations