



Board of Nursing

Wes Moore, Governor · Aruna Miller, Lt. Governor · Laura Herrera Scott, M.D., M.P.H., Secretary

February 15, 2024

The Honorable Joseline A. Peña-Melnyk
Chair, House Health and Government Operations Committee
Room 241
House Office Building
Annapolis, MD 21401

RE: HB 1388 – Labor and Employment – Noncompete and Conflict of Interest Clauses – Veterinary and Health Care Professionals – Letter of Support

Dear Chair Peña-Melnyk and Committee Members:

The Maryland Board of Nursing (the Board) respectfully submits this letter of support for House Bill (HB) 1388 – Labor and Employment – Noncompete and Conflict of Interest Clauses – Veterinary and Health Care Professionals. This bill applies to certain veterinary and health care professionals certain provisions of law stating that certain noncompete and conflict of interest provisions in certain employment contracts are null and void as being against the public policy of the State; and applies the Act retroactively.

Limiting or nullifying the impact of noncompete and conflict of interest provisions can have a transformative effect on the employment market. This bill's provisions could help to strengthen the workforce by allowing workers to more freely move through the market to find employment in their field, which is of particular importance in the nursing profession, where we have long faced staffing shortages. Additionally, this bill would strengthen the incentives for employers to make workplace conditions and wages better for workers, thus reducing turnover and improving retention. Not only do nurses deserve these improved conditions, but they could attract more potential nurses to the workforce as well. We applaud any effort to strengthen the nursing profession and its reach, to improve access to care across our communities. In fact, better nurse retention can improve continuity and quality of care, which benefits us all.

For the reasons discussed above, the Maryland Board of Nursing respectfully submits this letter of support for HB 1388.

I hope this information is useful. For more information, please contact Ms. Mitzi Fishman, Director of Legislative Affairs, at 410-585-2049 or mitzi.fishman@maryland.gov, or Ms. Rhonda Scott, Executive Director, at 410-585-1953 or rhonda.scott2@maryland.gov.

Sincerely,

A handwritten signature in black ink, appearing to read "G. Hicks", written in a cursive style.

Gary N. Hicks
Board President

The opinion of the Board expressed in this document does not necessarily reflect that of the Department of Health or the Administration.