

Support (FAV)
for
HB 1388

March 1st, 2024

Shaun Gandia

HB 1388

- Labor and Employment – Noncompete and Conflict of Interest Clauses – Veterinary and Health Care Professionals
 - FOR the purpose of applying 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; applying this Act retroactively; and generally relating to noncompete and conflict of interest clauses in employment contracts.

Extreme Equine Veterinary Shortage in MD

- MD is home to about 95,000 horses
 - From the 2023 Economic Impact Study of the MD Horse Industry by the American Horse Council Foundation:
 - Total Value Added to MD economy: \$1.77 Billion
 - Employment Impact: 28,434 jobs
 - Total Economic Impact in MD: \$2.9 Billion
- From the MD Board of Veterinary Medical Examiners:
 - Total Licensed Veterinarians: 3303
 - **Veterinarians servicing horses: 94 (~2.8%)**
- **OVER 1000 HORSES PER EQUINE VETERINARIAN**

Who am I?

- Lifelong equestrian
 - Rode before I walked
 - Horse show competitor through childhood, college, early career years all across the US
- US Air Force Veteran
- Turned Professional Trainer and Competitor
 - Lesson, Training, and Boarding operations in SC and FL
- “Semi-retired” and moved to MD to be with my Army husband
- Volunteer at Horse Rescue and Therapeutic Riding Program
- Veterinary Technician at local Equine Hospital

Why do I care?

- My Horses currently have No Vet Care
 - Went to work for local Vet Practice that I was a client of since moving to MD
 - Extremely toxic work environment and poor management
 - Let go (along with 10 other techs) after 3 vets left within 5 months → viewed as being “on their side”
- I have been “fired as a client”
- The other vets from the practice cannot see my horses at my farm due to a non-compete clause in their contracts
- I have no relationship with any other local vets that are already over-taxed

What do I want?

- I want to choose whatever vet I want for my horses regardless of who they work for.
 - Trust and confidence with a doctor grows over time; this relationship is invaluable and difficult to replace
- Non-compete clauses need to be eliminated from veterinary employment contracts
 - Equine veterinarians are already in short supply
 - Hard working conditions with 24/7 on-call; traveling to remote locations; large animals with increased risk of injury
 - Local practice alone has gone through 17 equine veterinarians that have been forced to move to small animal practice or move out of the area

Thank you!

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