



**To:** House Health and Government Operations Committee

**Bill:** House Bill 1388 - Labor and Employment – Noncompete and Conflict of Interest Clauses – Veterinary and Health Care Professionals

**Hearing Date:** March 5, 2024

**Position:** Favorable

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The Maryland Academy of Physician Assistants supports *House Bill 1388 - Labor and Employment – Noncompete and Conflict of Interest Clauses – Veterinary and Health Care Professionals*. The bill prevents an employee who is licensed under the Health Occupations Article or who works as a veterinarian or veterinary technician from being held to a noncompete clause.

The Commission to Study the Healthcare Workforce Shortage Crisis found that Maryland is behind other states in addressing health professional shortages. There are persistent and severe shortages in every health care setting.<sup>i</sup> Maryland is a small state that borders five jurisdictions. We may have Maryland health professionals, including physician assistants, who cross state lines for a new position because a noncompete clause prevents them from continuing to work in the same area.

We ask for a favorable report on this legislation. If we can provide any further information, please contact Robyn Elliott at [relliott@policypartners.net](mailto:relliott@policypartners.net) or (443) 926-3443.

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<sup>i</sup>[https://health.maryland.gov/docs/SB%20440%20Ch.%20708%20\(2022\)%20%E2%80%93%202023%20Final%20Report%20%E2%80%93%20Commission%20to%20Study%20the%20Heal.pdf](https://health.maryland.gov/docs/SB%20440%20Ch.%20708%20(2022)%20%E2%80%93%202023%20Final%20Report%20%E2%80%93%20Commission%20to%20Study%20the%20Heal.pdf)