MAINE STATE LEGISLATURE

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122nd MAINE LEGISLATURE

FIRST REGULAR SESSION-2005

Legislative Document

No. 912

H.P. 631

House of Representatives, February 22, 2005

An Act Regarding Noncompete Agreements

Reference to the Committee on Labor suggested and ordered printed.

Millicent M. Macfarland MILLICENT M. MacFARLAND Clerk

Presented by Representative MOORE of Standish. Cosponsored by Representative: RICHARDSON of Skowhegan.

Be	it	enacted	by	the	Peor	ole	of	the	State	of	Maine	as	follows:

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Sec. 1. 26 MRSA §600 is enacted to read:

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§600. Noncompete agreements

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If an employer requires an employee to enter into an agreement not to compete with the employer, the employer must in person review the agreement and disclose the terms of the agreement with that employee. An agreement not to compete under this section may be enforced only if an employee leaves the employment of the employer within 3 months from the beginning of that employment.

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SUMMARY

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This bill provides that an employer who requires an employee to enter into a noncompete agreement to meet in person with the employee and review and disclose the terms of the agreement. This bill also allows the enforcement of a noncompete agreement only if the employee leaves within 3 months from the beginning of that employment.