

MAINE STATE LEGISLATURE

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132nd MAINE LEGISLATURE

SECOND REGULAR SESSION-2026

Legislative Document

No. 2200

H.P. 1479

House of Representatives, February 10, 2026

An Act to Prohibit Noncompete Clauses for Health Care Professionals as Recommended by the Commission to Evaluate the Scope of Regulatory Review and Oversight over Health Care Transactions That Impact the Delivery of Health Care Services in the State

Reported by Representative MATHIESON of Kittery for the Joint Standing Committee on Health Coverage, Insurance and Financial Services pursuant to Resolve 2025, chapter 106, section 8.

Reference to the Committee on Health Coverage, Insurance and Financial Services suggested and ordered printed pursuant to Joint Rule 218.

Handwritten signature of Robert B. Hunt in cursive.

ROBERT B. HUNT
Clerk

1 **Be it enacted by the People of the State of Maine as follows:**

2 **Sec. 1. 26 MRSA §599-A, sub-§1, ¶A-1** is enacted to read:

3 A-1. "Health care practitioner" means an individual qualified or licensed under state
4 law to perform or provide health care services to persons in the State.

5 **Sec. 2. 26 MRSA §599-A, sub-§3**, as amended by PL 2023, c. 118, §1, is further
6 amended to read:

7 **3. Prohibited for certain workers.** Notwithstanding subsection 2, an employer may
8 not require or permit an employee to enter into a noncompete agreement with the employer
9 if:

10 A. The employee is earning wages at or below 400% of the federal poverty level; or

11 B. The employee is a veterinarian licensed under Title 32, chapter 71-A and is
12 employed in a veterinary facility in which the employee does not have an ownership
13 interest.

14 A court may not enforce a noncompete agreement entered into or renewed with an
15 employee who is a veterinarian licensed under Title 32, chapter 71-A before ~~the~~
16 ~~effective date of this paragraph~~ October 25, 2023 unless the employee is working in a
17 veterinary facility in which the employee has an ownership interest; or

18 C. The employee is a health care practitioner.

19 **Sec. 3. 26 MRSA §599-A, sub-§5**, as enacted by PL 2019, c. 513, §1, is amended
20 to read:

21 **5. Effective date of a noncompete agreement.** ~~Except for a noncompete agreement~~
22 ~~between an employer and an allopathic physician or an osteopathic physician licensed~~
23 ~~under Title 32, chapter 48 or chapter 36, respectively, the~~ The terms of a noncompete
24 agreement do not take effect until after one year of the employee's employment with the
25 employer or a period of 6 months from the date the agreement was signed, whichever is
26 later.

27 **SUMMARY**

28 This bill is reported out by the Joint Standing Committee on Health Coverage, Insurance
29 and Financial Services pursuant to Resolve 2025, chapter 106 to implement a recommendation
30 from the Commission to Evaluate the Scope of Regulatory Review and Oversight over Health
31 Care Transactions That Impact the Delivery of Health Care Services in the State. The joint
32 standing committee has not taken a position on the substance of this bill. By reporting this bill
33 out, the joint standing committee is not suggesting and does not intend to suggest that it agrees
34 or disagrees with any aspect of this bill; instead, the joint standing committee is reporting the
35 bill out for the sole purpose of having a bill printed that can be referred to a joint standing
36 committee for an appropriate public hearing and subsequent processing in the normal course.
37 The joint standing committee is taking this action to ensure clarity and transparency in the
38 legislative review of the proposals contained in the bill.

39 This bill prohibits noncompete agreements for health care practitioners.