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On Behalf Of:
Committee: House Committee On Behavioral Health and Health Care
Measure, Appointment or Topic: SB957

As the spouse of a health care provider, I'm writing in support of this bill (SB957).

Non-competes create stress for many families, partners, and children of health care providers. Instead of simply being able to change jobs locally and for legitimate reasons (if, for example, one job is unreasonably demanding and the provider feels that a different organization would have a better work/life balance - or any variety of legitimate reasons for a provider to desire a job change), non-competes mean that providers can only change jobs with incredible restrictions of both time and location (ie. not work within a particular area for a designated time frame).

Non-competes mean that families are often left with terrible choices: the provider (as a family member/partner/parent) must either stay at a job that is unsatisfactory (even unsustainable) or must find a different job very, very far away (which could mean the family has to move entirely) to avoid violating the non-compete.

In order to navigate the choice between, for example, avoiding burnout (a common reason for providers to need a job change) or staying put in a community where providers and their families have roots, families have to make impossible choices.

On one hand, families are often forced to move far away and uproot their kids and leave their connections, schools, communities, and change geographic locations just so (in many cases) the primary earner in a family can find a job outside of the non-compete mileage boundary. On the other hand, providers are forced to commute long distances outside of their home community in order to comply with non-competes, taking significant time away from family, often while raising young kids, missing breakfast, dinners, bedtimes, just to wait out a non-compete clause when a perfectly acceptable job option (or options) might exist much closer to home. Or the last option, provider may simply stay put in jobs they do not want, often burned out, exhausted, and disillusioned, because they do not want to wreak havoc on their families.

For all the reason listed above, I strongly believe that non-competes are damaging to providers and their families, and I fully support SB957 to void non-compete agreements.