



General Assembly

January Session, 2019

Proposed Bill No. 7038

LCO No. 1160



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
REP. PHIPPS, 100th Dist.

**AN ACT CONCERNING STATUTORY STANDARDS FOR
REASONABLE NONCOMPETE AGREEMENTS.**

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 That title 31 of the general statutes be amended to establish
2 statutory standards for reasonable noncompete agreements, including
3 (1) that the agreement be written, signed by the employer and
4 employee and state that the employee has a right to consult with
5 counsel prior to signing, (2) that the employer provide notice of the
6 agreement to the employee, (3) that an employer who requires an
7 employee to sign a noncompete agreement prior to beginning
8 employment provide a copy of the agreement to the employee either
9 before making a formal offer or ten days prior to the start of
10 employment, whichever comes first, (4) that an employer who requires
11 an employee to sign a noncompete agreement during employment
12 provide notice of the agreement not less than ten business days before
13 the agreement becomes effective, and (5) that noncompete agreements
14 during employment be supported by consideration other than
15 continued employment.

Statement of Purpose:

To establish statutory standards for reasonable noncompete agreements.