

## **Noncompetes are now illegal for many District Workers.**

Starting October 1, 2022, there is a new law that prohibits “noncompetes” for many District workers.

### **What are noncompetes?**

Noncompetes are rules that employers use to prevent workers from taking a new job at another similar business, or to stop workers from starting their own similar business. Here are three examples of noncompetes:

- You work at a fast-food restaurant. Your employment manual says you cannot work at another fast-food place for six months after you leave your job.
- You are a nurse at a hospital. Your employment contract says you cannot work at any other nearby hospital for two years after you leave your job.
- You are a personal trainer at a gym. Your gym tells you that if you leave your job, you cannot start your own gym for three years.

### **What does the new DC law prohibit?**

The new law says that in most cases, employers *may not* impose noncompetes on employees who make less than \$150,000 a year. If you make more than \$150,000, your employer can give you a noncompete, but only for one year. If you are a doctor making over \$250,000, your employer can give you a noncompete for up to two years.

### **What should you do if you believe you have been asked to agree to an illegal noncompete?**

If your employer asks you to sign a noncompete, and you think it might violate District law, please contact the Office of Attorney General. You can:

- Call at (202) 442-9828 or
- Email at [workers@dc.gov](mailto:workers@dc.gov) or [trabajadores@dc.gov](mailto:trabajadores@dc.gov).