

**SF0107****Noncompete agreements prohibited.**

Sponsored By: Senator(s) Nethercott and Kolb and Representative(s) Angelos, Filer, Johnson, Lucas, Singh, Washut and Wharff

AN ACT relating to miscellaneous contracts and actions; providing that contractual covenants not to compete are void; providing exceptions; specifying requirements for covenants not to compete for physicians; specifying applicability; and providing for an effective date.

1/13/2025 Bill Number Assigned
1/13/2025 S Received for Introduction
1/17/2025 S Introduced and Referred to S01 - Judiciary
1/24/2025 S01 - Judiciary:Recommend Do Pass 4-0-1-0-0

ROLL CALL

Ayes: Senator(s) Crago, Hicks, Kolb, Olsen

Excused: Senator Crum

Ayes 4 **Nays** 0 **Excused** 1 **Absent** 0 **Conflicts** 0

1/24/2025 S Placed on General File
1/30/2025 S COW:Passed
1/31/2025 S 2nd Reading:Passed

SF0107S3001/ADOPTED

Page 2-lines 12 through 15 Delete entirely and insert:

"(iii) Any contractual provision providing for the recovery of all or a portion of the expense of relocating, educating and training an employee as follows:

(I) Recovery of not more than one hundred percent (100%) of the expense for an employee who has served an employer for a period of less than two (2) years;

(II) Recovery of not more than sixty-six percent (66%) of the expense for an employee who has served an employer for between two (2) and less than three (3) years;

(III) Recovery of not more than thirty-three percent (33%) of the expense for an employee who has served an employer for between three (3) and less than four (4) years.". LAURSEN, D

2/3/2025 S 3rd Reading:Passed 30-1-0-0-0

ROLL CALL

Ayes: Senator(s) Anderson, Barlow, Biteman, Boner, Brennan, Case, Cooper, Crago, Crum, Dockstader, Driskill, French, Gierau, Hicks, Hutchings, Jones, Kolb, Landen, Laursen, Mckeown, Nethercott, Olsen, Pappas, Pearson, Rothfuss, Salazar, Schuler, Scott, Smith, Steinmetz

Nays: Senator Ide

Ayes 30 **Nays** 1 **Excused** 0 **Absent** 0 **Conflicts** 0

2/4/2025 H Received for Introduction
2/19/2025 H Introduced and Referred to H07 - Corporations

2/27/2025 H07 - Corporations:Recommend Amend and Do Pass 9-0-0-0-0

ROLL CALL

Ayes: Representative(s) Brown, Hoeft, Johnson, Knapp, Locke, Lucas, Webb, Webber, Yin

Ayes 9 **Nays** 0 **Excused** 0 **Absent** 0 **Conflicts** 0

2/27/2025 H Placed on General File

SF0107HS001/ADOPTED

(TO ENGROSSED COPY)

Page 1-above line 1

In the catch title, delete entirely and insert
"Noncompete agreements prohibited.". KNAPP, CHAIRMAN

2/28/2025 H COW:Passed

3/3/2025 H 2nd Reading:Passed

3/4/2025 H 3rd Reading:Passed 39-21-2-0-0

ROLL CALL

Ayes: Representative(s) Andrew, Angelos, Banks, Brown, L, Byron, Campbell, E, Campbell, K, Chestek, Clouston, Connolly, Davis, Eklund, Erickson, Filer, Geringer, Harshman, Jarvis, Johnson, Kelly, Knapp, Larsen, Larson, Lawley, Neiman, Nicholas, Posey, Provenza, Riggins, Sherwood, Singh, Tarver, Thayer, Washut, Wasserburger, Webb, Wharff, Williams, Wylie, Yin

Nays: Representative(s) Allemand, Bear, Brady, Bratten, Brown, G, Guggenmos, Haroldson, Heiner, Hoeft, Lien, Locke, Mccann, Ottman, Pendergraft, Rodriguez-Williams, Schmid, Smith, Strock, Styvar, Webber, Winter

Excused: Representative(s) Lucas, Storer

Ayes 39 **Nays** 21 **Excused** 2 **Absent** 0 **Conflicts** 0

3/4/2025 S Received for Concurrence

3/4/2025 S Concur:Passed 30-1-0-0-0

ROLL CALL

Ayes: Senator(s) Anderson, Barlow, Biteman, Boner, Brennan, Case, Cooper, Crago, Crum, Dockstader, Driskill, French, Gierau, Hicks, Hutchings, Jones, Kolb, Landen, Laursen, Mckeown, Nethercott, Olsen, Pappas, Pearson, Rothfuss, Salazar, Schuler, Scott, Smith, Steinmetz

Nays: Senator Ide

Ayes 30 **Nays** 1 **Excused** 0 **Absent** 0 **Conflicts** 0

3/4/2025 Assigned Number SEA No. 0087

3/4/2025 S President Signed SEA No. 0087

3/5/2025 H Speaker Signed SEA No. 0087

3/19/2025 Governor Signed SEA No. 0087

3/19/2025 Assigned Chapter Number 170

Chapter No. 170 Session Laws of Wyoming 2025