

SECOND REGULAR SESSION  
HOUSE COMMITTEE SUBSTITUTE FOR  
**HOUSE BILL NO. 2326**  
**100TH GENERAL ASSEMBLY**

5112H.03C

DANA RADEMAN MILLER, Chief Clerk

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**AN ACT**

To amend chapter 191, RSMo, by adding thereto one new section relating to noncompete agreements for certain health care providers.

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*Be it enacted by the General Assembly of the state of Missouri, as follows:*

Section A. Chapter 191, RSMo, is amended by adding thereto one new section, to be  
2 known as section 191.260, to read as follows:

**191.260. Notwithstanding any other provision of law, no nonprofit employer shall  
2 require an employee who is a podiatrist licensed under chapter 330; a chiropractor licensed  
3 under chapter 331; a dentist, dental hygienist, or dental assistant licensed under chapter  
4 332; a physician or surgeon licensed under chapter 334; an anesthesiologist assistant  
5 licensed under chapter 334; a physical therapist or athletic trainer licensed under chapter  
6 334; a physician assistant or assistant physician licensed under chapter 334; a respiratory  
7 care practitioner licensed under chapter 334; a nurse licensed under chapter 335; an  
8 optometrist licensed under chapter 336; a psychologist licensed under chapter 337; or an  
9 emergency medical technician or any emergency personnel licensed under chapter 190; and  
10 who has worked for a period of twenty-four continuous months with the employer to sign  
11 a noncompete agreement, except to prohibit a former employee from utilizing confidential  
12 information for himself or herself or for a third party or parties. Any individual whose  
13 work encompasses a majority of research is exempt from the provisions of this chapter.  
14 For purposes of this section, "noncompete agreement" means an agreement entered into  
15 between an employer and an employee that restricts the employee from performing, after  
16 the employment relationship between the employer and the employee is terminated, the  
17 following:**

18 **(1) Any work for another employer for a specified period of time;**

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

- 19           **(2) Any work in a specified geographic area; or**  
20           **(3) Any work for another employer that is substantially similar to such employee's**  
21 **work for the employer that is a party to such agreement.**

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