



Workforce Mobility Act

Reps. Scott Peters (D-CA) and Tom Kean, Jr. (R-NJ)

Statements of Support

"The freedom to change jobs, pursue better opportunities, and start new businesses is fundamental to a thriving economy. Non-compete agreements restrict that freedom by limiting where millions of Americans can work. The *Workforce Mobility Act* offers a bipartisan path toward a more open and competitive economy." — **John Lettieri, President and CEO of the Economic Innovation Group.**

"Noncompete clauses in emergency physicians' contracts hinder access to care and endanger patients. These clauses undermine the ability of emergency physicians to serve where they are needed most and to advocate for their patients. This bipartisan legislation is a vital step toward restoring fairness in the workforce and improving access to emergency care. We thank Representatives Peters (D-CA) and Kean (R-NJ) for their leadership." — **Vicki Norton, MD, FAAEM, FCCM, President, American Academy of Emergency Medicine.**

"Patients should not have to worry that their relationship with a trusted family physician will be disrupted simply because their physician changes jobs. Eliminating overly restrictive noncompete agreements can help physicians remain connected to the communities they serve while giving them greater freedom to practice where their skills are needed most. The American Academy of Family Physicians supports the Workforce Mobility Act, which would prohibit most noncompete agreements and allow physicians to take care of patients in their communities." — **Sarah Nosal, MD, FAAFP, President, American Academy of Family Physicians.**

"Every American should have the opportunity to work hard, pursue a better job, earn more, and build a good life in the community they call home. Non-compete agreements can stand in the way of that opportunity by limiting workers' ability to take their skills and experience somewhere new. We commend this bipartisan effort for working together to put reasonable limits on non-competes and give more workers the freedom to get ahead." — **Gabe Horwitz, Senior Vice President for the Economic Program, Third Way**

"Countless studies show that [non-compete agreements (NCAs)] can stifle employees' wages and limit job mobility. NCAs can also harm employers by limiting the talent pool available for hire. Federal legislation could incrementally or aggressively reform NCAs to promote a more dynamic employment market by removing barriers to employee mobility and fostering competition for talent among employers." — **Isabella Hindley and Fred Ashton, American Action Forum** [in "Noncompete Agreements: Have Employers Gone Too Far?"](#)



“Building a 21st-century economy that works for all Americans requires worker empowerment, which requires mobility – the freedom to take a better job or launch a new business. By restricting the enforcement of noncompete agreements to only the most necessary of circumstances, the *Workforce Mobility Act* empowers American workers and promotes a more dynamic and entrepreneurial U.S. economy, to the benefit of all Americans. CAE thanks Rep. Scott Peters (D-CA) and Rep. Tom Kean (R-NJ) for their leadership on this critical issue.” — **John Dearie, President of the Center for American Entrepreneurship (CAE).**

“The *Workforce Mobility Act* represents a step in the right direction towards changing the rules regarding non-competes. While California law represents perhaps the current gold standard for preventing the enforcement of many non-compete agreements across the state, efforts to eliminate or reduce the usage of non-competes on a nationwide scale and avoid a patchwork of state laws are welcome step for startups that already face numerous challenges in getting off the ground.” — **Kate Tummarello, Executive Director, Engine.**

“Legislation that narrows the circumstances under which non-compete agreements can be used would be a win for small businesses because It’s clear that non-competes stifle small business growth. In fact, our research revealed that more than 33% of small business owners were prevented from hiring an employee due to a non-compete agreement, and nearly 50% said that they have been subject to a non-compete agreement that prevented them from starting or growing a business of their own. Placing reasonable restrictions on non-compete agreements will address these problems and help small businesses thrive.” — **John Arensmeyer, Founder and CEO, Small Business Majority.**

“Non-compete clauses strengthen the power of employers at the expense of millions of workers across America. These unfair contracts reduce job market mobility and depress competition among employers for workers’ services, lowering wages and wage growth and impeding new business creation. Banning non-competes across occupations and at all income levels, as the *Workforce Mobility Act* does, would be a major step in advancing workers’ freedom in the labor market.” — **Sandeep Vaheesan, Legal Director, Open Markets Institute.**

“Decisive action to ban non-competes is an important step in advancing employee freedom, innovation, and the economy. People have a fundamental right to make their own career choices. These decisions impact their livelihoods and professional growth and should not be dictated by lawyers and corporations. This is about trusting employees. No one is motivated to do their best work under a cloud of threats or when locked into a job. The mobility of talent has created the most innovative companies in the world. Banning non-competes is good for business, innovation, and economic growth.” — **Peter Gassner, CEO of Veeva Systems, Inc.**



“Non-compete agreements are simply inconsistent with a free, open labor market. They cut wages, reduce mobility and hurt workers. Congress should assert its own power to pass a ban on non-competes and deliver results for American workers.” — **Eli Lehrer, President, R Street Institute.**

“Removing highly restrictive non-compete clauses will help cardiothoracic surgeons continue providing care to their patients and practicing in communities where their expertise is critically needed. Within the context of reasonable protections for hospitals and programs that support quality care, alleviating overly restrictive non-compete practices is consistent with our commitment to supporting the surgical community and ensuring patients have access to the care they need.” — **Vinay Badhwar, MD, President, The Society of Thoracic Surgeons.**

The ***Workforce Mobility Act*** is also supported by the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), American College of Emergency Physicians, American Compass, American College of Surgeons, Bull Moose Project, International Brotherhood of Teamsters, Insights Association, National Employment Law Project, Niskanen Center, Right to Start, Steam Logistics, Society for Cardiovascular Angiography and Interventions (SCAI), Transit Workers Union, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Y Combinator.