

# Noncompete clauses and family physicians



75% of family physicians surveyed report that noncompete clauses have impacted their practice, career or personal life, with 46% noting that it limits their job options/mobility.

## Examples of noncompete clauses reducing physician access in rural and/or underserved communities:

"I had a two county, two year noncompete. When I decided I couldn't work there anymore, we had to move across the state for me to find work. I likely would have stayed in that underserved region if I had a less restrictive noncompete."



"It leaves me with zero negotiation power...because they can say you have to work for me or you have to leave town. In rural areas [where] I have practiced, we have lost several of our only specialists for a year while they leave due to a noncompete. This greatly disrupts patient care and puts huge burdens on rural family physicians to practice outside their scope."



"If I leave this job in a small town the radius would likely make me have to leave the entire town."



"The noncompete led to me leaving an underserved community and choosing a job with no noncompete. Those that had the noncompete waiver could stay in the region."



## Several family physicians who own their practice noted that reasonable noncompete clauses enable them to invest in training new physicians:

"As a small business owner, a reasonable noncompete was critically important to allow me to invest tens of thousands of dollars to expand my private practice when hiring an employed family physician."

## One respondent commented that a buy-out option should always be available:

"As an owner, it can be financially devastating to put money into a person and then have them leave...There should be a buyout clause available."



32% of physicians surveyed said that noncompete clauses make them feel trapped in their current job

"I will have to travel 3 hours to my new job as the noncompete clause in my current contract precludes me to working anywhere close to home. I will be commuting weekly in order to maintain my current home and support my family."

"...they have compelled me to move 100 miles or more away when a job change was needed."

"I can't leave my practice without moving my family >50 miles. It is a huge negative and should be illegal."

## Noncompete clauses left some physicians unable to practice medicine:

"I do have colleagues that have been forced to leave the local area where they practiced for several years or have had to suspend practicing for a year or more."

"I am unable to find a job due to noncompete clauses."

"The few remaining hospital systems in the region refuse to hire employees who are under another hospital's anticompetitive restrictions. The lack of negotiating power has resulted in us taking annual pay cuts in the face of significant cuts in staffing, resulting in more work for less pay. It has absolutely led to my decision to retire early or leave the field..."

