

# MedChi NEWS

## MedChi's Physician Non-Compete Reform Takes Effect July 1, 2025

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I'm excited to announce that MedChi's landmark, physician-focused non-compete legislation — championed by our advocacy team — takes effect tomorrow, July 1, 2025. This law mirrors and supplements Maryland's 2024 House Bill 1388 and specifically supports physician mobility while maintaining sensible business safeguards.

#### Key Provisions of HB1388 (Maryland Labor & Employment § 3-716)

- Healthcare Professionals Providing Direct Patient Care
  - Total compensation less than or equal to \$350,000/year: All non-compete and conflict-of-interest clauses are void upon contract execution on or after July 1, 2025.
  - Total compensation greater than \$350,000/year: Employers may include non-competes, but they are limited to:
    1. Maximum duration: 1 year post-employment
    2. Maximum geographic radius: 10 miles from the primary workplace

It is important to note contracts dated before July 1 are grandfathered into the old law that fully allows non-competes. You should consider this even if you intend to stay with your employer, you can reach out to MedChi for additional information or help.

[View Video Here](#)

Several other laws go into effect tomorrow. [Click here](#) to learn more.

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