

## 2020 SESSION

INTRODUCED

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### HOUSE BILL NO. 1112

Offered January 8, 2020

Prefiled January 7, 2020

A *BILL to amend the Code of Virginia by adding in Article 1 of Chapter 3 of Title 40.1 a section numbered 40.1-28.7:7, relating to covenants not to compete.*

Patron—Hudson

Referred to Committee on Labor and Commerce

**Be it enacted by the General Assembly of Virginia:**

**1. That the Code of Virginia is amended by adding in Article 1 of Chapter 3 of Title 40.1 a section numbered 40.1-28.7:7 as follows:**

**§ 40.1-28.7:7. Covenants not to compete void.**

A. As used in this section, "covenant not to compete" means any contract, including a provision of an employment agreement, by which an employee is restrained from engaging in a lawful profession, trade, or business for a specified period of time, in a specified geographical area, or for another employer.

B. A covenant not to compete entered into on or after July 1, 2020, is contrary to public policy and is void.

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