

# Protect Patient Access by Reforming Non-Compete Agreements in Healthcare



## Background

Non-compete agreements in health care contracts restrict where physicians can practice after leaving their workplace, often preventing them from continuing to care for their patients in the same community. These restrictions disrupt continuity of care, limit patient access, and contribute to physician shortages, especially in rural and underserved areas. By reducing workforce mobility and suppressing competition, non-compete clauses undermine physician autonomy and limit patients' ability to choose and remain with their trusted doctor. Reform is necessary to protect patient access and strengthen Ohio's physician workforce.

### Problem



Despite being intended to protect business interests, non-compete clauses in nonprofit hospital contracts:

- **Limit patient access to care** when physicians are forced to relocate or stop practicing locally.
- **Restrict physician mobility**, reducing competition and innovation in health care delivery.
- **Exacerbate workforce shortages**, particularly in primary care and rural communities.
- **Undermine patient-physician relationships** by prohibiting physicians from continuing to treat their patients.

### Solution



**Support SB 301 - Legislation to Limit Non-Compete Clauses for Health Care Providers**

#### **This legislation would:**

- restricts the terms of non-competes used by non-profit hospitals to six months' duration and a 15-mile radius..
- Ensure continuity of care for patients.
- Improve workforce retention and reduce barriers for physicians who want to stay in their communities.