

REFERENCE TITLE: residency; fellowships; noncompete prohibition

State of Arizona  
House of Representatives  
Fifty-sixth Legislature  
Second Regular Session  
2024

## **HB 2644**

Introduced by  
Representatives Shah: Carbone, Jones, Parker B; Senators Shamp, Shope

AN ACT

AMENDING TITLE 36, ARIZONA REVISED STATUTES, BY ADDING CHAPTER 33;  
RELATING TO HEALTH CARE EMPLOYMENT.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:  
2 Section 1. Title 36, Arizona Revised Statutes, is amended by adding  
3 chapter 33, to read:

4 CHAPTER 33

5 HEALTH CARE EMPLOYMENT

6 ARTICLE 1. GENERAL PROVISIONS

7 36-3301. Definition of noncompete clause

8 IN THIS CHAPTER, UNLESS THE CONTEXT OTHERWISE REQUIRES, "NONCOMPETE  
9 CLAUSE" MEANS A CLAUSE IN AN EMPLOYMENT CONTRACT WITH A MEDICAL RESIDENT  
10 OR MEDICAL FELLOW THAT PROHIBITS THE EMPLOYEE FROM WORKING IN A SPECIFIC  
11 GEOGRAPHIC AREA FOR A SPECIFIC PERIOD OF TIME AFTER THE EMPLOYEE'S MEDICAL  
12 RESIDENCY OR MEDICAL FELLOWSHIP ENDS.

13 36-3302. Noncompete clause; prohibition

14 AN EMPLOYER MAY NOT REQUIRE A PERSON WHO IS EMPLOYED BY THE EMPLOYER  
15 AS A RESULT OF A MEDICAL RESIDENCY OR MEDICAL FELLOWSHIP MATCHING PROCESS  
16 TO AGREE TO A NONCOMPETE CLAUSE FOR ANY TIME PERIOD AFTER THE PERSON'S  
17 MEDICAL RESIDENCY OR MEDICAL FELLOWSHIP ENDS.

18 Sec. 2. Applicability

19 Section 36-3302, Arizona Revised Statutes, as added by this act,  
20 applies to contracts entered into from and after the effective date of  
21 this act.