

Maine and Iowa Enact Job-Specific Limitations on Noncompetes

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Two states recently have enacted restrictions on noncompete agreements being used within certain professions.

In Maine, on June 1, 2023, the Governor signed into law [LD 688/ HP 457](#), entitled “An Act to Protect Access to Veterinary Care by Prohibiting Noncompete Agreements.” The act amends Maine Revised Statute title 26, § 599-A, which already prohibits an employer from entering into a noncompete with an employee if the employee is earning wages at or below 400% of the federal poverty level. The new amendment expands the noncompete ban to licensed Maine veterinarians, with a carveout for those with an ownership interest in a practice.

In Iowa, also on June 1, 2023, the Governor signed [HF93](#) into law, limiting restrictive covenants for mental health professionals. The restriction is as follows: “An employer shall not enter into an agreement with a licensed mental health professional that limits the location at which the licensee may practice, prohibits the licensee from contacting for professional services a person previously treated by the licensee, or imposes a time restriction on the practice of the licensee.”

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