

2026 Regular Session

HOUSE BILL NO. 315

BY REPRESENTATIVE MELERINE

CONTRACTS: Provides relative to noncompete contracts or agreements for interns and apprentices

1 AN ACT

2 To enact R.S. 23:921(P), relative to noncompete contracts or agreements; to prohibit
3 noncompete contracts, agreements, or provisions for interns and apprentices; and to
4 provide for related matters.

5 Be it enacted by the Legislature of Louisiana:

6 Section 1. R.S. 23:921(P) is hereby enacted to read as follows:

7 §921. Restraint of business prohibited; restraint on forum prohibited; competing
8 business; contracts against engaging in; provisions for

9 * * *

10 P. There shall be no contract or agreement or provision entered into by an
11 intern, whether paid or unpaid, or apprentice and his employer restraining him from
12 engaging in a business or an employment similar to that of the employer.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

HB 315 Original

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Abstract: Prohibits noncompete contracts and agreements for interns and apprentices.

Present law provides that, generally, every contract or agreement or provision that restrains a person from exercising a lawful profession, trade, or business shall be null and void. However, present law provides an illustrative list of exceptions where noncompete contracts and agreements are permitted.

Proposed law prohibits noncompete contracts, agreements, or provisions for unpaid or paid interns and apprentices.

(Adds R.S. 23:921(P))