

2026 Regular Session

HOUSE BILL NO. 315

BY REPRESENTATIVE MELERINE

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; to
4 provide for confidentiality agreements and certain employment information and
5 agreements; to provide a definition; and to provide for related matters.

6 Be it enacted by the Legislature of Louisiana:

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

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

10 * * *

11 P.(1) Notwithstanding any provision of this Section to the contrary, there
12 shall be no contract or agreement or provision entered into by an intern, whether paid
13 or unpaid, or apprentice and his employer restraining the intern or apprentice from
14 engaging in a business or an employment similar to that of the employer. The
15 contract or agreement or provision shall not restrict an intern or apprentice from
16 pursuing employment, educational, or professional opportunities following the
17 completion of the internship or apprenticeship. The intern or apprentice shall,
18 however, remain subject to the employer's confidentiality, intellectual property, and
19 data protection agreements.

1 (2) For the purposes of this Subsection, "intern" means a student learner who
2 participates in an internship authorized and regulated by the provisions of LAC
3 28: CXV.3113 or any successor regulations the Board of Elementary and Secondary
4 Education may publish relative to a work-based learning program classified as an
5 internship.

SPEAKER OF THE HOUSE OF REPRESENTATIVES

PRESIDENT OF THE SENATE

GOVERNOR OF THE STATE OF LOUISIANA

APPROVED: _____