

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; 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.

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 Reengrossed

2026 Regular Session

Melerine

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.

Proposed law prohibits noncompete contracts, agreements, or provisions from restricting an intern or apprentice from pursuing employment, educational, or professional opportunities following the completion of the internship or apprenticeship.

Proposed law states that an intern or apprentice shall remain subject to the employer's confidentiality, intellectual property, and data protection agreements.

Proposed law defines "intern".

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

Summary of Amendments Adopted by House

The Committee Amendments Proposed by House Committee on Labor and Industrial Relations to the original bill:

1. Prohibit a noncompete contract, agreement, or provision from restricting an intern or apprentice from pursuing employment, educational, or professional opportunities following the completion of the internship or apprenticeship.
2. Provide that an intern or apprentice shall still be subject to the employer's confidentiality, intellectual property, and data protection agreements.
3. Make a title change.

The House Floor Amendments to the engrossed bill:

1. Define the word "intern".

2. Make technical and title changes.