
DIGEST

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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.