

## e-Alert: Rhode Island Prohibits Noncompete Agreements for Certain Employees



### Summary

Effective as of January 15, 2020, Rhode Island enacted a ban that vastly prohibits employers from engaging in noncompete agreements with their employees. A “noncompete agreement” is a contract between an employer and employee, in which the employee agrees not to work for a competitor during or after their employment period.

Noncompete agreements are no longer enforceable for the following:

- Nonexempt employees, per the federal Fair Labor Standards Act
- Students — undergraduate and graduate
- Employees 18 years old or less
- Low-wage employees

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## Employer Next Steps

- If you are a Full-Service or Virtual HR client and would like our assistance with updating your policy, please [email us](#).

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