

# Resolution in support of banning noncompete agreements

Whereas a non-compete agreement is a legal agreement or clause in a contract specifying that an employee must not enter into competition with an employer after the employment period is over;

Whereas many contracts specify a certain length of time when the employee is barred from working for a competitor after they end employment. Those required to sign these agreements may include employees, contractors, and consultants;

Whereas on April 23, 2024, the Federal Trade Commission (FTC) issued a final rule banning non-compete clauses; the rule aims to protect workers' freedom to change jobs, increase innovation, and generate new business;

Whereas President Trump is expected to [repeal that rule](#);

Whereas Washington State already protects some but not all employees from non-compete agreements;

Whereas [a bill](#) before the state legislature, cosponsored by 40th LD State Representative Alex Ramel, would make "any noncompetition covenant void and unenforceable, regardless of when the parties entered into the covenant."

Therefore, be it resolved, that Whatcom County Democrats support such legislation.

*Adopted by unanimous vote of the Whatcom County Democrats at their February 22, 2025 General Membership Meeting.*