

BILL SUMMARY
1st Session of the 59th Legislature

Bill No.:	HB1799
Version:	FULLPCS1
Request Number:	7652
Author:	Rep. Osburn
Date:	3/1/2023
Impact:	Please see previous summary of this measure

Research Analysis

The proposed committee substitute for HB1799 creates the Uniform Restrictive Employment Agreement Act, which creates a framework to regulate the following types of restrictive employment agreements: no business, noncompete, non-solicitation, no-recruit, payment-for-competition and training-repayment agreements.

The measure prohibits restrictive employment agreements and makes them unenforceable unless a copy of the agreement is provided to a prospective employee at least 14 days prior to the date of hire and the prospective employee signs the agreement. Any agreement must clearly specify the information, type of work activity or extent of competition that the agreement prohibits, limits or sets conditions on after the work relationship ends.

The measure outlines exceptions to the act and the 14 day notice requirement and establishes further restrictions on the types of limitations that may be included in each specific type of restrictive employment agreement. The measure also provides for legal remedies for any challenge to or defense of an agreement.

The following sections of laws, dealing with unlawful trade, business and employment contracts, are also repealed:

[Title 15, Section 217 of the Oklahoma Statutes](#)
[Title 15, Section 218 of the Oklahoma Statutes](#)
[Title, 15, Section 219 of the Oklahoma Statutes](#)
[Title, 15, Section 219A of the Oklahoma Statutes](#)
[Title, 15, Section 219B of the Oklahoma Statutes](#)

Prepared By: Quyen Do

Fiscal Analysis

The measure is currently under review and impact information will be completed.

Prepared By: House Fiscal Staff

Other Considerations

None.

