



# CO-SPONSOR H.R. 731/S. 220, THE WORKFORCE MOBILITY ACT

## 2024 ISSUE SHEET

**H.R. 731/S. 220, the Workforce Mobility Act**, introduced by Reps. Scott Peters (D-CA-50), Mike Gallagher (R-WI-8), Anna Eshoo (D-CA-16) and Sens. Chris Murphy (D-CT), Todd Young (R-IN), Tim Kaine (D-VA) and Kevin Cramer (D-ND) would prohibit the use of noncompete agreements under federal law, with limited exceptions.

**Request: The Society for Vascular Surgery requests your co-sponsorship of H.R. 731/S. 220, the Workforce Mobility Act.**

**Issue:** Physicians in the United States practice medicine in a complex and challenging environment. While some of these challenges are intrinsic to our nation's health care delivery system, others, such as the pervasive use of non-compete agreements in nearly all physician practice settings, are contractually imposed. A typical non-compete could bar a physician(s) from practicing for a prescribed period of time within a defined geographic area or specific mile radius of their current employer. As a result, non-compete agreements in the health care setting contribute to physician burnout, limit the mobility of the physician workforce, and distort the labor market in ways likely to exacerbate challenges in patient access to care.

**Solution:** The Workforce Mobility Act (H.R. 731/S. 220) would free physicians from non-competes, providing them with an option to work for a competitor, more easily transition from one practice type to another, or even practice in an underserved area, rather than be forced to move hundreds of miles or forgo a professional opportunity. The legislation would:

- Allow non-compete agreements only in necessary instances such as the dissolution of a partnership or the sale of a business;
- Require employers to inform employees about the limitation on non-competes;
- Grant the Department of Labor authority to carry out public awareness efforts of the new limitations;
- Charge the Federal Trade Commission and the Department of Labor with enforcement, as well as make explicit a private right of action in federal court;
- Require the Federal Trade Commission and the Department of Labor to submit a report to Congress on any enforcement actions taken.



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To co-sponsor H.R. 731 and help ensure physicians have flexibility to practice where they choose, contact Baillee Brown ([Baillee.Brown@mail.house.gov](mailto:Baillee.Brown@mail.house.gov)) from Rep. Peters' office or Dan Butler ([Dan.Butler@mail.house.gov](mailto:Dan.Butler@mail.house.gov)) from Rep. Gallagher's office.

To co-sponsor S. 220 and help ensure physicians have flexibility to practice where they choose, contact Emma Cimino ([Emma\\_Cimino@murphy.senate.gov](mailto:Emma_Cimino@murphy.senate.gov)) from Sen. Murphy's office or Nancy Martinez ([Nancy\\_Martinez@young.senate.gov](mailto:Nancy_Martinez@young.senate.gov)) from Sen. Young's office.

### ***When do you need a Vascular Surgeon?***

*Vascular surgeons focus on the health of all arteries and veins of the human body except for the heart and the intracranial vessels. They treat both aneurysmal degeneration as well as narrowed and occluded arteries such as those causing peripheral artery disease and carotid artery disease. Vascular surgeons manage venous problems including deep vein thrombosis, pulmonary emboli, and varicose veins. Vascular surgeons are highly trained in medical management, as well as endovascular interventions and complex open surgery when needed.*