



General Assembly

Substitute Bill No. 6989

January Session, 2007

* _____ HB06989JUD__041307_____ *

AN ACT CONCERNING NONCOMPETE AGREEMENTS.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective October 1, 2007*) (a) No employer may
2 require any person employed in the classification 339032 of the
3 standard occupational classification system of the Bureau of Labor
4 Statistics of the United States Department of Labor to enter into an
5 agreement prohibiting such person from engaging in the same or a
6 similar job, at the same location at which the employer employs such
7 person, for another employer or as a self-employed person, unless the
8 employer proves that such person has obtained trade secrets, as
9 defined in subsection (d) of section 35-51 of the general statutes, of the
10 employer.

11 (b) (1) Any person who is aggrieved by a violation of this section
12 may bring a civil action in the superior court to recover damages and
13 for such injunctive and equitable relief as the court deems appropriate.

14 (2) The Labor Commissioner may request the Attorney General to
15 bring an action in the Superior Court for the judicial district of
16 Hartford for restitution for any violation of this section and for such
17 injunctive or equitable relief as the court deems appropriate.

18 (c) The provisions of this section shall apply to agreements in effect
19 on or entered into on or after October 1, 2007.

20 Sec. 2. (NEW) (Effective October 1, 2007) (a) As used in this section:

21 (1) "Broadcast industry employer" means television stations and
22 networks, radio stations and networks and cable stations and
23 networks, including any associated broadcast entity; and

24 (2) "Broadcast employee" means any employee of a broadcasting
25 industry employer, excluding sales and management employees.

26 (b) No broadcasting industry employer shall require in any
27 employment contract that a broadcast employee or prospective
28 broadcast employee:

29 (1) Refrain from obtaining employment in a specified geographical
30 area for a specified period of time after termination of employment
31 with that broadcasting industry employer; or

32 (2) Disclose the terms of an offer of employment from any other
33 broadcasting industry employer following the expiration of the term of
34 the employment contract.

35 (c) Any person who is aggrieved by a violation of this section may
36 bring a civil action in the Superior Court to recover damages, together
37 with court costs and reasonable attorney's fees.

38 (d) The provisions of this section shall apply to employment
39 contracts in effect on or entered into on or after October 1, 2007.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2007	New section
Sec. 2	October 1, 2007	New section

LAB *Joint Favorable Subst. C/R* JUD

JUD *Joint Favorable Subst.*