

**[Md. Code, Lab. & Empl. § 3-716.]**

§ 3-716. Employers prohibited from requiring noncompete or conflict of interest provision in employment contract, document, or agreement: Employment Standards and Conditions

**Scope of section**

(a)(1) This section applies:

(i) to an employment contract or a similar document or agreement concerning an employee who earns equal to or less than:

1. \$15 per hour; or
2. \$31,200 annually; and

(ii) whether or not the employer and employee entered into the employment contract or similar document or agreement in the State.

(2) This section does not apply to an employment contract or a similar document or agreement with respect to the taking or use of a client list or other proprietary client-related information.

**Public policy**

(b) A noncompete or conflict of interest provision in an employment contract or a similar document or agreement that restricts the ability of an employee to enter into employment with a new employer or to become self-employed in the same or similar business or trade shall be null and void as being against the public policy of the State.