

HOUSE BILL No. 1625

DIGEST OF INTRODUCED BILL

Citations Affected: IC 25-1-23.

Synopsis: Prohibition on noncompete agreements. Prohibits an individual, person, or other entity from entering into a noncompete agreement after June 30, 2025.

Effective: July 1, 2025.

Judy, Carbaugh, Morris

January 21, 2025, read first time and referred to Committee on Employment, Labor and Pensions.



First Regular Session of the 124th General Assembly (2025)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2024 Regular Session of the General Assembly.

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A BILL FOR AN ACT to amend the Indiana Code concerning professions and occupations.

Be it enacted by the General Assembly of the State of Indiana:

- 1 SECTION 1. IC 25-1-23 IS ADDED TO THE INDIANA CODE AS
- 2 A **NEW** CHAPTER TO READ AS FOLLOWS [EFFECTIVE JULY
- 3 1, 2025]:
- 4 **Chapter 23. Noncompete Agreements**
- 5 **Sec. 1. This chapter does not apply to a noncompete agreement**
- 6 **entered into before July 1, 2025.**
- 7 **Sec. 2. No individual, person, or other entity may enter into a**
- 8 **noncompete agreement.**
- 9 **Sec. 3. Nothing in this chapter shall be construed to prohibit,**
- 10 **limit, impair, or abrogate:**
- 11 **(1) the ability of the parties to negotiate any other term not**
- 12 **specified under this chapter; or**
- 13 **(2) any other right, remedy, or relief permitted by law or in**
- 14 **equity.**
- 15 **Sec. 4. To the extent this chapter conflicts with a provision of**
- 16 **any other Indiana law, including the provisions of IC 25-22.5-5.5,**
- 17 **this chapter prevails.**

