
THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 320 Session of
2021

INTRODUCED BY BARTOLOTTA, J. WARD, TARTAGLIONE AND KEARNEY,
MARCH 11, 2021

REFERRED TO LABOR AND INDUSTRY, MARCH 11, 2021

AN ACT

1 Prohibiting enforcement of covenants not to compete in broadcast
2 employment agreements.

3 The General Assembly of the Commonwealth of Pennsylvania
4 hereby enacts as follows:

5 Section 1. Short title.

6 This act shall be known and may be cited as the Broadcast
7 Freemarket Agreement Act.

8 Section 2. Definitions.

9 The following words and phrases when used in this act shall
10 have the meanings given to them in this section unless the
11 context clearly indicates otherwise:

12 "Broadcast employee." An individual who provides services
13 under an agreement with an employer.

14 "Covenant not to compete." An agreement between an employer
15 and a broadcast employee that is designed to impede the ability
16 of the broadcast employee to compete with the employer when a
17 separating event occurs.

18 "Employer." A person that engages in the transmission of

1 radio or television programming and employs individuals under an
2 agreement to perform service relating to the transmission. The
3 term includes a television station or network, radio station,
4 cable station or network, Internet or satellite-based service,
5 new media, interactive media or any method that transmits or
6 otherwise offers news, weather, traffic, sports or entertainment
7 reports or programming.

8 "Separating event." A broadcast employee's voluntary or
9 involuntary discontinuance of employment with an employer.

10 Section 3. Prohibition.

11 A covenant not to compete is deemed contrary to public policy
12 and is void and unenforceable to the extent the covenant not to
13 compete restricts:

14 (1) Movement of a broadcast employee to a new employer.

15 (2) A broadcast employee from performing services to an
16 employer within a geographic area.

17 Section 4. Nonwaiver.

18 A purported waiver of the prohibition in section 3 of this
19 act shall be void and unenforceable.

20 Section 5. Construction.

21 Nothing in this act shall be construed to:

22 (1) Limit the period of time for which a party may agree
23 to maintain information as confidential or as a trade secret.

24 (2) Limit the geographic area within which the
25 information must be kept confidential or as a trade secret.

26 Section 6. Effective date.

27 This act shall take effect in 60 days.