

HEALTHCARE
PURCHASER
ALLIANCE
OF MAINE

Testimony of Trevor Putnoky
to the Joint Standing Committee on Health Coverage, Insurance and Financial Services
In Support of
LD 2200, An Act to Prohibit Noncompete Clauses for Health Care Professionals as Recommended by the
Commission to Evaluate the Scope of Regulatory Review and Oversight over Health Care
Transactions That Impact the Delivery of Health Care Services in the State

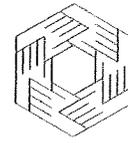
February 18, 2026

Good afternoon, Senator Bailey, Representative Mathieson, and Members of the Joint Standing Committee on Health Coverage, Insurance and Financial Services.

My name is Trevor Putnoky and I'm the President and CEO of the Healthcare Purchaser Alliance of Maine. The HPA is a nonprofit that represents the purchasers of health care in Maine. Our mission is to advance and support access to high-quality, affordable care. We have over 60 members, including some of the largest public and private employers and health trusts in Maine. Collectively, our members spend over a billion dollars annually providing health care for nearly one quarter of the commercially insured population in the state. providing health care for nearly one quarter of the commercially insured population in the state.

I'm here to testify in support of LD 2200, which arose from the work of the *Commission to Evaluate the Scope of Regulatory Review and Oversight Over Health Care Transactions That Impact the Delivery of Health Care services in the State*. I had the honor to serve as the Purchaser Representative on the Commission, and I believe the Commission's recommendation to prohibit non-compete clauses for healthcare professionals could help improve access to care in Maine by removing restrictions on where our healthcare providers can practice.

Under current law, healthcare professionals who wish to leave their place of employment may be prohibited from practicing elsewhere in Maine due to non-compete clauses in their terms of employment. Employers argue that such clauses help protect the substantial investments they make in healthcare professionals, and that non-competes also are necessary to preserve the patient panels that they have helped those employed healthcare professionals to build. But non-compete clauses that limit or prohibit providers from practicing medicine can also reduce the availability of care, limit patient choice, and disrupt continuity of care. In Maine, where patients often face long delays to get necessary care, and where we desperately need more healthcare workers, such clauses essentially remove critical providers from the field. Given the shortage of healthcare professionals nationwide, I believe we should look for ways to remove unnecessary barriers for qualified providers who wish to practice medicine in our state, including non-compete clauses.



Further, as the healthcare industry becomes increasingly consolidated, more and more healthcare professionals are employed within large systems, increasing the need for policies that protect providers and patients from onerous non-compete clauses. Today, ten states ban non-compete clauses for healthcare practitioners.¹ And among the 38 states that either ban or limit non-compete clauses generally, 22 include enhanced protections for healthcare workers,² underscoring the singular risks that non-compete clauses can pose to patient health by disrupting continuity of care and limiting physician choice and access to care.

We've all heard stories of family members or friends who have had to wait months for critical diagnostic tests or who have been forced to travel to Boston in order to be seen in a timely manner—particularly those living in rural parts of our state. Non-compete policies for healthcare workers exacerbate this accessibility problem and can also make it impossible for patients to continue receiving care from a trusted provider who leaves a practice. Maine law currently prohibits non-compete clauses in certain veterinarian contracts; I hope the committee will consider banning such non-competes for other healthcare professionals as well.

Thank you for the opportunity to share the HPA's feedback on LD 2200. I'd be happy to answer any questions.

¹ *Non-Compete Agreement Laws by State [2025]*, Paycor, July 21, 2025. Available at: <https://www.paycor.com/resource-center/articles/non-compete-agreement-by-state/>.

² Anna Chau, "State Legislatures Making Efforts to Address Noncompete Clauses, While Federal Efforts Stall," *The Source on Healthcare Price & Competition*, University of California College of Law, September 22, 2025. Available at: <https://sourceonhealthcare.org/state-legislatures-making-efforts-to-address-noncompete-clauses-while-federal-efforts-stall/#:~:text=In%20response%20to%20the%20lack,workers%20to%20sign%20noncompete%20agreements.>