

SENATE FILE NO. SF0107

Freedom to work and build business.

Sponsored by: Senator(s) Nethercott and Kolb and  
Representative(s) Angelos, Filer, Johnson,  
Lucas, Singh, Washut and Wharff

A BILL

for

1 AN ACT relating to miscellaneous contracts and actions;  
2 providing that contractual covenants not to compete are  
3 void; providing exceptions; specifying requirements for  
4 covenants not to compete for physicians; specifying  
5 applicability; and providing for an effective date.

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7 *Be It Enacted by the Legislature of the State of Wyoming:*

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9 **Section 1.** W.S. 1-23-108 is created to read:

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11 **1-23-108. Contractual provisions in restraint of**  
12 **trade generally void; exceptions; unlawful intimidation.**

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14 (a) Any covenant not to compete that restricts the  
15 right of any person to receive compensation for performance

1 of skilled or unskilled labor shall be void. This  
2 subsection shall not apply to:

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4 (i) Any covenant not to compete contained in a  
5 contract for the purchase and sale of a business or the  
6 assets of a business;

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8 (ii) Any covenant not to compete to the extent  
9 the covenant provides for the protection of trade secrets  
10 as defined by W.S. 6-3-501(a)(xi);

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12 (iii) Any contractual provision providing for  
13 recovery of the expense of educating and training an  
14 employee who has served an employer for a period of less  
15 than two (2) years;

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17 (iv) Executive and management personnel and  
18 officers and employees who constitute professional staff to  
19 executive and management personnel.

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21 (b) Any covenant not to compete provision of an  
22 employment, partnership or corporate agreement between  
23 physicians that restricts the right of a physician to

1 practice medicine as defined in W.S. 33-26-102(a)(xi), upon  
2 termination of the physician's employment, partnership or  
3 corporate affiliation, is void, provided that all other  
4 provisions of the agreement enforceable at law shall remain  
5 enforceable.

6  
7 (c) Notwithstanding subsection (b) of this section,  
8 upon termination of the employment, partnership or  
9 corporate affiliation, or upon the voiding of an agreement  
10 not to compete specified in subsection (b) of this section,  
11 a physician may disclose his continuing practice of  
12 medicine and new professional contact information to any  
13 patient with a rare disorder as defined in accordance with  
14 the national organization for rare disorders, or a  
15 successor organization, to whom the physician was providing  
16 consultation or treatment before termination of the  
17 employment, partnership or corporate affiliation. Neither  
18 the physician nor the physician's employer shall be liable  
19 to any party to the prior agreement for damages alleged to  
20 have resulted from the disclosure or from the physician's  
21 treatment of the patient after termination of the prior  
22 agreement or employment, partnership or corporate  
23 affiliation.

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2           Section 2.

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4           (a) This act shall apply to contracts entered into on  
5   and after July 1, 2025.

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(b) Nothing in this act shall be construed to alter, amend or impair any contract or agreement entered into before July 1, 2025.

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11           **Section 3.** This act is effective July 1, 2025.

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13 (END)