Non-Compete and Non-Solicitation Agreements Are Non-Starters in California

Nelson Hardiman associate, Kristina Sherry, presented at the AATA Employment and HR Best Practices for the Recovery Industry Seminar, on non-compete and non-solicitation agreements. While many states do allow reasonable non-compete and non-solicitation agreements to be included in employment contracts, California is an outlier that protects employees right to work and prohibits these types of clauses. In fact, including these types of employer protections could invalidate an entire contract.