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OHIO LEGISLATIVE SERVICE COMMISSION

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S.B. 150
134th General Assembly

Fiscal Note & Local Impact Statement

[Click here for S.B. 150's Bill Analysis](#)

Version: As Introduced

Primary Sponsors: Sens. Johnson and Williams

Local Impact Statement Procedure Required: No

Ryan Sherrock, Economist

Highlights

- Court costs could increase if any civil actions are brought against an employer for violations of the bill's provisions. However, some costs may be at least partially offset if any court costs or fees were collected.

Detailed Analysis

The bill prohibits any employer of physicians from requiring a current or prospective physician employee to enter into certain post-employment noncompete agreements as a condition of employment. Under the bill, prohibited agreements are those in which a current or prospective employee agrees to refrain from obtaining employment in a specified geographic area, for a specific amount of time, with a particular employer, or in a particular industry or practice specialty, at the conclusion of the employee's employment. The bill allows an employee or prospective employee to bring a civil action against the employer if the employee believes that the prohibition has been violated. An employer that violates the bill is liable to an employee or prospective employee for damages, attorney's fees, and costs. County courts could see an increase in cases as a result of the bill. If this occurs, there would be an increase in costs to process and possibly adjudicate the cases. Any costs would depend on the number of cases, as well as the nature of each particular case. In addition, some costs may be at least partially offset by any fees and court costs collected. If a case is brought against a government-owned hospital or other government entity, the hospital or entity may realize an increase in costs for damages, attorney's fees, and court costs depending on the outcome of the case. However, it is expected that the number of cases resulting from the bill will be few in number. In addition, there could be indirect impacts if, for example, a physician or physicians employed at a government-owned hospital left the hospital for other employment opportunities and patients followed.