



TO: The Honorable Members of the PA Senate Labor and Industry Committee

FROM: Alex Halper, Senior Vice President, Government Affairs

DATE: June 2, 2026

RE: **PA Chamber memo: Oppose SB 142 – Prohibiting Noncompete Agreements**

The PA Chamber opposes S.B. 142 prohibiting noncompete agreements in the broadcasting industry, which the Committee is scheduled to consider today.

While we appreciate the intent behind this legislation, we are concerned with the prospect of legislative intervention in this area of contract law in which two private parties voluntarily agree to a noncompete agreement in a contract. Restrictive covenants may be particularly relevant for the broadcasting industry, where employers often invest considerably to recruit employees and provide the operational support, marketing and base of public recognition usually necessary for broadcasting professionals to establish their career.

Employers, employees and potential hires should not be prohibited from pursuing an agreement in which the individual commits, for a relatively short period of time, to refrain from leaving and working for a competitor after the employer has made this investment to help facilitate the employee's success. Noncompete agreements do have limits and may be deemed unenforceable if found to be unduly restrictive.

Thank you for considering our views. Please contact Alex Halper at ahalper@pachamber.org or 717-645-8730 with questions or to discuss.

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