

## NCOPE's Position on Residents and Non-Compete Agreements

May 3, 2006

NCOPE's philosophical position continues to remain the same regarding non-competes and residency. That is, NCOPE does not look favorably on the use of non-competes at any time during residency. However, based upon legal recommendation, NCOPE cannot ban non competition agreements, since there is no universal public policy reason against such an agreement. Residents are employees of, and receive salary and benefits from their residency program. As employees, in most states they can be asked to sign valid non-complete agreements.