

Impact of California's Law on Noncompetes Everywhere Else

Understanding and navigating the employee safe haven

California has banned noncompetes since 1872. But effective January 1, 2024, California doubled down on its anti-noncompete, anti-restrictive covenant public policy. Amending section 16600 of the California Business and Professions Code and adding sections 16600.1 and 16600.5, California expanded the scope of its anti-restrictive covenant policy and prioritized its policies over that of any other state. It also created a safe haven for employees to flee to California to avoid restrictive covenant obligations with employers in other states.

This program explores how California's new law and expanded anti-restrictive covenant policies have impacted employers and employees in California and around the country.

Agenda

- What California Law Was and How It Changed in 2024
- Caselaw Developments in Response to the 2024 Laws, Both in California and Outside
- Practical Implications for Employers and Employees, Whether in California or Elsewhere
- Strategies for Protecting Trade Secrets, Customer Relationships, and Workforce Integrity in Light of California's Changes, Including What to Do about Existing Restrictive Covenants, How to Draft Restrictive Covenants Going Forward, Alternatives to Traditional Restrictive Covenants, and Other Strategies

Faculty

Russell Beck, Esq., *Beck Reed Riden LLP, Boston*, Chair
C. Max Perlman, Esq., *Gunderson Dettmer, Boston*
Katherine E. Perrelli, Esq., *Seyfarth Shaw LLP, Boston*
Stephen D. Riden, Esq., *Beck Reed Riden LLP, Boston*
Alik Sofis, Esq., *Quinn Emanuel Urquhart & Sullivan LLP, Boston*

Dates & Location

Register at www.mcle.org

LIVE WEBCAST

Thursday, January 16, 2025
12:00 pm–2:00 pm
Program # 2250028WBC

REBROADCAST

Friday, January 31, 2025
9:00 am–11:00 am
Program # 2250028RB1

REBROADCAST

Monday, February 10, 2025
2:00 pm–4:00 pm
Program # 2250028RB2

ON DEMAND WEBCAST

View after Monday, February 10, 2025
Program # 2250028WBA

Tuition *(includes written materials)*

- \$175
- \$157.50 MCLE Members
- \$87.50 New Lawyers admitted to law practice within 5 years, Pending Admittees, Law Students, and Paralegals
- **FREE** for MCLE OnlinePass Subscribers

To apply for a need-based scholarship, email scholarships@mcle.org.

Materials

Negotiating, Drafting and Enforcing Noncompetition Agreements & Related Restrictive Covenants ebook, plus speaker materials

- E-materials link emailed upon registration
- Transcript & videorecording emailed 2 weeks post-program

CLE Credits

Earn up to 2 CLE credits



Subscribe to the MCLE OnlinePass®

for instant access to this program and everything else MCLE offers online.
Learn more at www.mcle.org