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Non Compete Agreements and Low Wage Workers

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Non Compete Agreements and Low Wage Workers

Ellie Willard



The Center for
Growth and Opportunity
at Utah State University

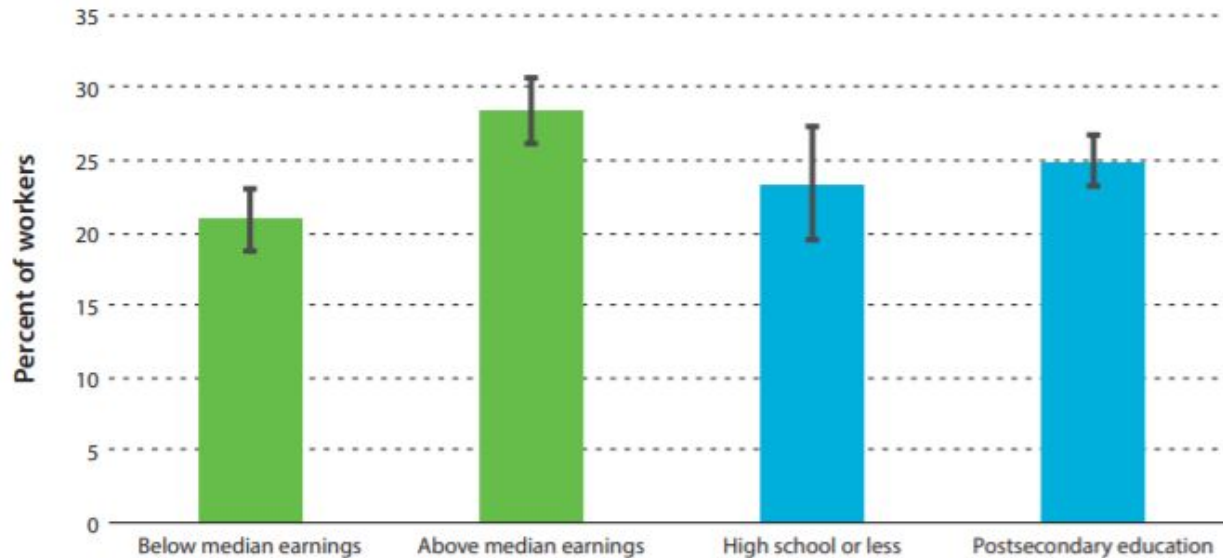
What is a Non-Compete Agreement?

- Post-Employment Restrictions
 - Geographic and Time Constraints

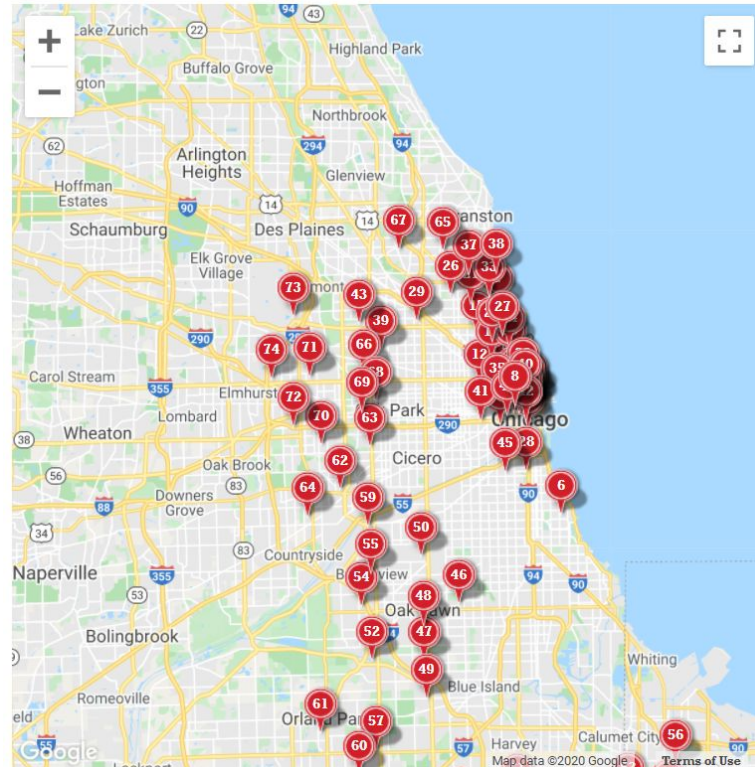
The History and Purpose of NCA

FIGURE 1.

Share of Workers Covered by a Non-Compete Agreement in Current or Former Job, by Weekly Earnings and Education



Jimmy John's

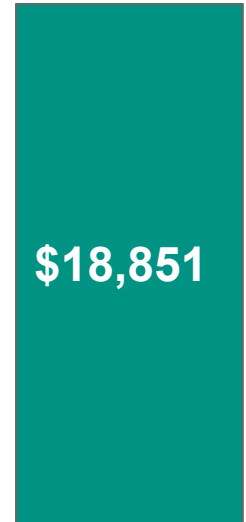


Direct Impacts of NCA on Low Wage Workers

Removing NCA in Oregon

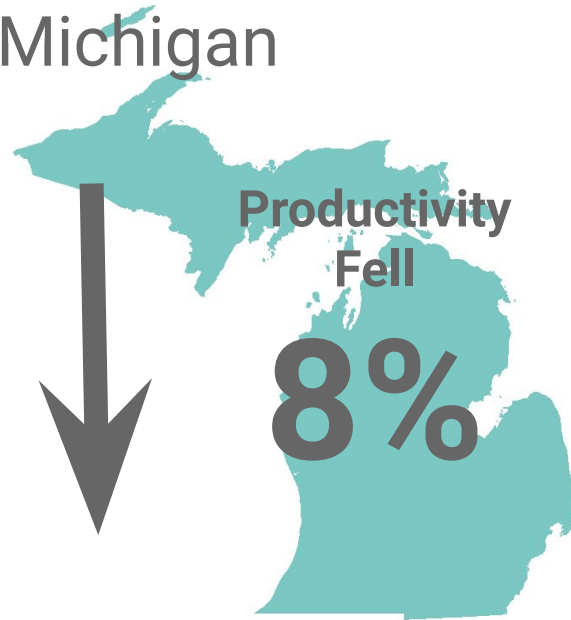


**14.22 Percent
Growth in Income**



Direct Impact of NCA on Low Wage Workers

Enacting NCAs in Michigan



Policy Recommendations

Non Compete Agreements *Must End*

- Mitigate the impact of COVID 19
- Decrease Income Inequality