

RÉSUMÉ DIGEST

ACT 150 (HB 315)

2026 Regular Session

Melerine

Existing law provides that, generally, every contract or agreement or provision that restrains a person from exercising a lawful profession, trade, or business shall be null and void. However, existing law provides an illustrative list of exceptions where noncompete contracts and agreements are permitted.

New law retains existing law and adds an exception that prohibits noncompete contracts, agreements, or provisions for unpaid or paid interns and apprentices.

New law prohibits noncompete contracts, agreements, or provisions from restricting an intern or apprentice from pursuing employment, educational, or professional opportunities following the completion of the internship or apprenticeship.

New law states that an intern or apprentice shall remain subject to the employer's confidentiality, intellectual property, and data protection agreements.

New law defines "intern".

Effective August 1, 2026.

(Adds R.S. 23:921(P))