



OGLETREE DEAKINS

WEBINAR

NEW RESTRICTIONS ON NONCOMPETITION AGREEMENTS IN WASHINGTON STATE: WHAT EMPLOYERS NEED TO KNOW

SPEAKERS

Jaime N. Cole (Seattle)
Kyle D. Nelson (Seattle)
Lisa Kaplan, *Moderator*

DATE

Thursday, October 17, 2019

TIME

11:00 a.m. – 12:00 p.m. Pacific
12:00 p.m. – 1:00 p.m. Mountain
1:00 p.m. – 2:00 p.m. Central
2:00 p.m. – 3:00 p.m. Eastern

COST

\$99.00
\$49.00 (Ogletree Deakins client discount)

DESCRIPTION

During the 2019 session, the Washington State Legislature passed and Governor Jay Inslee signed into law legislation placing limits on noncompetition agreements for Washington-based employees. The new law, which becomes effective January 1, 2020, will prohibit noncompetition covenants for employees earning less than \$100,000 (adjusted annually for inflation), restrict the duration of most noncompetition covenants to 18 months, and give employees a right to file a declaratory judgment or counterclaim against their employers for violations (including fee shifting to the employer for proven violations), among other things. Employers should consider bringing their existing agreements into compliance now to avoid lawsuits by employees (or class claims) and to ensure their agreements are enforceable going forward. Join attorneys from Ogletree Deakins' Seattle office as they discuss the new law and compliance steps to take before the law takes effect.

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REGISTRATION

Register online at www.ogletree.com or contact Marilu Oliver at (404) 870-1755 or webinars@ogletree.com.

Instructions for participation will be circulated before the webinar. If you have questions about CLE availability, please contact us at cle@ogletree.com. If you need financial aid to attend this webinar, please click [here](#).