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Conyears-Ervin Passes Bill to Protect Workers from Non-Compete Clauses

SPRINGFIELD, Ill. – In a strong bipartisan move to protect low-income workers, state Rep. Melissa Conyears-Ervin, D-Chicago, passed legislation on Wednesday that would prohibit employers from requiring low wage employees from signing a non-compete agreement to work.

"It is disrespectful and selfish for any employer to force a low-wage employee to sign a non-compete agreement and bar them from finding other related employment," Conyears-Ervin said. "I am taking a hard stand against this abuse of low-wage workers by prohibiting non-compete agreements for anyone making less than $13 an hour. We need to help our working families find the best employment they can, not work to hinder them."

Conyears-Ervin's Senate Bill 858 closes a loophole to ensure low-wage employees are protected from non-compete agreements. Recently, a Chicago Area Jimmy John's required employees to sign a non-compete agreement – barring those employees for 2 years from working for any other business within a 3 mile radius that derives at least 10 percent of its sales from selling sandwiches – All while making near minimum wage

"We need to do everything we can to help boost our economy and secure jobs for hard working members of our community," Conyears-Ervin said. "Non-compete agreements on low income employees are counterproductive and work to hurt the employees far more than hurt employers. This is a good bill that protects workers, and I urge the Governor to sign it into law."

SB 858 unanimously passed the House floor with a vote of 113-0. It will now go on to Gov. Rauner for his signature. State Rep. Melissa Conyears-Ervin is the state representative for Illinois' 10th district. Her office can be reached at by phone at 773-417-1020 or by email at Rep@ConyearsErvin.com.

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