



ACEP Reaffirms Support for Banning Noncompete Agreements in Health Care

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WASHINGTON, DC—The American College of Emergency Physicians (ACEP) today reaffirmed its strong support for eliminating restrictive noncompete agreements in health care, following news that federal regulators have **issued warning letters** (https://www.ftc.gov/news-events/news/press-releases/2025/09/ftc-chairman-ferguson-issues-noncompete-warning-letters-healthcare-employers-staffing-companies?utm_source=govdelivery) to large health care employers and staffing companies.

ACEP strongly believes that emergency physicians must be able to provide care where they are needed most—not where a contract allows them. Restricting an emergency physician’s ability to choose a job can stall or upend their career, contribute to workplace dissatisfaction, and accelerate currently high rates of burnout, especially in rural or underserved communities where it is already challenging to attract and retain physicians.

ACEP has long advocated for the elimination of noncompete agreements in medicine. The organization has **submitted comments** (<https://www.acep.org/SysSiteAssets/new-pdfs/advocacy/acep-letter-on--ftc-noncompete-clause-03.07.23.pdf>), engaged with federal and state policymakers, and met directly with agency officials to underscore the harm these agreements impose on physicians and the patients they serve. In **past policy actions** (<https://www.acep.org/news/acep-newsroom-articles/acep-supported-oregon-law-bans-physician-non-compete-agreements>), ACEP has emphasized that banning noncompetes is essential to strengthening the health care workforce and protecting the patient-physician relationship.

ACEP views today’s federal action as an encouraging sign that momentum is building to end these unfair practices. Still, more work remains to ensure physicians are free to practice without barriers that compromise patient care. As federal regulators continue to evaluate next steps, ACEP will provide input to ensure emergency physicians’ perspectives are well represented. ACEP remains committed to supporting policies that promote competition, protect patient access, and allow physicians to practice without undue restrictions, regardless of their employer or employment model.

The American College of Emergency Physicians (ACEP) is the national medical society representing emergency medicine. Through continuing education, research, public education, and advocacy, ACEP advances emergency care on behalf of its 40,000 emergency physician members, and the more than 150 million people they treat on an annual basis. For more information, visit **www.acep.org** (<https://www.acep.org/>) and **www.emergencyphysicians.org** (/).

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