

House File 2254 - Enrolled

House File 2254

AN ACT

RELATING TO THE PROHIBITION OF NONCOMPETE CLAUSES IN CERTAIN
EMPLOYMENT CONTRACTS ENTERED INTO BY THE UNIVERSITY OF
IOWA HOSPITALS AND CLINICS, AND INCLUDING EFFECTIVE DATE
PROVISIONS.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

Section 1. Section 262.9, Code 2026, is amended by adding
the following new subsection:

NEW SUBSECTION. 43. *a.* Develop a policy that prohibits
the university of Iowa hospitals and clinics from including a
noncompete clause in an employment contract with an advanced
registered nurse practitioner, a licensed practical nurse, a
pharmacist, a physician, a physician assistant, or a registered
nurse.

b. This subsection applies to all employment contracts
between an advanced registered nurse practitioner, a licensed
practical nurse, a pharmacist, a physician, a physician
assistant, or a registered nurse and the university of Iowa
hospitals and clinics entered into, extended, or renewed on or
after the effective date of this Act.

c. For purposes of this subsection:

(1) "*Advanced registered nurse practitioner*" means the same
as defined in section 152.1.

(2) "*Licensed practical nurse*" means an individual licensed
under chapter 152.

(3) *“Noncompete clause”* means any restriction on the right of an advanced registered nurse practitioner, a licensed practical nurse, a pharmacist, a physician, a physician assistant, or a registered nurse to practice in any geographic area or for a defined period of time upon the termination of an employment contract between the advanced registered nurse practitioner, licensed practical nurse, pharmacist, physician, physician assistant, or registered nurse and the university of Iowa hospitals and clinics.

(4) *“Pharmacist”* means the same as defined in section 155A.3.

(5) *“Physician”* means an individual licensed under chapter 148.

(6) *“Physician assistant”* means the same as defined in section 148C.1.

(7) *“Registered nurse”* means an individual licensed under chapter 152.

Sec. 2. EFFECTIVE DATE. This Act, being deemed of immediate importance, takes effect upon enactment.

PAT GRASSLEY
Speaker of the House

AMY SINCLAIR
President of the Senate

I hereby certify that this bill originated in the House and is known as House File 2254, Ninety-first General Assembly.

MEGHAN NELSON
Chief Clerk of the House

Approved _____, 2026

KIM REYNOLDS
Governor