

REFERENCE TITLE: employers; contracts; noncompete clause; prohibition

State of Arizona  
House of Representatives  
Fifty-seventh Legislature  
Second Regular Session  
2026

## **HB 2361**

Introduced by  
Representatives Crews: Connolly, Contreras P, Liguori, Travers, Villegas

AN ACT

AMENDING TITLE 23, CHAPTER 2, ARTICLE 1, ARIZONA REVISED STATUTES, BY  
ADDING SECTION 23-207; RELATING TO EMPLOYMENT.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Title 23, chapter 2, article 1, Arizona Revised  
3 Statutes, is amended by adding section 23-207, to read:

4 23-207. Public employer; private employer; noncompete clause;  
5 prohibition; definition

6 A. AS A CONDITION OF EMPLOYMENT, IT IS UNLAWFUL FOR A PUBLIC OR  
7 PRIVATE EMPLOYER TO REQUIRE A CURRENT OR PROSPECTIVE EMPLOYEE TO AGREE TO  
8 A NONCOMPETE CLAUSE.

9 B. FOR THE PURPOSES OF THIS SECTION, "NONCOMPETE CLAUSE" MEANS A  
10 CLAUSE IN AN EMPLOYMENT CONTRACT WITH AN EMPLOYEE THAT PROHIBITS THE  
11 EMPLOYEE FROM WORKING IN A SPECIFIC GEOGRAPHIC AREA FOR A SPECIFIC PERIOD  
12 OF TIME AFTER LEAVING THAT EMPLOYMENT.

13 Sec. 2. Applicability

14 Section 23-207, Arizona Revised Statutes, as added by this act,  
15 applies to contracts entered into on or after the effective date of this  
16 act.