



## Fisher Phillips Partner Breaks Down Illinois' New Law Restricting Noncompete Agreements

Publication

12.15.21

In a bylined article for the American Bar Association, **Michael Avila** outlines what employers need to know about Illinois' ban on non-compete agreements. The new law, which goes into effect on Jan. 1, will greatly limit the enforceability of employee restrictive covenant agreements. Michael explores which agreements are at the center of the new amendments, the different income thresholds, and a requirement that employees are advised to consult with an attorney before entering any covenant.

"At bottom, the amendments may truly alter the employee restrictive covenant landscape in Illinois, and there is meaningful risk to employers who refuse to adapt," he said. "Over the next several months, it will be critical to ensure that outside practitioners and in-house counsel take a close look at our clients' restrictive covenant regimes, to avoid accidental exposure, both to the risk of invalidation and the risk of a negative litigation event."

To read the article visit the [\*American Bar Association\*](#) (subscription required).

### ***Related People***



**Michael P. Avila**

Partner and Co-Chair, Financial Services Group

610.230.2179

Email

## ***Service Focus***

Employee Defection and Trade Secrets

## ***Related Offices***

Philadelphia