



# Navigating Texas SB 1318: What Texas Healthcare Employers Must Know Before September 1

Event

7.31.25

12:00 PM — 1:00 PM CDT

A new law in Texas will cause a seismic shift in the scope and enforceability of non-competes for healthcare professionals. SB1318, which takes effect on September 1, expands protections currently afforded only to physicians and extends some to other healthcare practitioners, including dentists, physician assistants, and nurses.

This law creates an urgent need for healthcare employers to evaluate their restrictive covenant practices. While the statute is narrowly written, its language raises critical questions about how broadly it could be interpreted, especially in relation to leadership roles, administrative staff, and even non-clinical positions.

In this timely webinar, attorneys from Fisher Phillips will break down what the law says, and what it leaves open for interpretation. We'll also discuss the potential risks of broadly applying or ignoring the statute and provide strategies for compliance and risk mitigation considering the uncertainty.

## Who Should Attend:

- In-house counsel for healthcare providers
- Human Resources directors and managers in healthcare, assisted living, and long-term care
- Compliance officers and healthcare executives
- Healthcare entrepreneurs, practice owners, and clinical group leaders
- Legal professionals supporting healthcare systems, hospitals, or physician groups
- Anyone involved in drafting or enforcing restrictive covenants in healthcare employment agreements

If you have any questions, please contact [Sidra Trajcevska](#).

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## Educational Credits

## HRCI and SHRM

- The firm is submitting this webinar for credit.

## CLE

- Fisher Phillips will make all reasonable efforts to obtain CLE credit for this program in every state that is relevant to attendee's MCLE needs. In certain instances, some programs may not be awarded CLE credit because of content, delivery or jurisdictional restrictions.

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