



Kunal Shah Details New Noncompete Restrictions for Health Care Professionals in Texas Lawyer

Texas Lawyer recently published Spencer Fane attorney [Kunal Shah's](#) article, [Texas Extends Non-Compete Restrictions to Dentists, Nurses, and Physician Assistants](#).

The piece is an expansion of a firm [blog post](#) that explains recent changes to the Texas Business and Commerce Code under Senate Bill 1318. With the creation of Section 15.501, noncompete restrictions now extend to nonphysician health care practitioners. Kunal outlines who is covered under Section 15.501 and what noncompete restrictions apply to them, practical ramifications of the new statute, and how health care employers should respond.

"The new statute will only make the hiring landscape in Texas more attractive to dentists, nurses, and physician assistants," Kunal said, recommending that employers review the terms of their employment agreements, audit existing agreements, assess current compensation and benefits, and audit current geographic restrictions for remote or multilocation work.

At Spencer Fane, Kunal provides clients collaborative and proactive counsel, helping identify and avoid legal exposure while simultaneously best positioning them to successfully resolve litigious matters in an efficient and cost-effective manner. With clients ranging from corporations to businesses of all sizes to C-suite individuals, He brings specific industry experience in construction, health care, IT, food service, and retail with a curated track record in successfully resolving disputes involving trade secret misappropriation, breach of restrictive covenants, hacking, fraud, breach of contract, discrimination, and retaliation.

Read Kunal's full *Texas Lawyer* article [here](#). Please note, a subscription may be required.