



Dannel P. Malloy

GOVERNOR
STATE OF CONNECTICUT

July 12, 2013

The Honorable Denise Merrill
Secretary of State
30 Trinity Street
Hartford, CT 06106

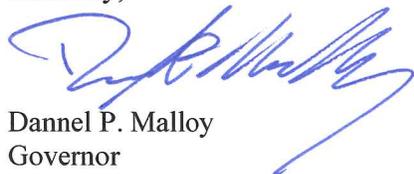
Dear Madam Secretary:

I hereby return, without my signature, House Bill 6658, *An Act Concerning Employer Use of Noncompete Agreements*. This bill would void noncompete agreements entered into, renewed or extended on or after October 1, 2013, when such agreements follow an acquisition or merger, unless the employer provides the employee with at least seven calendar days to consider the merits of the agreement.

Notwithstanding the robust common law in Connecticut regarding the appropriate use and scope of noncompete agreements, additional protections for employees may be warranted to guarantee a reasonable period of time to review a written noncompete agreement before entering into such an agreement in the first instance. Unfortunately, this bill leaves certain key terms undefined or unclear. As a result, this bill has the potential to produce legal uncertainty and ambiguity in the event of merger or acquisition. If signed into law, costly and time-consuming litigation would likely be required to provide necessary clarity. It would be better for both employers and employees to receive greater clarity from the General Assembly on this issue next session.

For these reasons, I disapprove of House Bill 6658, *An Act Concerning Employer Use of Noncompete Agreements*. Pursuant to Section 15 of Article Fourth of the Constitution of the State of Connecticut, I am returning House Bill 6658 without my signature.

Sincerely,



Dannel P. Malloy
Governor