



In this episode, James and Heather discuss the [recent updates](#) to Washington state's non-competition laws, which took effect on June 6, 2024. They explore the implications for employers and employees and consider the impact of an FTC rule that bans most non-competes. Key topics include the stricter scrutiny and enforcement of non-competes, revised definitions, and the effects on employee mobility and business practices.

[Listen to "Update: Washington State Tightens Noncompete Restrictions" on Spreaker.](#)

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