

The Honorable Legislator Therese Murray
President of the Senate
State House, Room 229
Boston, MA 02133

May 19, 2014

Dear Senator Murray:

I am contacting you on behalf of the 10,400 individual members of the IEEE in Massachusetts to express our support for provisions in H. 4045 that prohibit the use of non-compete agreements. This simple change to Massachusetts' employment law would dramatically improve the flexibility and innovativeness of our state's economy, particularly in our most critical and high growth fields.

The IEEE (Institute of Electrical and Electronics Engineers) is the world's largest technical professional society. Founded by Alexander Graham Bell and Thomas Edison, we represent individual computer programmers, hardware designers, aerospace engineers and other technical professionals involved with the creation and development of advanced technologies. Massachusetts' 10,400 IEEE members, part of the 430,000 IEEE members around the globe, are the very heart of our modern high-tech economy.

As such, we are acutely aware of how fast our dynamic high-tech economy advances. Technology is always changing, evolving, dying – and companies have to move fast just to keep up. Nobody would argue that restricting any company's ability to change product lines, business models or strategies is in anyone's best interest.

Yet that is exactly what employees are required to do when they sign a non-compete agreement. Such agreements are designed to prevent employees from being flexible and deny them the ability to respond to changing market conditions. In doing so, non-compete agreements reduce the overall flexibility of the Bay State's economy – and thereby reduce our state's overall competitiveness.

Companies already have the means to keep talented employees -- provide appropriate, competitive compensation and a desirable work environment. Companies that are unable or unwilling to do that should have difficulty holding on to their employees. Employers have the right to choose whom to employ, but workers also ought to have the right to work for whichever companies they want. That is how the free market works.

We applaud Gov. Patrick for taking this bold step and respectfully ask that you support his efforts to ban non-compete agreements in the Bay State.

Sincerely,



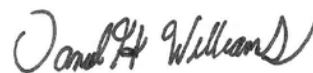
Susan Murphy
Chair, IEEE Boston Section



James McVeigh
Chair, IEEE Berkshire Section



C. Vernon Gaw
Chair, IEEE Worcester Section



Daniel H. Williams
Chair, IEEE Springfield Section



The Honorable Legislator Robert A. DeLeo
Speaker of the House
State House, Room 356
Boston, MA 02133

May 19, 2014

Dear Representative DeLeo:

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