

WSR 23-20-086

DEPARTMENT OF

LABOR AND INDUSTRIES

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Noncompetition Enforceability Thresholds for 2024

As per RCW 49.62.040, the department of labor and industries is required to adjust noncompete enforceability thresholds annually to account for inflation using the consumer price index for urban wage earners and clerical workers. These thresholds determine whether a noncompetition clause or agreement is enforceable. There are two thresholds, one for employees (RCW 49.62.020), and one for independent contractors (RCW 49.62.030). The table below shows the new calculated figures.

Statutory Dollar Adjustments:

	Preadjusted	2022 Calculated Figure	2023 Calculated Figure	2024 Calculated Figure
RCW 49.62.020	\$100,000.00	\$107,301.04	\$116,593.18	\$120,559.99
RCW 49.62.030	\$250,000.00	\$268,252.59	\$291,482.95	\$301,399.98

If you have any questions, please contact Maggie Leland, rules coordinator, at 360-902-4504

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