

WSR 24-20-097

DEPARTMENT OF

LABOR AND INDUSTRIES

[Filed September 30, 2024, 2:09 p.m.]

Noncompetition Enforceability Thresholds for 2025

As per RCW 49.62.040, the department of labor and industries required to adjust noncompete enforceability thresholds annually to account for inflation using the consumer price index for urban wage earners and clerical workers index. 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 previous and the new calculated figures.

Statutory Dollar Adjustments:

	Preadjusted	2023 Calculated Figure	2024 Calculated Figure	2025 Calculated Figure
RCW 49.62.020	\$100,000.00	\$116,593.18	\$120,559.99	\$123,394.17
RCW 49.62.030	\$250,000.00	\$291,482.95	\$301,399.98	\$308,454.43

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

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