

**LEGISLATIVE SERVICES AGENCY  
OFFICE OF FISCAL AND MANAGEMENT ANALYSIS  
FISCAL IMPACT STATEMENT**

**LS 6419**  
**BILL NUMBER: HB 1054**

**NOTE PREPARED:** Dec 2, 2025  
**BILL AMENDED:**

**SUBJECT:** Plumbing Noncompete Agreements.

**FIRST AUTHOR:** Rep. Morris  
**FIRST SPONSOR:**

**BILL STATUS:** As Introduced

**FUNDS AFFECTED:** X GENERAL  
DEDICATED  
FEDERAL

**IMPACT:** State

**Summary of Legislation:** The bill defines "noncompete agreement". It provides that a noncompete agreement entered into: (1) on or after April 1, 2026; and (2) between an employer and certain persons in the plumbing trade; is void and unenforceable.

**Effective Date:** Upon passage.

**Explanation of State Expenditures:** The Professional Licensing Agency (PLA) may need to update its website and notify the affected stakeholders of this change. This is within the PLA's routine administrative functions and should be able to be implemented with no additional appropriations, assuming near customary agency staffing and resource levels.

**Explanation of State Revenues:**

**Explanation of Local Expenditures:**

**Explanation of Local Revenues:**

**State Agencies Affected:** Professional Licensing Agency.

**Local Agencies Affected:**

**Information Sources:**

**Fiscal Analyst:** Chris Baker, 317-232-9851.