

President's Report

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Dear LVMA Members,

I think we can all agree that the heat is slowly making itself

known. Our window of perfect weather is rapidly coming to an end as the higher temperatures stick around preparing us for the summer. I encourage everyone to soak up as much time outdoors as possible before we get into the intense months of August and September.

With hurricane season right around the corner I urge all of you to review the Louisiana State Animal Response Team's (LSART) website. This team of veterinarians, humane organizations, animal control officers and citizen volunteers works all over the state to help prepare for and respond to all types of emergencies and disasters. Their training

is a great groundwork to prepare not only for yourself professionally, but also gives you the ability to help when called upon anywhere else in the state. They also provide great resources for clients with preparing and evacuating for hurricanes and other disaster events.

Our legislative committee has been keeping a close eye on the Capitol, as things are moving through Congress very quickly this session. Our dedicated lobbyists and supporters are diligently staying focused on any potential issues affecting our profession.

Just a reminder that registration for the Southwest Veterinary Symposium in Fort Worth. The dates this year are September 26-29th. It is an amazing conference with topics for the entire veterinary team. This is a great

opportunity for team building, so sign up some staff members and make it a fun weekend learning experience.

Please remember that if you ever have any concerns or questions, the LVMA is always here for you. Do not hesitate to reach out to your district rep, the main office or myself.

Sincerely,

**Adrianna Smith, DVM
President, LVMA**





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Submit articles and advertisements to the LVMA office as follows:

Quarter 1 Newsletter - February 15th
Quarter 2 Newsletter - May 15th
Quarter 3 Newsletter - August 15th
Quarter 4 Newsletter - November 15th

Executive Director's Report

Summer is here! I know for some this may not be welcomed but as I reflect on the first half of the year, I can't help but welcome the thought of sunny days and upcoming vacations with family and friends. I do hope that you take the time to enjoy some quality time with family and friends this summer.

One thing I welcome is the end of the 2024 Regular Louisiana Legislative Session which is officially over. The LVMA lobbying team was hard at work this session – we met with legislators, legislative staff and lobbyists to position bills to minimize negative impact to the veterinary profession. We are pleased with where things landed but are already gearing up for the 2025 Legislative Session. The work never ends...

Please take the time to consider nominating a deserving individual for the 2024 LVMA Awards. Nomination Forms are located on our website at www.lvma.org. Each year the LVMA recognizes and honors people that have made important contributions to veterinary medicine, the veterinary community and/or animal health, as well as an animal that has distinguished itself in a special way.

Mark your calendars and register today for the 2024 Southwest Veterinary Symposium! Check out Page 6 and register now for this exciting meeting coming up September 26-29, 2024 in Fort Worth, TX. The LVMA is in partnership with other veterinary medical associations (VMAs) in conducting the SWVS and this meeting has grown throughout the years. This program is nationally recognized and I hope to see a strong Louisiana representation in Fort Worth!

Registration will also be available soon for the 2025 LVMA Winter Meeting at the Crowne Plaza Baton Rouge – February 21-23, 2025. Our Program Committee, led by Drs. John Mauterer, Dale Peyroux, Jon Fletcher, Clare Scully, and Jesse Brandon are working hard to assemble a great program. The LVMA Winter Meeting is always the premier annual event for Louisiana veterinarians to gather for continuing education, encounters with veterinary industry vendors in a relaxed but professional environment. We hope to see you there.

I would also like to encourage all Louisiana veterinarians to attend Commissioner Mike Strain's Fall Ball which will be held at the Old Governor's Mansion on Thursday, October 17, 2024. Information on tickets and sponsorships is available at www.mikestrain.org/fallball and the Campaign office's telephone number is 225-771-8942. I urge our members to help pack the room with veterinarians and their spouses in support of the strongest voice veterinary medicine has in the Louisiana halls of government.

Take care,

Melanie Talley, CAE
Executive Director

Classifieds

For Sale: One FujiFilm FCR Prima Model# CR-IR 391RU Computed Radiography (CR) Reader. Used, but in good condition. Two 14X17 IP Cassette included. \$1,250.00. Located in New Orleans. Please call Lesley at 504-866-6316.

Full service, small animal hospital and boarding kennel for sale in Gretna, LA. Has been serving the Westbank community of New Orleans for 70 years. Call 504-451-7987 for more information.

Want to see your ad here? Email office@lvma.org. First 50 words are free for members; \$0.75 per additional word.

Upcoming Events

Date	Event	Host	Location	For More Info
Sept. 26 - 29, 2024	SWVS	SWVS	Fort Worth, TX	www.swvs.org
Feb. 21 - 23, 2025	2025 Winter Meeting	LVMA	Baton Rouge, LA	www.lvma.org

Walter J. Ernst, Jr. Veterinary Memorial Foundation

Thanks to the following people, clinics, and all past contributors, the Dr. Walter J. Ernst, Jr. Veterinary Memorial Foundation continues to grow. Your continued support will help the Foundation to reach new heights. Please Consider a contribution today and encourage your clients to participate in our memorial program.

Donations in memory of:

*Pattie Kleinke
Dana Lynn White*

All donations received will be recognized. Family members will receive a card notifying them of the donation and the individual or clinic that made the donation.

Welcome New Members!

Madeline Michelle Bass
Choudrant, LA

Morgan Chayes
Mandeville, LA

Megan Chouinard
Gonzales, LA

Wyatt Andrew Comeaux
Belle Chasse, LA

Kelly James Davis, III
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Sabina Squires
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Allison Wegmann
Virginia Brookings
Renee Grudzien
Allison Briscoe
Emelie McLellan

2024 LEGISLATIVE SESSION REPORT

2024 Session

- 12 Bills tracked for the 2024 Legislative Session
- No major bills passed negatively affecting the practice of veterinary medicine
- Amendments to four bills were accepted to protect veterinary practice
- 8 Bills potentially affecting veterinarian liability were monitored
- LBVM Candidates were re-confirmed via Senate Confirmation



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2025 LVMA Winter Meeting

Save the Date

February 21-23, 2025

Baton Rouge, LA
Crowne Plaza Executive Center

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SWVS 2024

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American Veterinary Medical Foundation

The American Veterinary Medical Foundation needs your help! Give a gift of time by helping to review scholarships for the AVMF. Most of their scholarships are in the fall and they will provide you all the necessary information and training. To sign up or learn more, scan this QR code.



How Does the AVMF Support You?

1. **AVMF REACH Program** – provides AVMA members up to \$2,000 a year to be used at your discretion on cases. Visit www.avmf.org/reach to learn more about program qualifications and apply for funding.
2. **Disaster Relief** – there are two grants in this area:
 - a. **\$5,000 to provide medical care to the community** – must be an AVMA member to apply.
 - b. **\$2,000 to support those in the veterinary community** – this is to support anyone (technicians, students, practice staff and veterinarians) in the veterinary community to provide necessities after a disaster.
 - c. Certain documentation and information are required for approval.



FTC to ban most noncompete agreements

April 26, 2024

The Federal Trade Commission (FTC) issued a final rule on April 23 banning noncompete clauses nationwide.

Generally, noncompete agreements restrict employees who leave a job from working in that field for a specific time period in a certain geographic area.

The commission voted to approve the final rule 3-2, after determining that it violates Section 5 of the FTC Act, which prohibits “unfair or deceptive acts or practices in or affecting commerce.” The final rule is set to become effective 120 days after publication in the Federal Register.

A day after the announcement, the U.S. Chamber of Commerce and several other business groups sued the FTC in Texas federal court in an attempt to block the rule. The groups argue that the commission lacks the power to adopt such a rule and doing so would undermine American businesses’ ability to remain competitive.

Under the new rule, for-profit employers are banned from entering into or attempting to enforce any new noncompetes. Existing noncompetes for most workers will no longer be enforceable except for senior executives, who represent less than 0.75% of workers, which can remain in force after the effective date. The final rule defines senior executives as workers earning more than \$151,164 annually and who are in policy-making positions.

Two other exceptions were created: one for worker noncompete clauses entered into in as part of a bona fide “sale of business,” and another for existing causes of action under worker noncompetes that accrued prior to the issuance of the final rule.

Employers will have to provide notice to workers bound to an existing noncompete that the noncompete agreement will not be enforced against them in the future.

An estimated 30 million Americans—or one in five workers—are bound by these agreements, according to the FTC.

“Noncompete clauses keep wages low, suppress new ideas, and rob the American economy of dynamism, including from the more than 8,500 new startups that would be created a year once noncompetes are banned,” said FTC Chair Lina M. Khan in a press release. “The FTC’s final rule to ban noncompetes will ensure Americans have the freedom to pursue a new job, start a new business, or bring a new idea to market.”

The final rule stems from the notice of proposed rulemaking the FTC issued in January 2023, which was subject to a 90-day public comment period. During that time, the FTC received more than 26,000 comments.

Khan spoke about noncompete clauses at the beginning of the 2023 AVMA Veterinary Business and Economic Forum this October. She said at the forum, “One sector from which we heard many comments was health care workers, including veterinarians. They shared stories of how noncompete clauses have upended their lives, keeping them stuck in jobs and forcing them to forego better job opportunities or otherwise uproot their families because the noncompetes have locked them out of local jobs. Others shared the fear of being buried in litigation by an employer, even when the noncompete in place was void or not enforceable.”

Noncompete agreements for employees are currently banned in California, Minnesota, North Dakota, and Oklahoma.

“The ability of States to regulate non-competes effectively is constrained by employers’ use of choice-of-law provisions, significant variation in how courts apply choice-of-law rules in disputes over non-competes, and the increasingly interstate nature of work,” the final rule notice states. “As the public comments attest, this patchwork of laws and legal uncertainty has become extremely burdensome for both employers and workers.”

The U.S. Chamber of Commerce, the country’s largest business lobby, said in its lawsuit that the FTC is empowered by federal law to enforce existing antitrust laws passed by Congress, but not to enact rules determining what other type of conduct by businesses is anticompetitive.

“Companies will face substantial legal costs as they are forced to resort to other tools to attempt to protect their investments,” the chamber said. “And the economy as a whole will suffer as start-ups and small businesses are unable to prevent dominant firms from hiring their best employees and gaining access to their confidential information.”

A version of this story appears in the June 2024 print issue of JAVMA

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2. Go to the Resources for Vets tab
3. Click on Relief Vets
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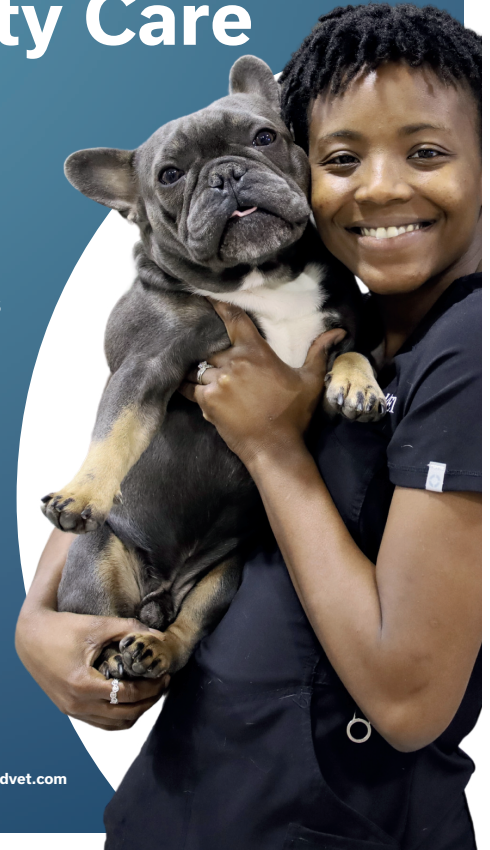
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The Louisiana Veterinarian is the official publication of the Louisiana Veterinary Medical Association. It features a President's Report, Inside This Issue, and Upcoming Events. The newsletter is published quarterly and is a valuable resource for Louisiana veterinarians.

Upcoming Events

Date	Event	Host	Location	For More Info
July 19 - Aug 1, 2022	AVMA Convention	AVMA	Philadelphia, PA	www.avma.org
July 20 - 22, 2022	2022 Vet Meeting	LVMA	Lafayette, LA	www.lvma.org



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