

NH EMPLOYMENT RELATED BILLS 2024 – Sixth Update March 2024

Key	
Red	Inexpedient to Legislate/Dead
Yellow	Hearing Scheduled
Green	Passed House or Senate and Headed to the Other Legislative Body
Blue	Likely to Go to Governor and Possibly Become Law

BILL NUMBER	TITLE OF BILL	PRIME SPONSOR(S)	BILL STATUS
HB 1007 <u>HB 1007</u>	This bill requires an employer to provide the employee with notice of the terms and conditions of any remote work arrangement.	MacKenzie	Referred for Interim Study – Likely ITL
HB 1023-FN <u>HB 1023-FN</u>	Requires employers to provide their employees with notice of resources available to support veterans with post-traumatic stress disorder (PTSD). Note: “FN” means fiscal note.	Davis, Cole, Tierney, Ouellet	Referred for Interim Study – Likely ITL
HB 1038 <u>HB 1038</u>	Relative to prohibiting registered sex offenders from employment or volunteering at businesses providing direct services to minors or direct supervision or oversight of minors.	Verville	Ought to Pass
HB 1051 <u>HB 1051</u>	This bill prohibits wages being docked from restaurant staff when a patron leaves without paying.	Proulx	ITL

HB 1072 HB 1072	Relative to prohibiting employers from using polygraph testing.	Gallager	ITL
HB 1110 HB1110	This bill requires employers with 25 or more employees to use the federal E-Verify system of the United States Citizenship and Immigration Services.	McGough, Bernardy, Harley, Moffett, Edwards, Brouillard	ITL
HB 1169 HB 1169	This bill creates a private cause of action for discrimination based on hairstyles relative to a person's ethnicity. This bill also exempts such causes of action from the jurisdiction of the human rights commission.	Wheeler, Harriott-Gathright, DiLorenzo, Ford, Perez, Meuse	Judiciary
HB 1178 HB 1178	Relative to an employee's unused earned time.	Cahill	Labor, Industrial and Rehabilitative Services Executive Session: 3/20/24, 10:00 am, LOB 212
HB 1201 HB 1201	Relative to payment of wages for deceased employees.	Seaworth	Ought to Pass
HB 1226 HB 1226	Relative to employment protections for freelance employees.	Grassie	Referred for Interim Study – Likely ITL
HB 1246 HB 1246	Relative to allowing the payment of wages in gold or silver.	Granger	Ought to Pass

HB 1315 HB 1315	Relative to the definition of wages for purposes of unemployment compensation.	MacKenzie	ITL
HB 1322 HB 1322	Relative to the state minimum hourly rate.	Staub	Indefinitely Postponed
HB1336 HB 1336	Relative to employees' firearms in locked vehicles. This bill prohibits employers from inquiring into, searching for, or banning employee's storage of firearms or ammunition in their locked vehicles and provides civil immunity to employers for any economic loss, injury, or death that results from an employer's adherence to this law.	Popovici-Muller, Lynn, Spillane, Lekas, Aron, Kofalt	Tabled
HB 1375 HB 1375	Relative to severance agreements requiring employees to broadly waive labor law rights. "Notwithstanding any other provision of the law it is unlawful employment practice for an employer to require, as a condition of a severance agreement, that the employee is broadly prohibited from disclosing the terms of the severance agreement or that the employee is broadly prohibited from making statements that could disparage or harm the image of the employer."	Gallager	ITL
HB 1377 HB1377	Relative to granting workers free choice to join or refrain from joining labor unions.	Polozov	Indefinitely Postponed
HB 1451 HB 1451	Relative to mandatory overtime and the calculation of base rate of compensation for NHRS purposes.	McGuire	Senate Executive Department and Administration Committee: 3/20/24, 9:00am, Room 103 State House.

HB 1522 HB 1522	Relative to weekly benefit amounts for unemployment compensation.	MacKenzie	Tabled
HB 1597 HB 1597	Relative to the maximum weekly unemployment benefit amount.	Sullivan	Referred for Interim Study
HB 1648 HB 1648	Relative to electronic payments to employees' debit cards and providing immediate access to wages if the employee can't access their wages.	Kofalt	ITL
SB 330 SB 330	Relative to allowing the ability to work from home to count toward unemployment benefits eligibility.	Perkins	House Labor, Industrial and Rehabilitative Services Committee
SB 436 SB 436	Relative to maximum benefits payable in unemployment compensation.	Perkins	Commerce Public Hearing: 1/4/24, 9:40am, SH 100