

NH EMPLOYMENT RELATED BILLS 2024 – Fifth Update February 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 HB 1007	This bill requires an employer to provide the employee with notice of the terms and conditions of any remote work arrangement.	MacKenzie	Labor, Industrial and Rehabilitative Services Public Hearing: 1/20/24, 9:45am, LOB 206-208
HB 1023-FN HB 1023-FN	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	Labor, Industrial and Rehabilitative Services Public Hearing: 1/10/24, 10:30 am, LOB 206-208
HB 1038 HB 1038	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	Criminal Justice and Public Safety Public Hearing: 1/26/24, 9:30 am, LOB 202-204
HB 1051 HB 1051	This bill prohibits wages being docked from restaurant staff when a patron leaves without paying.	Proulx	Labor, Industrial and Rehabilitative Services Public Hearing: 1/18/24, 9:45 am, LOB 307

HB 1072 HB1072	Relative to prohibiting employers from using polygraph testing, with exceptions for law enforcement, department of safety, fish and game department.	Gallager	Inexpedient to Legislate
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	Labor, Industrial and Rehabilitative Services Public Hearing: 1/18/24, 11am, LOB 307
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: 2/14/24, 9:45am, LOB 207
HB 1201 HB 1201	Relative to payment of wages for deceased employees.	Seaworth	Labor, Industrial and Rehabilitative Services Subcommittee work session: 2/14/24, 1:00pm, LOB 307
HB 1226 HB 1226	Relative to employment protections for freelance employees.	Grassie	Labor, Industrial and Rehabilitative Services Public Hearing: 1/18/24, 1:30pm, LOB 307
HB 1246 HB 1246	Relative to allowing the payment of wages in gold or silver.	Granger	Labor, Industrial and Rehabilitative Services Public Hearing: 1/18/24, 2:30pm, LOB 307

HB 1315 HB 1315	Relative to the definition of wages for the purposes of unemployment compensation. For sub-minimum wage and tipped employees, wages would be increased based on minimum wage or, in the case of tipped employees, wages with tips. NHES opposes because it would increase an employer's liability and create a discrepancy in employer reporting.	MacKenzie	Inexpedient to Legislate
HB 1322 HB 1322	Relative to the state minimum hourly rate.	Staub	Labor, Industrial and Rehabilitative Services Public Hearing: 1/10/24, 1pm, LOB 206-208
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	Criminal Justice and Public Safety Committee
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	Labor, Industrial and Rehabilitative Services Executive Session: 2/14/24, 9:45am, LOB 307
HB 1377 HB1377	Relative to granting workers free choice to join or refrain from joining labor unions.	Polozov	Labor, Industrial and Rehabilitative Services Executive Session: 2/14/24, 9:45am, LOB 307

HB 1451 HB 1451	Relative to mandatory overtime and the calculation of base rate of compensation for NHRS purposes.	McGuire	Ought to Pass – Goes to Senate.
HB 1522 HB 1522	Relative to weekly benefit amounts for unemployment compensation.	MacKenzie	Labor, Industrial and Rehabilitative Services Executive Session: 2/14/24, 9:45am, LOB 307
HB 1597 HB 1597	Relative to the maximum weekly unemployment benefit amount.	Sullivan	Labor, Industrial and Rehabilitative Services Executive Session: 2/14/24, 9:45am, LOB 307
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	Labor, Industrial and Rehabilitative Services
HB 1668 HB 1668	Relative to establishing a 4-day work week. "Any work in excess of 8 hours in one workday and any work in excess of 32 hours in any one workweek and the first 8 hours worked on the seventh day of work in any one workweek shall be compensated at the rate of no less than 1-1/2 times the regular rate of pay for an employee.	Read	Inexpedient to Legislate
SB 330 SB 330	Relative to allowing the ability to work from home to count toward unemployment benefits eligibility.	Perkins	Ought to Pass – Goes to House
SB 436 SB 436	Relative to maximum benefits payable in unemployment compensation.	Perkins	Commerce Public Hearing: 1/4/24, 9:40am, SH 100



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SB 550	Insurance and infertility treatments.		
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