

**2014 Workplace Bills Pending Before NH Legislature  
by Attorney Jim Reidy, State Council Legislative Chair**

<b>Bill No.</b>	<b>Title / Committee</b>	<b>Summary / HR Perspective</b>
HB 1168	<b>Relative to employer documentation of worker eligibility to work in the United States</b> <i>Labor, Industrial and Rehab. Services</i>	Amends RSA 275-A:4 to prohibit employment of undocumented workers. Each employee needs to satisfy I-9 requirements. Applies to contractors too.
HB 1169	<b>Relative to enforcement of labor laws by the department of labor</b> <i>Labor, Industrial and Rehab. Services</i>	Clarifies DOL Commissioner's authority to assess civil penalties for violations of certain wage law.
HB 1174	<b>Establishing a commission to study the payment of subminimum wages to persons with disabilities</b> <i>Labor, Industrial and Rehab. Services</i>	Establishes study committee to recommend changes to NH laws on payment of subminimum wages to people with disabilities.
HB 1188	<b>Relative to paycheck equity</b> <i>Labor, Industrial and Rehab. Services</i>	Would prohibit employers from requiring employees to refrain from disclosing amount of his/her wages.  (see also SB 207)
HB 1189	<b>Relative to temporary worker rights</b> <i>Labor, Industrial and Rehab. Services</i>	Requires temporary staffing companies to provide temporary workers with certain information regarding wages, benefits, hours, safety, etc. Also provides protection for temporary workers.
HB 1334	<b>Relative to contributions to charities by employees</b> <i>Labor, Industrial and Rehab. Services</i>	Amends RSA 275:48 to clarify that voluntary charitable contributions may be deducted from wages.
HB 1349	<b>Relative to the definition of independent contractor</b> <i>Labor, Industrial and Rehab. Services</i>	Would exempt from penalties any employer who relies in good faith on state definition of Independent Contractor.
HB 1355	<b>Relative to unemployment compensation for self-employed individuals</b> <i>Labor, Industrial and Rehab. Services</i>	Would permit corporations to exclude the wages of certain persons from wages reported to NHES

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HB 1368	<b>Relative to inquiries into criminal records on employment applications</b>  <i>Labor, Industrial and Rehab. Services</i>	Would prohibit employers from inquiring into applicant's criminal history until after conditional offer of employment is extended
HB 1403	<b>Establishing a state minimum hourly wage</b>  <i>Labor, Industrial and Rehab. Services</i>	Would re-establish a state (NH) minimum wage (no lower than \$8.25 per hour). Would be adjusted by cost of living index.
HB 1404	<b>Relative to payroll cards</b>  <i>Labor, Industrial and Rehab. Services</i>	Would update and expand employer authorization to use paycards as method of employee payroll.
HB 1405	<b>Prohibiting an employer from using credit history in employment decisions</b>  <i>Labor, Industrial and Rehab. Services</i>	Would establish "Employer Credit Privacy Protection Act" prohibiting employers from using credit history in employment decisions for most jobs.  (see also SB 295)
HB 1407	<b>Relative to privacy in the workplace</b>  <i>Labor, Industrial and Rehab. Services</i>	Would prohibit employers from requiring applicants or employees to disclose his/her social media or email passwords.
HB 1498	<b>Relative to wages lost when an employee submits to a medical examination required under workers' compensation law</b>  <i>Labor, Industrial and Rehab. Services</i>	Would require employers to reimburse an employee for lost wages if employee who returns to work is required to submit to an IME.
HB 1499	<b>Making changes in the maximum weekly benefit amount of unemployment compensation</b>  <i>Labor, Industrial and Rehab. Services</i>	NHES sponsored bill would adjust maximum weekly benefit amount and minimum quarterly earnings before individual eligible for UE benefits.
HB 1561	<b>Relative to the classification of temporary emergency workers under unemployment compensation laws</b>  <i>Labor, Industrial and Rehab. Services</i>	Clarifies unemployment law so service of volunteer firefighter responding to call does not constitute employment for unemployment benefit purposes.
HB 1571	<b>Relative to breastfeeding</b>  <i>Labor, Industrial and Rehab. Services</i>	Would require employers to provide reasonable accommodation for women who are breastfeeding. Also provides for exemption from jury duty.

Bill No.	Title / Committee	Summary / HR Perspective
HB 1592	<b>Relative to requiring prevailing wages on state-funded public works projects</b>  <i>Labor, Industrial and Rehab. Services</i>	Would require employees on public works construction projects in NH to be paid the prevailing minimum hourly wage and benefits.
HB 1599	<b>Relative to employment protection for victims of domestic violence</b>  <i>Labor, Industrial and Rehab. Services</i>	Would permit victims of domestic violence to take leave from work to seek medical or psychological care, to relocate or participate in criminal or civil proceedings.
SB 204	<b>Relative to medical conditions covered by workers' compensation</b>  <i>Labor, Industrial and Rehab. Services</i>	Would extend workers' compensation benefits to cover certain medical conditions.
SB 207	<b>Relative to paycheck equity</b>  <i>Commerce Committee</i>	Would: - modify law regarding pay equity; - require employers to permit employees to disclose their wages; and - establish an award for pay equity in the workplace  (see also HB 1188)
SB 217	<b>Prohibit collective bargaining agreements that require employees to join or contribute to a labor union</b>  <i>Finance Committee</i>	Reintroduction of Right to Work Act.
SB 224	<b>Relative to diminished earnings capacity and protections for certain wage earners and relative to independent medical examinations</b>  <i>Commerce Committee</i>	Would establish diminished earnings impacting rates for certain injured workers. Would also change radius for IMEs from 50 to 75 miles from worker's home.
SB 295	<b>Prohibiting an employer from using credit history in employment decisions</b>  <i>Commerce Committee</i>	Would prohibit employers from using credit history in applicant decisions.  (see also HB 1405)

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SB 302	<b>Relative to public or private criticism of employers by employees</b>  <i>Commerce Committee</i>	Would prohibit criticism of employer as being grounds for termination.
SB 351	<b>Repealing the requirement for notice of non-compete and non-piracy agreements prior to the start of employment</b>	Would repeal RSA 275:70 which requires employers to provide applicants with non-compete or non-piracy agreement when making offer of employment