

HB 1123 - AS INTRODUCED

2026 SESSION

26-2608

07/06

HOUSE BILL ***1123***

AN ACT requiring certain companies to post expected salary ranges on public job listings.

SPONSORS: Rep. Wade, Straf. 15; Rep. H. Howard, Straf. 4; Rep. McDonnell, Rock. 25; Rep. Butler, Straf. 12; Sen. Watters, Dist 4

COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill requires certain companies to post expected salary ranges on public job listings.

Explanation: Matter added to current law appears in ***bold italics***.
Matter removed from current law appears ~~[in brackets and struckthrough.]~~
Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.

STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Twenty-Six

AN ACT requiring certain companies to post expected salary ranges on public job listings.

Be it Enacted by the Senate and House of Representatives in General Court convened:

1 1 New Section; Labor; Noncompete Agreements; Salary Ranges Required In Job Postings.
2 Amend RSA 275 by inserting after section 70-a the following new section:

3 275:70-b Salary Ranges Required In Job Postings.

4 I. In this section:

5 (a) "Employer" means a person or entity that employs 50 or more employees at one or
6 more sites in New Hampshire and includes an individual, corporation, partnership, association,
7 nonprofit organization, group of persons, state, county, town, city, school district, or other
8 governmental subdivision.

9 (b) "Posting" means any solicitation intended to recruit job applicants for a specific
10 available position, including recruitment done directly by an employer or indirectly through a third
11 party, and includes any postings made electronically or via printed hard copy that specify
12 qualifications for desired applicants.

13 (c) "Salary range" means the minimum and maximum annual salary or hourly range of
14 compensation, based on the employer's good faith estimate, for a job opportunity of the employer at
15 the time of the posting of an advertisement for such opportunity.

16 II.(a) An employer shall disclose in each posting for each job opening with the employer a
17 starting salary range and a general description of all benefits and other compensation, including any
18 health or retirement benefits, to be offered to a hired job applicant.

19 (b) An employer that does not plan to negotiate a salary or wage range for a position
20 shall list a fixed pay rate. A salary range shall not be open ended.

21 2 Effective Date. This act shall take effect 60 days after its passage.