

HB 1177 - AS INTRODUCED

2026 SESSION

26-2639

05/06

HOUSE BILL **1177**

AN ACT adding a definition to the labor laws regarding remote work and defining the nature of such employment.

SPONSORS: Rep. MacKenzie, Hills. 40

COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill defines remote work and establishes various employment protections for remote workers.

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Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.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 adding a definition to the labor laws regarding remote work and defining the nature of such employment.

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

1 1 New Section; Protective Legislation; Remote Work. Amend RSA 275 by inserting after section
2 37-b the following new section:

3 275:37-c Remote Work.

4 I. In this section, "remote work" means a flexible work arrangement in which an employee,
5 under a written remote work agreement, is scheduled to perform work at an alternative worksite
6 and is not expected to perform work at an agency worksite on a regular and recurring basis. A
7 remote worker's official worksite may be within or outside the local commuting area of an agency
8 worksite.

9 II. A remote worker shall receive the same protection and rights as an in-person worker.

10 III. An employer shall ensure compliance with applicable labor laws for any employee
11 working remotely, which includes meal and rest breaks, overtime, paid time off, and any other rights
12 specific to job performance or location.

13 IV. An employer shall indemnify remote workers for all necessary expenditures or losses
14 incurred by the employee as a direct consequence of the discharge of their duties. These expenses
15 may include but are not limited to Internet and phone bills, work-related equipment, such as
16 computers and monitors, at-home tech expenses, office supplies, and mileage or transportation costs.

17 V. An employer shall extend their commitment to workplace safety to remote settings.

18 VI. An employer shall ensure that a remote worker is free from recognized hazards that
19 could cause harm. This includes providing necessary equipment and ensuring that the work
20 environment is adequate, thus ensuring safe and healthy practices.

21 VII. An employer is responsible for evaluating and addressing ergonomic factors in remote
22 workstations. This involves providing suitable furniture, equipment, and accessories to promote
23 comfortable and safe working conditions.

24 VIII. An employer should offer appropriate training to remote workers, outlining safety
25 protocols and guidelines. This may include information on emergency procedures, proper equipment
26 usage, and hazard identification.

27 IX. An employer shall establish effective communication channels to stay connected with
28 remote workers. This ensures that employees can promptly report safety concerns or incidents,
29 allowing for timely resolution.

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- Page 2 -

1 X. An employer should implement measures to secure sensitive information and uphold data
2 privacy in remote work settings. This involves secure remote access, data protection training, and
3 clear policies on handling confidential information.

4 XI. Remote workers who sustain work-related injuries or illnesses shall be informed about
5 the procedures for reporting and filing workers' compensation claims. Employers shall maintain
6 transparency about the available benefits and support for injured or ill remote workers.

7 2 Effective Date. This act shall take effect January 1, 2027.