

HB 1188 - AS INTRODUCED

2026 SESSION

26-2607
07/05

HOUSE BILL **1188**

AN ACT relative to noncompete agreements for low-wage employees.

SPONSORS: Rep. Wade, Straf. 15; Rep. Schultz, Merr. 29; Rep. H. Howard, Straf. 4; Rep. Sorensen, Rock. 28; Rep. J. Sullivan, Graf. 2; Rep. Butler, Straf. 12; Rep. Barton, Graf. 1; Sen. Watters, Dist 4; Sen. Fenton, Dist 10

COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill expands restrictions on the use of non-compete agreements for lower-income 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Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.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 relative to noncompete agreements for low-wage employees.

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

1 1 Labor; Noncompete Agreements; Noncompete Agreements for Low-Wage Employees
2 Prohibited. Amend RSA 275:70-a to read as follows:

3 275:70-a Noncompete Agreements for [~~Low-Wage~~] **Qualifying** Employees Prohibited.

4 I. In this section:

5 (a) "Employer" shall have the same meaning as in RSA 279:1, XI.

6 (b) "[~~Low-wage~~] **Qualifying** employee" means an employee who earns an hourly rate
7 less than or equal to [~~200~~] **500** percent of the federal minimum wage.

8 (c) "Noncompete agreement" means an agreement between an employer and a [~~low-~~
9 ~~wage~~] **qualifying** employee that restricts such [~~low-wage~~] **qualifying** employee from performing:

10 (1) Work for another employer for a specified period of time;

11 (2) Work in a specified geographical area; or

12 (3) Work for another employer that is similar to such [~~low-wage~~] **qualifying**
13 employee's work for the employer who is a party to the agreement.

14 II.(a) No employer shall require a [~~low-wage~~] **qualifying** employee to enter into a
15 noncompete agreement.

16 (b) A noncompete agreement entered into between an employer and a [~~low-wage~~]
17 **qualifying** employee shall be void and unenforceable.

18 (c) ***No employer shall require any qualifying employee to enter into an***
19 ***agreement that restricts the employee from working for another company for longer than***
20 ***12 months following termination of employment.***

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