

HB 1250-FN - AS INTRODUCED

2026 SESSION

26-2752

06/08

HOUSE BILL ***1250-FN***

AN ACT relative to notice, documentation, and job reinstatement requirements under leave of absence for childbirth, postpartum, and pediatric medical appointments.

SPONSORS: Rep. Berry, Hills. 44

COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill clarifies that employees shall give at least 15 days' notice to take leave for childbirth-related medical appointments and allows employers to deny job reinstatement if doing so would unduly disrupt operations.

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Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.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 notice, documentation, and job reinstatement requirements under leave of absence for childbirth, postpartum, and pediatric medical appointments.

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

1 1 Leave of Absence to Attend Medical Appointments for Childbirth, Postpartum Care, and
2 Infant Pediatric Medical Appointments. Amend RSA 275:37-f to read as follows:

3 275:37-f Leave of Absence to Attend Medical Appointments for Childbirth, Postpartum Care,
4 and Infant Pediatric Medical Appointments. No employer with 20 employees or more, shall deny an
5 employee leave from work up to a total of 25 hours to attend the employee's own medical
6 appointments for childbirth, postpartum care, or the employee's child's pediatric medical
7 appointments within the first year of the child's birth or adoption. In the case where both parents of
8 a child are employees of the same employer, the parents collectively may take unpaid leave
9 according to this section, for a total of 25 hours in their child's first year. An employer is not
10 required to pay an employee for any time taken as leave pursuant to this section. However, an
11 employee shall be permitted to substitute any accrued vacation time or other appropriate paid leave
12 for any leave taken pursuant to this section ***provided doing so does not violate any terms of***
13 ***employment.*** When the employee returns from their own or their child's health appointments, that
14 employee's original job shall be made available to the employee by the employer ***if the job is still***
15 ***available and doing so would not unduly disrupt the operations of the employer.*** An
16 employee who wishes to request leave under this section shall provide [~~reasonable~~] ***at least 15***
17 ***calendar days'*** notice to the employer prior to the leave and make a reasonable effort to schedule
18 the leave so as not to unduly disrupt the operations of the employer. An employer may ask for, ***and***
19 ***the employee shall then provide,*** documentation from the employee to ensure the time is being
20 used for its intended purpose.

21 2 Effective Date. This act shall take effect January 1, 2027.

**HB 1250-FN- FISCAL NOTE
AS INTRODUCED**

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FISCAL IMPACT:

Estimated State Impact				
	FY 2026	FY 2027	FY 2028	FY 2029
Revenue	\$0	\$0	\$0	\$0
<i>Revenue Fund</i>	None			
Expenditures*	Indeterminable			
<i>Funding Source</i>	General Fund			
Appropriations*	\$0	\$0	\$0	\$0
<i>Funding Source</i>	None			

*Expenditure = Cost of bill *Appropriation = Authorized funding to cover cost of bill

Estimated Political Subdivision Impact				
	FY 2026	FY 2027	FY 2028	FY 2029
County Revenue	\$0	\$0	\$0	\$0
County Expenditures	Indeterminable			
Local Revenue	\$0	\$0	\$0	\$0
Local Expenditures	Indeterminable			

METHODOLOGY:

This bill adds, deletes, or modifies a criminal penalty, or changes statute to which there is a penalty for violation. Therefore, this bill may have an impact on the judicial and correctional systems, which could affect prosecution, incarceration, probation, and parole costs, for the state, as well as county and local governments. A summary of such costs can be found at: https://gencourt.state.nh.us/lba/Budget/Fiscal_Notes/JudicialCorrectionalCosts.pdf

AGENCIES CONTACTED:

Judicial Branch, Judicial Council, Department of Justice, Department of Corrections, New Hampshire Association of Counties, and New Hampshire Municipal Association