

HB 1043 - AS AMENDED BY THE HOUSE

12Mar2026... 0386h

2026 SESSION

26-2396

06/05

HOUSE BILL

1043

AN ACT relative to employer discretion in offering minimum payment options to employees.

SPONSORS: Rep. Labrie, Hills. 2; Rep. B. Boyd, Hills. 12; Rep. Creighton, Hills. 30; Rep. Drago, Rock. 4; Rep. Farrington, Straf. 8; Rep. Flanagan, Hills. 45; Rep. Granger, Straf. 2; Rep. Morton, Hills. 39; Rep. Warden, Hills. 39; Sen. Murphy, Dist 16; Sen. Ricciardi, Dist 9

COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill allows employers to establish their own pay policies for employees reporting to work, making the statutory minimum pay requirement applicable only when no alternative company policy exists.

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 Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.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 employer discretion in offering minimum payment options to employees.

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

- 1 1 Required Pay. Amend RSA 275:43-a to read as follows:
- 2 275:43-a Required Pay. ***Unless an employer has established a different written policy,*** on
- 3 any day an employee reports to work at an employer's request, he or she shall be paid not less than 2
- 4 hours' pay at his or her regular rate of pay; provided, however, that this section shall not apply to
- 5 employees of counties or municipalities. This section shall also not apply to ski and snowboard
- 6 instructional employees at ski resorts, provided that these employees receive other compensation
- 7 that is at least equal to their rate of pay. No employer who makes a good faith effort to notify an
- 8 employee not to report to work shall be liable to pay wages under this section. However, if the
- 9 employee reports to work after the employer's attempt to notify him or her has been unsuccessful or
- 10 if the employer is prevented from making notification for any reason, the employee shall perform
- 11 whatever duties are assigned by the employer at the time the employee reports to work.
- 12 2 Effective Date. This act shall take effect 60 days after its passage.