

HB 347 - AS INTRODUCED

2025 SESSION

25-0681

06/09

HOUSE BILL **347**

AN ACT relative to protection of employment for members of the general court.

SPONSORS: Rep. Lloyd, Hills. 8; Rep. Elberger, Hills. 5; Rep. Gregg, Hills. 7; Rep. Grill, Hills. 18; Rep. Raymond, Hills. 5; Rep. Schultz, Merr. 29; Rep. Selig, Straf. 10; Rep. Turer, Rock. 6; Rep. Read, Rock. 10

COMMITTEE: Legislative Administration

ANALYSIS

This bill provides members of the general court with employment protections during voting sessions.

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Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.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

AN ACT relative to protection of employment for members of the general court.

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

1 1 New Section; Employment Protections for Members of the General Court. Amend RSA 14-A
2 by inserting after section 6 the following new sections:

3 14-A:7 Right to Leave Work.

4 I. An employer shall permit an employee who is a member of the general court to leave work
5 to attend up to 168 hours of general court voting each calendar year, whether or not the employee
6 has accrued paid time off.

7 II. Before an employee may leave work under this provision, the employee shall provide the
8 employer with a copy of the notice for each general court session day they will attend.

9 III. An employer shall not discharge an employee who is a member of the general court for
10 attending a noticed and disclosed session of the general court.

11 IV. An employer may require a member of the general court to use the employee's accrued
12 vacation time, personal leave time, or paid time off to attend a noticed and disclosed voting session of
13 the general court. If the employee does not have accrued paid time off, their absence to attend
14 general court voting shall be granted as unpaid time off.

15 V. Any employer who violates this section shall be subject to a civil penalty, to be imposed by
16 the labor commissioner in accordance with the procedures established in RSA 273:11-a. An
17 employer aggrieved by the commissioner's assessment of such penalty may appeal in accordance
18 with RSA 273:11-c.

19 2 Effective Date. This act shall take effect 60 days after its passage.