

HB 379 - AS INTRODUCED

2025 SESSION

25-0443

06/08

HOUSE BILL **379**

AN ACT relative to youth employment during the school year and at night.

SPONSORS: Rep. M. Cahill, Rock. 10

COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill clarifies the number of hours a minor is permitted to work when school is in session and limits the evening hours a minor is permitted to work when school is in session.

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Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.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 Five

AN ACT relative to youth employment during the school year and at night.

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

1 1 Youth Employment Law; Prohibitions. Amend RSA 276-A:4, VI and VII to read as follows:

2 VI. ~~[In any employer's predetermined designated work week during which school is in~~
3 ~~session for 5 days]~~ ***Between the date on which the school year begins and the date the school***
4 ***year ends***, no youth 16 or 17 years of age who is duly enrolled in school shall work more than 35
5 hours ~~[during that work week]~~ ***in a week other than the school's vacation week.***

6 VII. No youth 16 or 17 years of age who is duly enrolled in school shall work for more than 6
7 consecutive days or 48 hours in any one week during school vacations, including summer vacation.
8 For purposes of this paragraph, " summer vacation " means ~~[June 1 through Labor Day]~~ ***the period***
9 ***between the date on which the school year ends and the date on which it begins for the***
10 ***following school year.*** This prohibition shall not apply to youths 16 or 17 years of age who reside
11 and work at a summer camp for minors.

12 2 New Section; Youth Employment Law; Night Work. Amend RSA 276-A by inserting after
13 section 13 the following new section:

14 276-A:13-a Night Work. In addition to the provisions of RSA 276-A:4, during the months in
15 which school is in session, no youth shall be permitted to work later than 9:00 p.m. on Sunday
16 through Thursday, or later than 11:00 p.m. on Friday and Saturday.

17 3 Effective Date. This act shall take effect January 1, 2026.