HB 1290 - AS INTRODUCED

2024 SESSION

24-2128
12/08

HOUSE BILL ***1290***

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

SPONSORS: Rep. Lloyd, Hills. 8; Rep. Bouldin, Hills. 25; Rep. O'Neil, Rock. 29

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Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.

HB 1290 - AS INTRODUCED

24-2128
12/08

STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Twenty Four

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 New Sections; Employment Protections for Members of the General Court. Amend RSA 275 by inserting after section 75 the following new sections:

275:75-a Right to Leave Work.

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

II. Before an employee may leave work under this subdivision, the employee shall provide the employer with a copy of the notice of each general court session day they will be attending.

III. An employer shall not discharge an employee who is a member of the general court because the employee attends a noticed, disclosed session of the general court.

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

275:75-b Penalty. Any employer who violates this subdivision shall be subject to a civil penalty, to be imposed by the labor commissioner in accordance with the procedures established in RSA 273:11-a. An employer aggrieved by the commissioner's assessment of such penalty may appeal in accordance with RSA 273:11-c.

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