HB 1201 - AS AMENDED BY THE HOUSE

15Mar2018... 0274h

2018 SESSION

18-2502
04/06

HOUSE BILL ***HB 1201***

AN ACT relative to an employee's earned but unused vacation time.

SPONSORS: Rep. Renzullo, Hills. 37; Rep. Cahill, Rock. 17

COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill requires an employer to pay its employees for earned but unused vacation time.

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Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.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

AN ACT relative to an employee's earned but unused vacation time.

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

1 New Section; Day's Work; Days of Rest; Vacation Time. Amend RSA 275 by inserting after section 35 the following new section:

275:35-a Vacation Time.

I. An employer not operating under a collective bargaining agreement that offers paid vacation time to its employees shall comply with the following:

(a) Inform employees of any policy regarding accrual or use of vacation time and any limits on accrual or use.

(b) Provide a means through which vacation time requests and approvals are processed.

(c) Provide employees with an accounting of vacation hours used and vacation hours remaining on the employee's pay statement.

II. If, upon reaching the employee's date of hire anniversary or the end of annual vacation time accrual period, an employee has vacation hours in excess of the accrual limit, the employer shall grant the employee an additional 90 days in which to use the excess vacation hours. The accrual of vacation hours shall continue during this period.

III. If the employee was unable to schedule time off due to the needs of the business, the employer shall pay the employee for any unused vacation hours up to the maximum accrued vacation hours limit established in company policy.

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