

HB 1415 - AS INTRODUCED

2022 SESSION

22-2765

04/05

HOUSE BILL ***1415***

AN ACT relative to employer health screening reimbursement.

SPONSORS: Rep. Lanzara, Hills. 28; Rep. Pauer, Hills. 26; Rep. Blasek, Hills. 21; Rep. Theberge, Coos 3; Rep. Aron, Sull. 7; Rep. Greeson, Graf. 16; Rep. Stapleton, Sull. 5; Rep. Deshaies, Carr. 6; Rep. Foster, Hills. 5; Rep. Silber, Belk. 2; Sen. Avard, Dist 12

COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

 This bill requires an employer to bear financial responsibility for employer-required health screenings.

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 Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.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

AN ACT relative to employer health screening reimbursement.

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

1 1 New Paragraph; Labor; Protective Legislation; Payment for Health Screenings. Amend RSA
2 275:57 by inserting after paragraph I the following new paragraph:

3 I-a. An employer that requires a health screening as a condition of employment shall bear
4 financial responsibility for the cost of such screening either by direct payment for the screening or by
5 reimbursing the employee for the payment of expenses for the screening within 30 days of the
6 presentation by the employee of proof of payment. An employer shall provide mileage and tolls
7 reimbursement as incurred employee expenses at the current Internal Revenue Service rate for
8 travel to and from the location of the health screening if not performed at the employee's normal
9 place of employment. If the health screening is not performed during working hours, an employer
10 shall provide wages at the employee's rate of pay or provide compensatory time off, equal to the total
11 time for the health screening including travel time.

12 2 Effective Date. This act shall take effect 60 days after its passage.