

Amendment to HB 347

1 Amend the bill by replacing all after the enacting clause with the following:

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3 1 New Section; Employment Protections for Members of the General Court. Amend RSA 14-A  
4 by inserting after section 6 the following new sections:

5 14-A:7 Right to Leave Work.

6 I. An employer shall permit an employee who is also a current member of the general court  
7 to leave work to attend general court voting each calendar year, regardless of whether the employee  
8 has accrued paid time off.

9 II. Before an employee may leave work under this provision, the employee shall provide the  
10 employer with a copy of the notice for each general court session day they will attend within a  
11 reasonable period of time.

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

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

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

22 VI. This section shall apply to employers with 25 or more employees.

23 14-A:8 Enforcement. The labor commissioner shall have the power and it shall be his or her  
24 duty to enforce the provisions of RSA 14-A:7 through appropriate actions in response to complaints.

25 2 Effective Date. This act shall take effect 60 days after its passage.

**Amendment to HB 347**  
**- Page 2 -**

2025-0473h

AMENDED ANALYSIS

This bill provides members of the general court with employment protection during voting sessions from employers with 25 or more employees.