

HB 726-FN - AS INTRODUCED

2025 SESSION

25-0693

05/02

HOUSE BILL **726-FN**

AN ACT relative to the state minimum hourly rate.

SPONSORS: Rep. Staub, Hills. 25; Rep. Bouchard, Hills. 24; Rep. Schultz, Merr. 29; Rep. Seibert, Hills. 21

COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill increases the minimum hourly rate and increases the base rate for tipped employees.

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Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.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 the state minimum hourly rate.

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

1 1 Minimum Hourly Rate. Amend the introductory paragraph of RSA 279:21 to read as follows:
 2 279:21 Minimum Hourly Rate. Unless otherwise provided by statute, no person, firm, or
 3 corporation shall employ any employee at an hourly rate lower than that set forth in the federal
 4 minimum wage law, as amended, **or the following minimum hourly rate, whichever is higher:**
 5 **\$10.00 per hour effective September 1, 2025.**
 6 **\$12.50 per hour effective January 1, 2026.**
 7 **\$14.00 per hour effective January 1, 2027.**
 8 **\$15.00 per hour effective January 1, 2028.**

9 Tipped employees of a restaurant, hotel, motel, inn or cabin, or ballroom who customarily and
 10 regularly receive more than \$30 a month in tips directly from the customers will receive a base rate
 11 from the employer of not less than ~~[45]~~ **50** percent of the applicable minimum ~~[wage]~~ **hourly rate**. If
 12 an employee shows to the satisfaction of the commissioner that the actual amount of wages received
 13 at the end of each pay period did not equal the minimum ~~[wage]~~ **hourly rate** for all hours worked,
 14 the employer shall pay the employee the difference to guarantee the applicable minimum ~~[wage]~~
 15 **hourly rate**. The limitations imposed hereby shall be subject to the following exceptions:

16 2 Minimum Hourly Rate; Contingent Version. Amend the introductory paragraph of RSA
 17 279:21 to read as follows:
 18 279:21 Minimum Hourly Rate. Unless otherwise provided by statute, no person, firm, or
 19 corporation shall employ any employee at an hourly rate lower than that set forth in the federal
 20 minimum wage law, as amended, or the following minimum hourly rate, whichever is higher:
 21 \$10.00 per hour effective September 1, 2025.
 22 \$12.50 per hour effective January 1, 2026.
 23 \$14.00 per hour effective January 1, 2027
 24 \$15.00 per hour effective January 1, 2028

25 Tipped employees of a restaurant, hotel, motel, inn or cabin, or ballroom who customarily and
 26 regularly receive more than \$30 a month in tips directly from the customers will receive a base rate
 27 from the employer of not less than 50 percent of the applicable minimum hourly rate. If an employee
 28 shows to the satisfaction of the commissioner that the actual amount of wages received at the end of
 29 each pay period did not equal the minimum hourly rate for all hours worked, the employer shall pay
 30 the employee the difference to guarantee the applicable minimum hourly rate. The limitations
 31 imposed hereby shall be subject to the following exceptions:

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1 3 Contingency. Section 2 of this act shall take effect on the date the federal minimum wage is
2 increased to \$15 per hour, or the minimum wage in the state of New Hampshire is increased to \$15
3 per hour, whichever occurs earlier.

4 4 Effective Date. This act shall take effect July 1, 2025.

**HB 726-FN- FISCAL NOTE
AS INTRODUCED**

AN ACT relative to the state minimum hourly rate.

FISCAL IMPACT:

The Office of Legislative Budget Assistant states this bill has no fiscal impact on state, county and local expenditures or revenue.

AGENCIES CONTACTED:

Department of Administrative Services