

SB 171 - AS INTRODUCED

2025 SESSION

25-1035

05/06

SENATE BILL        **171**

AN ACT            relative to required pay for remote work.

SPONSORS:        Sen. Ricciardi, Dist 9; Sen. Watters, Dist 4; Sen. Pearl, Dist 17

COMMITTEE:      Commerce

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ANALYSIS

This bill excludes employees who work remotely from certain reporting-time payment requirements.

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Explanation:     Matter added to current law appears in ***bold italics***.  
Matter removed from current law appears ~~[in brackets and struck through.]~~  
Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.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 required pay for remote work.

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

1 1 Required Pay. Amend RSA 275:43-a to read as follows:

2 275:43-a Required Pay.

3 **I.** On any day an employee reports ***in person*** to ~~work~~ ***the employer's physical location***  
4 at an employer's request, he or she shall be paid not less than 2 hours' pay at his or her regular rate  
5 of pay; provided, however, that this section shall not apply to:

6 **(a)** Employees of counties or municipalities. ~~[This section shall also not apply to]~~

7 **(b)** Ski and snowboard instructional employees at ski resorts, provided that these  
8 employees receive other compensation that is at least equal to their rate of pay; ***and***

9 **(c) *Employees who work remotely outside of an employer's physical location;***  
10 ***however, nothing in this section shall be construed as altering the requirement to pay all***  
11 ***wages due to these employees in accordance with RSA 275:43.***

12 **II.** No employer who makes a good faith effort to notify an employee not to report to work  
13 shall be liable to pay wages under this section. However, if the employee reports to work after the  
14 employer's attempt to notify him or her has been unsuccessful or if the employer is prevented from  
15 making notification for any reason, the employee shall perform whatever duties are assigned by the  
16 employer at the time the employee reports to work.

17 2 Effective Date. This act shall take effect 60 days after its passage.