



PROFESSIONAL FIRE FIGHTERS

O F N E W H A M P S H I R E

**House Labor, Industrial and
Rehabilitative Services committee**
1 Granite Place
Concord, NH 03301

RE: Testimony in Opposition of HB 1168, relative to employer documentation requirements.

Chairman Creighton and Members of the Committee:

My name is Brian Ryll, and I am President of the Professional Fire Fighters of New Hampshire (PFFNH), representing more than 2,000 active and retired fire fighters, paramedics, and emergency dispatchers throughout the State of New Hampshire. Today, I respectfully submit this written testimony in opposition to HB 1168.

HB 1168 proposes to extend the period in which an employer may object to a wage claim from 10 days to 30 days after receiving notice from the Department of Labor. While this change may appear procedural, it would have tangible negative consequences for working people across our state.

Wage claim laws exist to ensure that employees are paid promptly and fully for work already performed. The current 10-day objection period appropriately balances an employer's right to respond with an employee's need for timely resolution. Extending that window to 30 days unnecessarily delays the process and places additional financial strain on workers who are already owed wages.

For many fire fighters and emergency medical personnel, a delayed paycheck is not an inconvenience, it can be a crisis especially for new members of the fire service whose salaries usually range between \$50,000 to \$60,000 annually. Our members often rely on overtime, shift differentials, or secondary employment to cover basic living expenses in an increasingly expensive state.

Allowing employers an additional three weeks to object, without any requirement to show cause, only prolongs hardship for workers who have already earned their pay. If a member is forced to go weeks longer without wages they have already earned, it can result in missed mortgage payments, car payments, utility bills, or other basic financial obligations. These are real consequences for real working families.

HB 1168 does not improve fairness or clarity in the process; it simply weakens enforcement by delaying accountability. At a time when New Hampshire should be strengthening worker protections and ensuring earned wages are paid without delay, HB 1168 moves the state in the opposite direction.

For these reasons, the Professional Fire Fighters of New Hampshire respectfully urge the Committee to recommend HB 1168 as Inexpedient to Legislate.

Thank you for your consideration.

Respectfully submitted,

Brian Ryll
President
Professional Fire Fighters of New Hampshire