

New Hampshire State Postings



STATE OF NEW HAMPSHIRE - DEPARTMENT OF LABOR

NOTICE OF VETERANS' BENEFITS AND SERVICES

Employees may access information about veterans' benefits and services through the following:

New Hampshire Department of Military Affairs and Veterans' Services

NI Strong as Granite
www.dhhs.nh.gov/programs-services/health-care
Main Website: www.dmvhs.nh.gov - Telephone: (603) 225-1200
NH Division of Veterans Services:
https://www.dmvhs.nh.gov/veterans-services
Telephone: (603) 624-9230

Substance Abuse and Mental Health Treatment Resources

NI Strong as Granite
www.dhhs.nh.gov/programs-services/health-care/behavioral-health/strong-granite

US Substance Abuse and Mental Health Services Administration
www.samhsa.gov - 1-877-726-4272

US Department of Veterans Affairs ("VA")
www.va.gov - 1-800-827-1000

National Alliance on Mental Illness ("NAMI")
www.nami.org - 1-800-950-6264

NH Recovery Friendly Workplace Initiative
www.recoveryfriendlyworkplace.com - (603) 271-2121

Educational, Workforce, and Training Resources

NH Department of Employment Security
www.nh.gov/employment-security/veterans - (603) 224-3311

US Department of Labor Veterans Employment and Training Service
www.dol.gov/veterans - 1-866-237-0275

VA Veterans Readiness and Employment ("VRE")
www.benefits.va.gov/vcre/about

Tax Benefit Resources

Contact your town/city tax assessor's office for information about veterans' property tax credits/benefits.

Obtaining a Veteran's Indicator on Driver's License or Non-driver ID Card

NH Department of Safety, Division of Motor Vehicles
www.dmv.nh.gov - (603) 227-4000

Unemployment Insurance Benefits

NH Department of Employment Security
www.nh.gov/employment-security - (603) 224-3311

Whole Health Care Services - to include Oral Health Care Options for qualified NH Veterans

VA Manchester Health Care System
https://www.va.gov/manchester-health-care/ - (603) 624-4366

NH Veterans Freedom to Smile
www.dmvhs.nh.gov/community-based/military-programs/veterans-freedom-to-smile/initiative/oral-health-care-options

Legal Services Resources

603 Legal Aid
www.603legalaid.org - (603) 224-3333

New Hampshire Legal Assistance
www.nhla.org - 1-800-562-3174

NH Bar Association Lawyer Referral Service
www.nhbar.org - (603) 229-0002

Veterans' Crisis Line

Dial 988 then Press 1
Rev. 09-17-2024

STATE OF NEW HAMPSHIRE - DEPARTMENT OF LABOR

EQUAL PAY RSA 275:37

It is illegal in New Hampshire under both state and federal law to pay employees different wages for the same work based solely on sex. If you think that your employer has violated this provision, please contact the New Hampshire Department of Labor, 95 Pleasant St., Concord, NH 03301
Phone: (603) 221-4204, 271-4204, or 271-3176
Fax: (603) 271-3918
Email: hrases@doelabor.nh.gov

You may file a wage claim by downloading the form at: <http://www.nh.gov/publications/employment-security>
The full text of RSA 275:37 Equal Pay can be found at this link: <http://www.gencourt.nh.gov/legislature/2002/2002SS27537.htm>

RS-A 275:36 - Non-Retaliation Provision. No employer shall discharge or in any other manner discriminate against any employee because they invoke their rights under this statute, including filing a charge or complaint, or causing any investigation, proceeding, hearing, or action under or related to this statute, or has testified or is planning to testify or has assisted or participated in any manner in any such investigation, proceeding, hearing, or action or has requested about, discussed, or disclosed his or her wages, or those of another employee.

This section shall not apply to any employee who has access to the wage information of other employees as a part of their employee's essential job functions who disclose the wages of such other employees to a third party who does not otherwise have access to such information, unless such disclosure is in response to a complaint or charge or as a furtherance of an investigation, proceeding, hearing, or action under RSA 275:36, including an investigation conducted by the employer, nothing in this section shall be construed to limit the rights of an employee provided under any other provision of RSA 275:34 or 275:35.

RS-A 275:41 - Pay Reductions. No employer shall require that an employee refrain from disclosing the amount of his or her wages or sign a waiver or other document that purports to deny the employee the right to disclose the amount of his or her wages, salary, or paid benefits, as a condition of employment. No employer shall discharge, formally discipline, or otherwise discriminate against an employee who discloses the amount of his or her wages, salary, or paid benefits.

RS-A 275:41a - Limitation of Action. Any action brought under this section shall include any violation that occurred more than 60 days prior to the commencement of such action.
Effective Date: January 1, 2015

INSPECTION DIVISION
95 PLEASANT ST.
CONCORD, NH 03301
(603) 271-1462 & 271-3176

Danielle N. Albert
Deputy Commissioner

Ken Merrifield
Commissioner
Rev. 02-18-14

PLEASE HELP YOUR EMPLOYERS BY VOLUNTARILY POSTING THIS IN A CONSPICUOUS PLACE

Is your company having a Vacation Shutdown?

After your last day of work open a claim on the Internet at www.nh.gov

If you do not have Internet access, please go immediately to your nearest NH Employment Security office.

- File as directed on the Internet application.
- Vacation and holiday pay are considered as wages for unemployment compensation, but if you are unsure about eligibility because of vacation or holiday pay, please call your office.
- Failure to apply immediately may result in a loss in your entitlement to some benefits.

What should you have available before you file?
• Your social security number.
• Know where you worked in the past 18 months, including names of companies, addresses and approximate dates by which you worked there.
• Have your check stubs, W-2s, and 1099 forms available for reference.

You have to open a claim and then file a claim each week so directed to know if you are eligible!
Eligibility for Unemployment Compensation is determined on an individual basis and based on the law.

Visit the NH Employment Security Center in an Employment Security office near you for NH resources, books, and information, or visit our Website at www.nh.gov

NH EMPLOYMENT SECURITY OFFICES

Berlin	Concord	Kennebec	Littletton	Nashua	Salem
Claremont	Laconia	Manchester	Portsmouth	Somersworth	

NHES is a proud member of America's Workforce Network and NH WRHS. NHES is an Equal Opportunity Employer and complies with the Americans with Disabilities Act. Auxiliary aids and services are available upon request to individuals with disabilities. TV Access: Relay NH 1-800-735-2984

STATE OF NEW HAMPSHIRE - DEPARTMENT OF LABOR

THE WHISTLEBLOWERS' PROTECTION ACT - RSA 275-E

An employer shall not discharge, threaten, or discriminate against any public or private employee in good faith who reports a violation of the law of this state, or the United States.

If an employee, in good faith, reports or causes to be reported an alleged violation of any law of this state adopted under the laws of this state, without malice or the intent to cause the violation of this state or the United States.

The employee objects to or refuses to participate in any activity that the employer, in good faith, believes is a violation of the law of this state.

The employee refuses to disclose a disclosure which the employer, in good faith, believes violates any law of this state adopted under the laws of this state, a political subdivision of this state or the United States.

The employee participates in an investigation, hearing, or inquiry conducted by or governmental entity or any court action which concerns allegations that the employer has violated any law of this state adopted under the laws of this state, a political subdivision of this state or the United States.

RIGHTS AND REMEDIES - RSA 275-E:4

After the employee has made a reasonable effort to maintain or restore his/her rights through any grievance procedure or similar process available with the employer.

PUBLIC EMPLOYEES CAN REMEDY FOR PUBLIC EMPLOYEES ONLY - RSA 275-E:4 and 5

Additional employees can issue complaints to the New Hampshire Department of Labor, who has the authority to investigate complaints or information concerning the possible existence of an actively controlling trade union, or the expenditure of any public funds, whether state or local, or resulting to programs and operations involving the procurement of any supplies, services, or construction for governmental entities within the state.

The identity of the person who files a complaint shall not be disclosed without the prior written consent, unless such disclosure is to a law enforcement agency or is conducting a criminal investigation.

No governmental entity shall take any retaliatory action against a public employee who, in good faith, files a complaint under this section and the public employee shall be afforded all protections under RSA 275-E:2.

No governmental entity shall threaten, discipline, demote, fire, transfer, suspend, or discriminate against a public employee who files a complaint with the department of labor under RSA 275-E:2.

The employee responsible for violating RSA 275-E:2, 4, 5, or 6, or RSA 281-A:2, 10(b), or a gross management or waste of public funds, property or resources, or represents an abuse of authority or a danger to the public health and safety.

The person possesses or has applied for a federal employment identification number or social security number, or an alternative, has agreed in writing to carry out the responsibilities imposed on employees under this chapter.

The person has control and discretion over the means and manner of performance of the work, in that the result of the work, rather than the means or manner by which the work is performed, is the primary concern targeted by the employer.

The person has control over the time when the work is performed, and the time of performance is not dictated by the employer. However, this shall not prohibit the employer from requiring an agreement with the person as to completion schedule, range of work hours, and maximum number of work hours to be provided by the person, and in the case of enforcement, the time shall not be extended.

The person hires and pays the person's assistants, if any, and to the extent such assistants are employees, supervises the details of the assistants' work.

The person is responsible for satisfactory completion of work and may be held contractually responsible for failure to complete the work.

The person is not required to work exclusively for the employer.

INSPECTION DIVISION 95 PLEASANT ST. CONCORD, NH 03301 (603) 271-1462 & 271-3176

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EMPLOYMENT DISCRIMINATION IS AGAINST THE LAW IN NEW HAMPSHIRE

Based On:

Age	Sexual Orientation
Race	Marital Status
Color	Religion
National Origin	Pregnancy
Sex	Physical Disability
Gender Identity	Mental Disability

New Hampshire Commission for Human Rights
Concord, NH 03301
For information call: 603.271.2767
nh.gov/hrc

Notice to Employers / Employees

Your state has its own minimum wage law which requires posting a notice regarding the aspects of that law. Employers are still required to post the Federal Minimum Wage notice from the U.S. Dept. of Labor / Fair Labor Standards Act in addition to this state posting. According to the Dept. of Labor, where Federal and state law have different minimum wage rates, the higher standard applies.

WORKERS' COMPENSATION Notice to Employers/Employees

This is intended to represent the law, not does it replace any Workers' Compensation posting requirements within your state.

Employees: Place your notice of compliance/certificate of insurance with Workers' Compensation laws from your insurance carrier next to this notice.

Employees: Refer to your notice of compliance/certificate of insurance from your Employer's Insurance Carrier if you have any further inquiries, please contact your personal office.

This Posting is for Informational Purposes Only

STATE OF NEW HAMPSHIRE - DEPARTMENT OF LABOR

NEW HAMPSHIRE MINIMUM WAGE LAW

Revised Statutes Annotated Chapter 279, as amended
Unless otherwise provided by statute, no person, firm, or corporation shall employ any employee at an hourly rate lower than that set forth in the Federal minimum wage law, as amended.

\$7.25 PER HOUR EFFECTIVE SEPTEMBER 1, 2008

Exempt from RSA 279:
Employees employed in Household Labor, Domestic Labor, Farm Labor, Outside Sales Representatives, Summer Camps for Minors, Newspaper Carriers, Non-Professional Ski Patrol and Golf Caddies.

OVERTIME PAY: Those employees covered by RSA 279, with the following exceptions, shall in addition to their regular compensation, be paid at the rate of time and one-half for all time worked in excess of 40 hours in any one week:

- Any employee employed by an amusement, seasonal, or recreational establishment if:
 - It does not operate for more than 7 months in any calendar year; and
 - during the preceding calendar year, its average receipts for any 6 months of such year were not more than 53 1/3 percent of its average receipts for the other 6 months of such year.
- Any employee of employers covered under the provisions of the Federal Fair Labor Standards Act.

Typed employees of a restaurant, hotel, motel, inn or cabin, who customarily and regularly receive more than \$30 a month in tips directly from the customers will receive a base rate from the employer of not less than 45 percent of the applicable minimum wage. Restaurant shall include an establishment in a temporary or permanent building, kept, used, maintained, advertised, and held out to the public to be a place where meals are regularly prepared or served for which a charge is made and where seating and table service is available for customers or where delivery services are available. The term does not include establishments which do not primarily prepare and serve food. Typed employees shall also include employees who deliver meals prepared in a restaurant to the customer's home, office, or other location. If an employee shows to the satisfaction of the commissioner that the actual amount of wages received at the end of each pay period did not equal the minimum wage for all hours worked, the employer shall pay the employee the difference to guarantee the applicable minimum wage.

RECORDS. Every employer of employees shall keep a true and accurate record of the hours worked by each, wages paid to each, and classification of employment when necessary.

NEW HAMPSHIRE YOUTH EMPLOYMENT LAW

No youth under the age of 16 shall be employed or permitted to work without first obtaining a New Hampshire Youth Employment Certificate except for higher parents, grandparents, guardian, or at work defined as casual or farm labor. Certificates shall be obtained by an employer within 3 business days of the first day of employment. Copies of certificates shall be kept on file by all employers of youth. An employer shall not employ a youth 16 or 17 years of age, unless the employer obtains and maintains on file a signed written document from the youth's parent or legal guardian permitting the youth's employment. The parental permission shall be on file at the establishment's worksite prior to the first day of employment. Written parental permission is not required for a 16 or 17 year old youth who has graduated from high school or obtained a general equivalency diploma.

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STATE OF NEW HAMPSHIRE - DEPARTMENT OF LABOR

PROTECTIVE LEGISLATION LAW

Wages in This Establishment Will Be Paid On:

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PAYMENT OF WAGES. All wages due an employee must be paid on a weekly or biweekly basis. The Labor Commissioner may, upon written petition showing good and sufficient reason, permit payment of wages less frequently, except if shall be at least once each calendar month.

NOTICE TO EMPLOYEE. Employer must notify employee in writing when lifting the rate of pay, or any changes prior to change; make available in writing, or by posted notice, employment practices and policies on vacation pay, sick leave and other fringe benefits; furnish employee statement of deductions each payday.

LUNCH OR EATING PERIOD. An employer may not require an employee to work more than five consecutive hours without granting him or her a one-half hour lunch or resting period, except if it is feasible for the employee to eat during the performance of his/her work, and the employer permits him/her to do so.

ACCESS TO PERSONNEL FILE. Every employer shall provide a reasonable opportunity for an employee who so requests to inspect such employee's personnel file and upon request provide such employee with a copy of all or part of the file.

WITHHOLDING WAGES. Employer may not withhold or divert any portion of an employee's wages unless required or empowered by state or federal law; or unless by written authorization by the employer for a lawful purpose according to the benefit of the employee, proper regulation promulgated by the Commissioner.

EMPLOYEES SEPARATED. When an employee quits, resigns, or is suspended because of labor dispute wages must be paid not later than the next regular payday or by mail if the employee so requests. Employees discharged must be paid in full within seventy-two hours. Willful failure to pay above subjects employer to liquidated damages of ten percent of the unpaid wages for each day except Sunday and legal holidays. In case of dispute over amount due, employer shall pay amount conceded by him to be due, leaving employee remedies of law for balance.

The acceptance of payment by employee shall not constitute a release to the balance of a claim and any release required by an employer as a condition of payment shall be null and void in violation of the law.

REQUIRED PAY

On any day an employee reports to work at an employer's request, the employer shall be paid not less than 2 hours pay at their regular rate of pay. This does not apply to employees of counties or municipalities.

CIVIL PENALTY

There may be a minimum civil penalty of \$100.00 per violation of any section of the New Hampshire Labor Laws.

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STATE OF NEW HAMPSHIRE - DEPARTMENT OF LABOR

WORKER'S RIGHT TO KNOW ACT

Revised Statutes Annotated Chapter 277-A, as amended
EMPLOYEES

YOU HAVE A RIGHT TO KNOW ABOUT TOXIC SUBSTANCES USED IN THIS WORKPLACE

- You have the right to know about the long and short-term health hazards of all toxic substances that you may come into contact with.
- You are trained by your employer in the safe use and handling of these toxic materials.
- You have the right to request complete information, in the form of a Material Safety Data Sheet, from your employer on any toxic substance you may have contact with. Your employer must respond to this request within five working days.

To learn more about the toxic materials used in this workplace, and to obtain Material Safety Data Sheets, contact the employer representative listed below.

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