

HB 1143 - AS INTRODUCED

2022 SESSION

22-2280

04/05

HOUSE BILL ***1143***

AN ACT relative to medical mandates adopted by employers.

SPONSORS: Rep. Alliegro, Graf. 7

COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill requires an employer that implements a medical mandate as a condition of employment to submit the written policy to the state, and provide severance pay to any employee who is terminated as a result of opting out of the medical mandate.

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 Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.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 Two

AN ACT relative to medical mandates adopted by employers.

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

1 1 New Subdivision; Employer Medical Mandates. Amend RSA 275 by inserting after section 77
2 the following new subdivision:

3 Employer Medical Mandates

4 275:78 Employer Medical Mandates.

5 I. An employer that implements a medical mandate as a condition of an employee's
6 continued employment shall develop a written policy outlining the details of the medical mandate
7 and make such policy available to all employees. The policy, at a minimum, shall:

8 (a) Permit an employee to opt out of the medical mandate.

9 (b) Permit an employer to terminate an employee who opts out of the medical mandate.

10 (c) Require the employer to provide an employee who is terminated for opting out of the
11 medical mandate with a monthly severance pay equal to 2/3 of the value of the employee's total
12 compensation at the time of termination and lasting for 6 months. Total compensation shall include
13 the employee's salary and any benefits the employee received while employed.

14 II. An employer shall submit a copy of the medical mandate policy to the commissioners of
15 the departments of labor and employment security.

16 2 Effective Date. This act shall take effect 60 days after its passage.