

HB 118-FN - AS INTRODUCED

2023 SESSION

23-0105

05/04

HOUSE BILL ***118-FN***

AN ACT prohibiting employers from engaging in certain anti-union activities.

SPONSORS: Rep. Adjutant, Graf. 16; Rep. Ellison, Merr. 28; Rep. Kenney, Straf. 10; Rep. B. Sullivan, Sull. 1; Rep. Toll, Ches. 15; Rep. M. Perez, Hills. 43; Rep. Seibert, Hills. 21

COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

 This bill prohibits employers from requiring employees to attend or participate in anti-union training.

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 Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.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

AN ACT prohibiting employers from engaging in certain anti-union activities.

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

1 1 New Section; Labor; Protective Legislation; Anti-Union Activities Prohibited. Amend RSA 275
2 by inserting after section 1 the following new section:

3 275:1-a Anti-Union Activities Prohibited.

4 I. No employer shall require an employee to attend or participate in anti-union training of
5 any kind, including requiring or coercing an employee to view a video that casts unions in a negative
6 light.

7 II. Any person found in violation of this section shall be subject to a fine of \$10,000 per
8 employee.

9 III. The labor commissioner shall be responsible for the enforcement of this section pursuant
10 to rules adopted by the commissioner under RSA 541-A.

11 2 Effective Date. This act shall take effect January 1, 2024.

**HB 118-FN- FISCAL NOTE
AS INTRODUCED**

AN ACT prohibiting employers from engaging in certain anti-union activities.

FISCAL IMPACT: ☒ State ☐ County ☐ Local ☐ None

STATE:	Estimated Increase / (Decrease)			
	FY 2023	FY 2024	FY 2025	FY 2026
Appropriation	\$0	\$0	\$0	\$0
Revenue	\$0	Indeterminable Increase	Indeterminable Increase	Indeterminable Increase
Expenditures	\$0	\$0	\$0	\$0
Funding Source:	<input checked="" type="checkbox"/> General <input type="checkbox"/> Education <input type="checkbox"/> Highway <input checked="" type="checkbox"/> Other - Restricted fund established in RSA 273:1-b			

METHODOLOGY:

This bill prohibits employers from requiring employees to attend or participate in anti-union training. The Department of Labor does not expect this bill would have a material impact on state, county or local expenditures. In terms of state costs, it is not anticipated that the bill would materially impact the Department's operational costs of administering RSA 275. The Department states it is unlikely that the bill would have a material impact on state, county or local revenue. It is possible that additional fines would be levied by the Department against employers acting in violation of the bill. The amount of such fine revenue is indeterminable.

AGENCIES CONTACTED:

Department of Labor