

HB 241-FN – AS INTRODUCED

2013 SESSION

13-0614  
06/09

HOUSE BILL            ***241-FN***

AN ACT                establishing a state minimum hourly rate.

SPONSORS:           Rep. Robertson, Ches 6

COMMITTEE:        Labor, Industrial and Rehabilitative Services

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ANALYSIS

This bill establishes a state minimum hourly rate.

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                         Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.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

AN ACT                    establishing a state minimum hourly rate.

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

1            1 Minimum Hourly Rate. Amend the introductory paragraph of RSA 279:21 to read as follows:  
2            279:21 Minimum Hourly Rate. Unless otherwise provided by statute, no person, firm, or  
3 corporation shall employ any employee at an hourly rate lower than **\$9.25 or** that set forth in the  
4 federal minimum wage law, as amended. Tipped employees of a restaurant, hotel, motel, inn or  
5 cabin, who customarily and regularly receive more than \$30 a month in tips directly from the  
6 customers will receive a base rate from the employer of not less than 45 percent of the applicable  
7 minimum wage. If an employee shows to the satisfaction of the commissioner that the actual  
8 amount of wages received at the end of each pay period did not equal the minimum wage for all  
9 hours worked, the employer shall pay the employee the difference to guarantee the applicable  
10 minimum wage. The limitations imposed hereby shall be subject to the following exceptions:

11            2 Community Development Finance Authority; Definitions. Amend RSA 162-L:1, VIII to read as  
12 follows:

13            VIII. "Primary employment" means work which pays at least 1 1/2 times the minimum wage  
14 as established ***under RSA 279:21 or*** under federal law, ***whichever is greater***, which offers  
15 adequate fringe benefits, including health insurance, and which is not seasonal or part-time.

16            3 Effective Date. This act shall take effect September 1, 2013.

LBAO  
13-0614  
01/07/13

## **HB 241-FN - FISCAL NOTE**

AN ACT                    establishing a state minimum hourly rate.

### **FISCAL IMPACT:**

The Department of Labor, New Hampshire Association of Counties, and New Hampshire Municipal Association state this bill, **as introduced**, will have an indeterminable impact on county and local expenditures in FY 2014 and each year thereafter. There will be no fiscal impact on state expenditures, or state, county, and local revenue.

### **METHODOLOGY:**

The Department of Labor states this bill establishes a minimum wage for employees in the state of the higher of \$9.25 per hour or the amount established in federal minimum wage law. The Department states it will need to revise labor posters to reflect the increased minimum wage. The Department states, however, that the posters are regularly revised in any event, so there would likely be no cost of revision to the state. Similarly, the Department already has an inspection process to ensure compliance with current labor laws, and so the cost of enforcement will be absorbed.

The New Hampshire Association of Counties states the bill will have an indeterminable impact on county expenditures. The Association states some county employees are paid wages below the proposed minimum, but it is unable to determine the precise number of such employees.

The New Hampshire Municipal Association states the bill's impact on local expenditures is indeterminable. The Association states it does not have data on the number of municipalities, if any, currently employing individuals at less than the minimum wage proposed by the bill.

The Department of Administrative services states the bill will have no impact on state expenditures, since the current minimum hourly wage for state employees is higher than that proposed by the bill.