

HB 350 – AS AMENDED BY THE HOUSE

15Jan2014... 2349h

2013 SESSION

13-0466
06/04

HOUSE BILL **350**

AN ACT prohibiting discrimination against the unemployed.

SPONSORS: Rep. Copeland, Rock 19

COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill prohibits hiring discrimination by employers based upon an individual's unemployment status.

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 Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.

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STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Thirteen

AN ACT prohibiting discrimination against the unemployed.

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

1 1 New Sections; Protective Legislation; Unemployment Status. Amend RSA 275 by inserting
2 after section 14 the following new sections:

3 275:14-a Unemployment Status.

4 I. In this section, "unemployment status" means being unemployed, having actively looked
5 for employment during the most recent 4 week period, and currently being available for employment.

6 II. No employer or employment agency shall discriminate against any individual because of
7 unemployment status in soliciting, receiving, classifying, disposing, or otherwise acting upon
8 applications for its services or in referring an applicant to an employer.

9 III. Nothing in this section shall be construed as prohibiting an employer or employer's
10 agent from publishing an advertisement for any job vacancy in the state that contains any provision
11 setting forth any other qualifications for a job permitted by law including holding a current and valid
12 professional or occupational license, certificate, registration, permit, or other credential, or a
13 minimum level of education, training, or appropriate experience. Nothing in this section shall be
14 construed as prohibiting an employer or employer's agent from stating that only applicants who are
15 currently employed by such employer shall be considered.

16 275:14-b Penalty. Any employer or employment agency that violates RSA 275:14-a shall be
17 subject to a fine not to exceed \$5,000 for each violation as determined by the commissioner.

18 2 Effective Date. This act shall take effect 60 days after its passage.