

# 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**  
Main Website: [www.dmvn.nh.gov](http://www.dmvn.nh.gov) - Telephone: (603) 225-1200  
NH Division of Veterans Services:  
<https://www.dmvn.nh.gov/veterans-services>  
- Telephone: (603) 624-9230

### Substance Abuse and Mental Health Treatment Resources

NH Strong is Grateful - [www.dhhs.nh.gov/programs/health-care/behavioral-health/vstrng-gratia](http://www.dhhs.nh.gov/programs/health-care/behavioral-health/vstrng-gratia)  
US Substance Abuse and Mental Health Services Administration - [www.samhsa.gov](http://www.samhsa.gov) - 1-877-726-4272  
US Department of Veterans Affairs ("VA") - [www.va.gov](http://www.va.gov) - 1-800-627-1000  
National Alliance on Mental Illness ("NAMI") - [www.nami.org](http://www.nami.org) - 1-800-451-6034  
NH Recovery & Family Workforce Institute - [www.recoveryinstitute.org](http://www.recoveryinstitute.org) - (603) 271-2121

### Educational, Workforce, and Training Resources

NH Department of Employment Security - [www.nhes.nh.gov](http://www.nhes.nh.gov) - (603) 224-3311  
US Department of Labor Veterans Employment and Training Service - [www.dvl.gov/veterans](http://www.dvl.gov/veterans) - 1-866-237-4275  
VA Veterans Health and Employment ("VH&E") - [www.benefits.va.gov/vetohc](http://www.benefits.va.gov/vetohc)

### Tax Benefit Resources

Contact your town/city tax assessor's office for information about veterans' property tax credit 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](http://www.dmv.nh.gov) - (603) 227-4000

### Unemployment Insurance Benefits

NH Department of Employment Security - [www.nhes.nh.gov](http://www.nhes.nh.gov) - (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 Providers to Smiles - [www.dmvn.nh.gov/community-based-military-programs](http://www.dmvn.nh.gov/community-based-military-programs)  
Veterans-Freedom-Smiles@va.gov or health-care-options

### Legal Services

603 Legal Aid - [www.603legalaid.org](http://www.603legalaid.org) - (603) 224-3333  
New Hampshire Legal Assistance - [www.nhla.org](http://www.nhla.org) - 1-800-562-5174  
NH Star Assistance Lawyer Referral Service - [www.nhstar.org](http://www.nhstar.org) - (603) 229-9092

### Veterans' Crisis Line

IDU 988 then Press 1 - [www.nhes.nh.gov](http://www.nhes.nh.gov) - Nov. 09-17-2024

## STATE OF NEW HAMPSHIRE - DEPARTMENT OF LABOR

### EQUAL PAY RSA 275:37

It is illegal in New Hampshire when 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 these provisions, please contact the New Hampshire Department of Labor, 55 Pleasant St., Concord, NH 03301

Phone: (603) 271-1442, 271-4234, or 271-3176  
Fax: (603) 271-2688  
Email: [equalpay@doelabor.nh.gov](mailto:equalpay@doelabor.nh.gov)

You may file a wage claim by contacting the toll free 1-800-NH-9999 or [www.nh.gov/employees](http://www.nh.gov/employees)

The first last of RSA 275:37 Equal Pay law was found in this link: <https://www.gencourt.nh.gov/publications/2008/02/25/27537>

**RS-A 275:36 - Non-Retaliation Provisions:** No employer shall discharge or in any other manner discriminate against any employee because they invoke their rights under this statute, including filing charges or complaints, or requesting an investigation, proceeding, hearing, or action under or related to this statute, or on the basis of or attempting to testify, or having testified or participated in any manner in any such investigation, proceeding, hearing, or action, or has testified about, discussed, or declined his or her wage, or those of another employee.

This section shall not apply to any employee who has access to the wage information of other employees as part of an employee's essential job functions who discloses the wage of such other employees in a substantial way that does not otherwise have access to such information, or to any such disclosure in a response to a complaint or charge or in a settlement of an investigation, proceeding, hearing, or action under RSA 275:37, or in a settlement of an investigation, proceeding, hearing, or action under this statute, or in a settlement of an investigation, proceeding, hearing, or action under this statute, or in a settlement of an investigation, proceeding, hearing, or action under this statute.

**RS-A 275:31 - Pay Stoppages:** No employer shall require that an employee refuse from disclosing the amount of his or her wages or signs or agrees to any other document that purports to deny the employee the right to disclose the amount of his or her wages, salary, or total benefits, in a condition of employment. No employer shall discharge, formally discipline, or otherwise discriminate against an employee who discloses the amount of his or her wage, salary, or total benefits.

**RS-A 275:41 - Liability of Employer:** Any employer who violates section 37 and is liable to damages based on a violation of RSA 275:37, shall be liable for the amount of the wages and benefits that would have been earned had the employee not been so injured. Effective Date: January 1, 2015

INSPECTION DIVISION  
65 PLEASANT ST.  
CONCORD, NH 03301  
(603) 271-1442 & 271-3176

Danielle M. Albert  
Deputy Commissioner

Ken Morrill  
Commissioner

THIS NOTICE MUST BE POSTED 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.nhes.nh.gov](http://www.nhes.nh.gov)

If you do not have internet access, please immediately call your nearest NH Employment Security office.

• Know what the internet application is.  
• Understand and follow any court or employment law requirements.  
• Complete, but do not file any claims until you are notified by the office you claim you are eligible for.  
• 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 you worked there.  
• Have your check stubs, W-2, and 1099 forms available for review.  
• Have your own copies and then file a claim each week you decided to leave 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 more resources, tips, and information, or contact WebChat at [www.nhes.nh.gov](http://www.nhes.nh.gov)

NH EMPLOYMENT SECURITY OFFICES  
Berlin Concord Keene Litchfield Nashua  
Manchester Portsmouth Somersworth

NHES is a proud member of America's Workforce Network and the NHWS. 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. TTY: 603-271-1442

## STATE OF NEW HAMPSHIRE - DEPARTMENT OF LABOR

### THE WHISTLEBLOWERS' PROTECTION ACT - RSA 275-E

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

• If a public employee, in good faith, reports or causes to be reported an alleged violation of a governmental statute or order of regulation which concerns administrative law, or the United States, or the United States.

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## 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 engaged in Household Labor, Domestic Labor, Farm Labor, Outside Sales Representatives, Summer Camps for Minors, Newspaper Carriers, Non-Professional Staff Patrol and Golf Caddies.

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

(1) Any employee employed by an amusement, seasonal, or recreational establishment if:  
(a) It does not operate for more than 7 months in any calendar year; and  
(b) During the preceding calendar year, its average receipts for any 6 months of such year were not more than 33 1/3 percent of its average receipts for the other 6 months of such year.

(2) Any employee of a restaurant, hotel, motel, inn, or cabin, who customarily and regularly receives more than \$30 a month in tips directly from the customers will be deemed a base rate from the employer of not less than 40 percent of the applicable minimum wage. Restaurant shall include an establishment in a temporary or permanent building, kept open, used, maintained, advertised, and held out to the public to be a place where meals are regularly prepared and served for which a charge is made and where seating and table service is available for customers where delivery services are available. The term does not include establishments which do not regularly prepare and serve food. Tipped 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.

**RETARDERS:** 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

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 better parents, grandmothers, guardians, or if work is not 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 under 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 consenting to 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 cause, permit payment of wages less frequently, except it 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 LEAVING PERIOD:** Employer may not require an employee to work more than three consecutive hours without a break of at least one full hour lunch or outdoor period, except if it is feasible for the employee to eat during the performance of his/her work, and the employer permits her/him 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 request such employee with a copy of all or part of it.

**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 agreement by the employee for a lawful purpose accruing to the benefit of the employee, per 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 this employee so requests. Employees discharged must be paid in full within seventy-two hours. Willful failure to pay an above subject employee 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 not remain considered in time to be a claim, 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 the 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**

The New Hampshire "Right to Know" law RSA 277-A guarantees that:

- You will be notified by a posting of the long and short-term health hazards of all toxic substances that you may come into contact with.
- You will be 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 substances 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.

(EMPLOYER REPRESENTATIVE'S NAME)  
INSPECTION DIVISION  
65 PLEASANT ST.  
CONCORD, NH 03301  
(603) 271-1442 & 271-3176

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## UNEMPLOYMENT NOTICE

If you become partially or totally unemployed:

**Filing in person**  
File a claim in person at the office nearest you and register for work.

**Example:** If your last day of work was a Friday and you worked a full week, visit the office nearest you the following week.  
Office Hours: 8am - 4:30pm Monday - Friday

**Filing over the Internet**  
File on-line and register for work at [www.nh.gov/nhes](http://www.nh.gov/nhes)

**Example:** If your last day of work was a Friday and you worked a full week, do not open your claim on-line that week. Open your claim the following Sunday - Saturday (before midnight).

**Failure to apply as explained below may result in a loss in your entitlement to some benefits!**  
You must file your initial claim within 3 business days of becoming unemployed or no later than the last calendar day of the first week for which you wish to file for benefits. For filing purposes you are considered to be unemployed on the last day you actually work or on the day your work hours are significantly reduced. Your claim is effective the calendar week it is opened.

**What should you have available before you file?**

- Your social security number
- Information about where you worked in the past 18 months, including company names, addresses and approximate dates you worked there
- Your most recent check stubs, W-2's and 1099 forms from the last 18 months
- The amounts of your separation pay, severance, vacation, holiday, sick, bonus pay and wages in lieu of notice you received or expect to receive

**Who pays for Unemployment Compensation Taxes?**

Employers pay the tax that is deposited in the Unemployment Compensation Trust Fund from which benefits are paid.

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

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## EMPLOYMENT DISCRIMINATION IS AGAINST THE LAW IN NEW HAMPSHIRE

Based On:

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

New Hampshire Commission for Human Rights  
Concord, NH 03301  
603.271.2767  
nh.gov/hr

For information call:

**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 also required to post the Federal Minimum Wage notice from the U.S. Dept. of Labor / Labor Standards Act in addition to this state posting. According to the Dept. of Labor, neither Federal and state law have different enforcement wage rates, the higher standard applies.

**This Posting is for Informational Purposes Only**

### WORKERS' COMPENSATION Notice to Employers/Employees

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

**Employers:** Place your notice of compliance/notification of insurance with Workers' Compensation Law from your resources center next to this notice.

**Employees:** Refer to notice of compliance/notification of insurance from your employer's resources center if you know any further injuries, please contact your personnel office.

**This Posting is for Informational Purposes Only**

NH EMPLOYMENT SECURITY OFFICES			
Berlin	Keene	Nashua	
Concord	Lancaster	Portsmouth	
Manchester	Litchfield	Salem	
Somersworth			

NHES is a proud member of America's Workforce Network and complies with the Americans with Disabilities Act. Auxiliary aids and services are available upon request to individuals with disabilities. TTY: 603-271-1442



SP-NH-E