

MANCHESTER AREA HUMAN RESOURCES ASSOCIATION

OCTOBER 3, 2017

LEGAL AND LEGISLATIVE UPDATE

by

Attorney Jim Reidy

SHEEHAN PHINNEY

**Sheehan Phinney Bass & Green PA
1000 Elm Street
Manchester, NH 03105-3701
(603) 627-8217
jreidy@sheehan.com
www.sheehan.com**

Workplace Bills Introduced in the NH Legislature

The New Hampshire Legislature is in the second year of a biennial session (non-budget year). That means while there aren't any revenue bills in this session there still is no shortage of carryover bills from the last session, as well as new proposed bills ("LSRs"). While the LSRs only provide titles at this point, these descriptions provide a preview of the workplace-related legislation the Legislature will likely consider this session.

2018-2003	Title:	Establishing a commission to review and evaluate workforce and job training in New Hampshire.
2018-2009	Title:	Prohibiting discrimination based on gender identity.
2018-2011	Title:	Relative to employee access to personnel files.
2018-2049	Title:	Requiring employees to have notice, a hearing, and cause in order to be terminated after 3 years of employment.
2018-2074	Title:	Relative to compensation for vacation time earned upon separation of employment.

2018-2103	Title:	Relative to the rights of temporary workers.
2018-2194	Title:	Relative to wage compensation under workers' compensation.
2018-2202	Title:	Relative to the de-felonization of certain controlled substances.
2018-2203	Title:	Prohibiting release of certain information relative to users of therapeutic cannabis to federal agencies.
2018-2219	Title:	Relative to retention of job applications.
2018-2220	Title:	Relative to employee work schedules and rest periods.
2018-2233	Title:	Establishing a New Hampshire single payor health care system.
2018-2236	Title:	Establishing a commission to examine the feasibility of the New England states to enter into a compact for a single payor health care program.
2018-2272	Title:	Requiring doctors to provide an opioid disclosure form to patients for whom an opioid is prescribed.
2018-2293	Title:	Relative to documentation requirements for the department of labor.
2018-2295	Title:	Relative to judicial review of proceedings before the human rights commission.
2018-2343	Title:	Relative to rehabilitation under the workers' compensation law.
2018-2344	Title:	Relative to failure to make workers' compensation payments.
2018-2345	Title:	Relative to health and dental benefits under the workers' compensation law.
2018-2354	Title:	Relative to criminal background checks for emergency medical services license applicants.
2018-2386	Title:	Relative to the release of criminal conviction records.
2018-2391	Title:	Repealing the tip pooling statute.
2018-2433	Title:	Permitting qualifying patients to cultivate cannabis for their own therapeutic use.

Again, we don't yet know the details of most of these bills but as you can see, there are several that, if passed, could have an impact on the workplace.

Stay tuned!

Attorney Jim Reidy is a partner at Sheehan Phinney where he is the Chair of the Firm's Labor and Employment law practice group. Jim is also MAHRA's VP of Legal and Legislative Affairs.

Disclaimer

Please note: This outline is intended as general guidance and not specific legal advice. Your legal counsel should be consulted with specific questions or for advice on how to proceed with these matters.