

REGULAR CALENDAR

February 8, 2023

HOUSE OF REPRESENTATIVES

REPORT OF COMMITTEE

The Committee on Labor, Industrial and Rehabilitative Services to which was referred HB 58-FN, prohibiting payment of subminimum wages.

WITHOUT RECOMMENDATION

COMMITTEE REPORT

Committee:	Labor, Industrial and Rehabilitative Services
Bill Number:	HB 58-FN
Title:	prohibiting payment of subminimum wages.
Date:	February 8, 2023
Consent Calendar:	Regular Calendar
Recommendation:	WITHOUT RECOMMENDATION

Statement in support of Ought to Pass with Amendment: This bill as amended eliminates the subminimum wage for all New Hampshire tipped workers who currently have a base wage of \$3.27 per hour. Eleven states have already eliminated their subminimum wages without any extraordinary negative effects. Due to the confusion and complexity of tracking the total of the base wage plus tipped wages, it has been found that tipped workers do not always earn the full minimum wage that the law requires. While this may not generally be a problem for servers who work in higher-end establishments, those who work in bargain priced restaurants struggle under the current subminimum wage system.

Amendment: 2023-0070h

Rep. Brian Sullivan

Statement in support of Inexpedient to Legislate: This bill would require NH to abandon the current minimum wage for tipped employees from \$3.27 (which is above the federal minimum wage of \$2.19) to \$7.25. The sponsors feel that many tipped employees are not making at least the minimum wage. NH law requires employers to make up the difference if the employee does not make at least \$7.25 per hour. At \$3.26 per hour plus their tips, we have heard that tipped employees are happy with the amount they make in tips and that tips normally increase as inflation increases the cost of the service they provide. Some employers in NH have decided to increase this wages paid to tipped employees on their own to entice employees to become and employee or stay in their employ. The feeling of half of the committee is that it is best for the employer to make this business decision on their own and not have the state pass another mandate on to them.

Amendment:

Rep. Michael Granger

Original: House Clerk
Cc: Committee Bill File

REGULAR CALENDAR

Labor, Industrial and Rehabilitative Services

HB 58-FN, prohibiting payment of subminimum wages. **WITHOUT RECOMMENDATION**

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Rep. Michael Granger

Original: House Clerk

Cc: Committee Bill File

Rep. Schultz, Merr. 29
January 19, 2023
2023-0070h
05/04

Amendment to HB 58-FN

Amend the bill by replacing all after the enacting clause with the following:

- 1 Minimum Wage Law; Hourly Rate. The introductory paragraph of RSA 279:21 is repealed and reenacted to read as follows:
279:21 Minimum Hourly Rate. Unless otherwise provided by statute, no person, firm, or corporation shall employ any employee paid by the employer at an hourly rate lower than that set forth in the federal minimum wage law, as amended, subject to the following exceptions:
 - 2 Effective Date. This act shall take effect 60 days after its passage.
- 2023-0070h

AMENDED ANALYSIS

This bill removes the authority for payment of a lower base wage for tipped employees.



STATE OF NEW HAMPSHIRE
OFFICE OF THE HOUSE CLERK

1/9/2023 12:04:41 PM
Roll Call Committee Registers
Report

2023 SESSION

Labor, Industrial and Rehabilitative Services

Bill #: HB 58 Motion: OTP/A AM #: w/ #70 Exec Session Date: Feb. 7, '23

Members	YEAS	Nays	NV
Infantine, William J. Chairman		10	
Seaworth, Brian Vice Chairman		1	
Avellani, Lino M.		2	
Prout, Andrew J.		3	
Love, David C.		4	
Boyd, Stephen E. <i>Bogers</i>		5	
Mason, James L.		6	
Colcombe, Riché		7	
Drago, Mike		8	
Granger, Michael E		9	
Sullivan, Brian M.	1		
Baroody, Benjamin C.	2		
Cahill, Michael D.	3		
DiSilvestro, Linda A.	4		
Soucy, Timothy A.	5		
Bouchard, Donald J.	6		
Adjutant, Joshua O	7		
MacKenzie, Mark S.	8		
Schultz, Kristina M.	9		
LeClerc, Daniel J	10		
TOTAL VOTE:	10	10	



STATE OF NEW HAMPSHIRE
OFFICE OF THE HOUSE CLERK

1/9/2023 12:04:41 PM
Roll Call Committee Registers
Report

2023 SESSION

Labor, Industrial and Rehabilitative Services

Bill #: HB 58 Motion: Amend. AM #: 1070 Exec Session Date: Feb. 7, 23

<u>Members</u>	<u>YEAS</u>	<u>Nays</u>	<u>NV</u>
Infantine, William J. Chairman	11		
Seaworth, Brian Vice Chairman		1	
Avellani, Lino M.		2	
Prout, Andrew J.		3	
Love, David C.		4	
Boyd, Stephen E. <i>Bogert</i>		5	
Mason, James L.		6	
Colcombe, Riché		7	
Drago, Mike		8	
Granger, Michael E		9	
Sullivan, Brian M.	1		
Baroody, Benjamin C.	2		
Cahill, Michael D.	3		
DiSilvestro, Linda A.	4		
Soucy, Timothy A.	5		
Bouchard, Donald J.	6		
Adjutant, Joshua O	7		
MacKenzie, Mark S.	8		
Schultz, Kristina M.	9		
LeClerc, Daniel J	10		
TOTAL VOTE:	11	9	

HOUSE COMMITTEE ON LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

PUBLIC HEARING ON HB 58-FN

BILL TITLE: prohibiting payment of subminimum wages.

DATE: January 19, 2023

LOB ROOM: 305-307 **Time Public Hearing Called to Order:** 11:40 a.m.

Time Adjourned: 12:18 p.m.

Committee Members: Reps. Seaworth, Avellani, Prout, Love, S. Boyd, Mason, Colcombe, Drago, Granger, B. Sullivan, Baroody, M. Cahill, DiSilvestro, Soucy, Bouchard, Adjutant, MacKenzie and LeClerc

Bill Sponsors:

Rep. Schultz
Rep. Schuett
Rep. Newell
Sen. Whitley

Rep. McWilliams
Rep. Goley
Rep. Seibert
Sen. Prentiss

Rep. Vail
Rep. Staub
Rep. Caplan

TESTIMONY

* Use asterisk if written testimony and/or amendments are submitted.

- Sponsor Rep. Schultz - in favor - every worker should make no less than minimum wage. Subminimum wage compares to slave wage. Simplify subminimum language gone so that all make min. wages.
- Rep. Rebecca McWilliams - in support - talked about non-tipped workers, believing all workers should get minimum wage.
- Henry Veilleux - oppose the bill - represents NHLRA. Believes there is no need for this, especially in restaurants. Menu prices would increase so much it would be detrimental.
- Co-sponsor Rep. Staub - in support - pointing out the higher minimum wage in other New England states and how if no one comes in, making at least minimum wage is better.
- Stephen Nass - in opposition - from Free State Food Network. Big franchises would not be opposed because their competition would not be able to compete and would have to close. Removing tips would close some restaurants.
- Rep. Timothy Horrigan - in support - people deserve minimum wage for their efforts.
- Grace Kindeke - in support - represents AFSC. An immigrant couple that owned a smaller restaurant was able to raise her wages and still allow tipping, there is no reason that the sub-min wage cannot be up to minimum wage.

Respectfully submitted,
Representative Schultz, Clerk

House Remote Testify

Labor, Industrial and Rehabilitative Services Committee Testify List for Bill HB58 on 2023-01-19

Support: 82 Oppose: 3 Neutral: 0 Total to Testify: 0

Export to Excel

<u>Name</u>	<u>City, State</u> <u>Email Address</u>	<u>Title</u>	<u>Representing</u>	<u>Position</u>	<u>Testifying</u>	<u>Non-Germane</u>	<u>Signed Up</u>
Whitley, Becky	Concord, NH jessica.bourque@leg.state.nh.us	An Elected Official	Senate District 15	Support	No	No	1/11/2023 11:01 AM
Smith, Julie	Nashua, NH cantdog@comcast.net	A Member of the Public	Myself	Oppose	No	No	1/11/2023 3:28 PM
Blais, Vanessa	Manchester, NH Bessblais@gmail.com	A Member of the Public	Myself	Support	No	No	1/13/2023 10:32 AM
Slack, Michelle	Hudson, NH Khrisma888@gmail.com	A Member of the Public	Myself	Support	No	Yes	1/13/2023 10:47 PM
Dentzer, Emily	Lyme, NH emilydentzer@gmail.com	A Member of the Public	Myself	Support	No	No	1/14/2023 12:57 AM
Smith, Hayden	Hanover, NH hasmith1520@gmail.com	A Member of the Public	Myself	Support	No	No	1/14/2023 2:17 AM
bory, lee	nashua, NH leebory@Juno.com	A Member of the Public	Myself	Support	No	No	1/14/2023 11:55 AM
Morse, Elizabeth	Plainfield, NH betsybmorse@gmail.com	A Member of the Public	Myself	Support	No	No	1/14/2023 11:58 AM
Desmarais, Doreen	Northwood, NH doreend@netzero.net	A Member of the Public	Myself	Support	No	No	1/14/2023 12:20 PM
Foley, Mary Ellen	Manchester, NH mefrsm@comcast.net	A Member of the Public	Myself	Support	No	No	1/14/2023 1:15 PM
Richardson, Daniel	Nashua, NH daniel6_22@comcast.net	A Member of the Public	Myself	Oppose	No	No	1/14/2023 3:18 PM
Istel, Claudia	Acworth, NH cistel79@gmail.com	A Member of the Public	Myself	Support	No	No	1/15/2023 12:13 AM
Casino, Joanne	Concord, NH joannecasino@comcast.net	A Member of the Public	Myself	Support	No	No	1/15/2023 9:27 AM

Perencevich, Ruth	Concord, NH rperence@comcast.net	A Member of the Public	Myself	Support	No	No	1/15/2023 9:34 PM
Lincoln, Mary	Manchester, NH mary,lincoln52@gmail.com	A Member of the Public	Myself	Support	No	No	1/16/2023 6:32 AM
Steel, Laura	Plainfield, NH lfsteel@verizon.net	A Member of the Public	Myself	Support	No	No	1/16/2023 11:15 AM
Hackmann, Kent	Andover, NH hackmann@uidaho.edu	A Member of the Public	Myself	Support	No	No	1/16/2023 11:53 AM
Benham, Linda	Greenland, NH benhamlab@outlook.com	A Member of the Public	Myself	Support	No	No	1/16/2023 12:02 PM
Anastasia, Patricia	Londonderry, NH patti.anastasia@gmail.com	A Member of the Public	Myself	Support	No	No	1/16/2023 1:23 PM
Thompson, Keith	Nashua, NH kthomp0909@aol.com	A Member of the Public	Myself	Support	No	No	1/16/2023 2:04 PM
Ropp, Elizabeth	Manchester, NH arunareiki@gmail.com	A Member of the Public	Myself	Support	No	No	1/16/2023 3:39 PM
Feder, Marsha	Hollis, NH marshafeder@gmail.com	A Member of the Public	Myself	Support	No	No	1/16/2023 3:39 PM
Spielman, Kathy Sue	Durham, NH jspielman@comcast.net	A Member of the Public	Myself	Support	No	No	1/16/2023 3:40 PM
Torpey, Jeanne	Concord, NH jtorp51@comcast.net	A Member of the Public	Myself	Support	No	No	1/16/2023 3:48 PM
O'Neill, Faye	Amherst, NH nhfaye@gmail.com	A Member of the Public	Myself	Support	No	No	1/16/2023 4:11 PM
Garland, Ann	Lebanon, NH annhgarland@gmail.com	A Member of the Public	Myself	Support	No	No	1/16/2023 5:32 PM
Richman, Susan	Durham, NH susan7richman@gmail.com	A Member of the Public	Myself	Support	No	No	1/16/2023 7:36 PM
Hansen, Lorraine	ROLLINSFORD, NH lhansennh@gmail.com	A Member of the Public	Myself	Support	No	No	1/16/2023 8:39 PM
Rasmussen, Kyle	Brookline, NH kyle_rasmussen@icloud.com	A Member of the Public	Myself	Support	No	No	1/16/2023 9:01 PM
Rasmussen, Elissa	Brookline, NH elissa@evanshatz.com	A Member of the Public	Myself	Support	No	No	1/16/2023 9:08 PM
Racusin, Sharon	Hanover, NH sdracusin@gmail.com	A Member of the Public	Myself	Support	No	No	1/16/2023 9:31 PM

Oxenham, Lee	Plainfield, NH leeoxenham@comcast.net	A Member of the Public	Myself	Support	No	No	1/16/2023 10:43 PM
Sellarole, Jana	Walpole, NH jgsellarole@gmail.com	A Member of the Public	Myself	Support	No	No	1/17/2023 8:42 AM
Newton, Jay	Gilford, NH jjnewt@gmail.com	A Member of the Public	Myself	Support	No	No	1/17/2023 9:24 AM
Newton, Carolyn	Gilford, NH lynnnewton7@gmail.com	A Member of the Public	Myself	Support	No	No	1/17/2023 10:16 AM
Dubois, Jillian	Concord, NH jillianadubois@gmail.com	A Member of the Public	Myself	Support	No	No	1/17/2023 11:08 AM
QUISUMBING-KING, Cora	Dover, NH coraq@comcast.net	A Member of the Public	Myself	Support	No	No	1/17/2023 12:08 PM
Dubois, Brandon	Concord, NH brandon.dubois@gmail.com	A Member of the Public	Myself	Support	No	No	1/17/2023 12:34 PM
Cote, Lois	Manchester, NH lcote06@outlook.com	A Member of the Public	Myself	Support	No	No	1/17/2023 12:55 PM
Trought, Elizabeth A	Dorchester, NH batrought@gmail.com	A Member of the Public	Myself	Support	No	No	1/17/2023 2:20 PM
Moore, Susan	Franconia, NH susan.moore.franconia@gmail.com	A Member of the Public	Myself	Support	No	No	1/17/2023 3:36 PM
Till, Mary	Concord, NH maryforderry@yahoo.com	A Member of the Public	Myself	Support	No	No	1/17/2023 3:38 PM
Nutt, Nan	Concord, NH nbnutt@yahoo.com	A Member of the Public	Myself	Support	No	No	1/17/2023 5:26 PM
Steuerwald, Carissa	Portsmouth, NH Logicalunderpants@gmail.com	A Member of the Public	Myself	Support	No	No	1/17/2023 6:01 PM
Termini, Marcella	Manchester, NH marcellatermini@gmail.com	A Member of the Public	Myself	Support	No	No	1/17/2023 6:11 PM
King, Jordan	Milford, NH Jordan.king@outlook.com	A Member of the Public	Myself	Support	No	No	1/17/2023 7:03 PM
Cabrera, Rho	Manchester, NH rho@nhyoutmovement.org	A Member of the Public	Myself	Support	No	No	1/17/2023 7:06 PM
THOMPSON, LAURA	CHESTER, NH nicmom@hotmail.com	A Member of the Public	Myself	Support	No	No	1/17/2023 8:27 PM
Spencer, Louise	Concord, NH lpskentstreet@gmail.com	A Member of the Public	Myself	Support	No	No	1/17/2023 10:41 PM

Spencer, Rob	Concord, NH rfspencer@aol.com	A Member of the Public	Myself	Support	No	No	1/17/2023 10:42 PM
Fogarty, Maggie	Dover, NH mfogarty@afsc.org	A Lobbyist	American Friends Service Committee - NH Program	Support	No	No	1/18/2023 12:19 AM
Moran, Madonna	Manchester, NH Madonnamorán@comcast.net	A Member of the Public	Myself	Support	No	No	1/18/2023 6:24 AM
Koch, Laurie	Concord, NH kochlj@aol.com	A Member of the Public	Myself	Support	No	No	1/18/2023 9:20 AM
M Clark, Denise	Milford, NH denise.m.clark03055@gmail.com	A Member of the Public	Myself	Support	No	No	1/18/2023 10:33 AM
Lister, Charlotte	Chester, NH lister@gsinet.net	A Member of the Public	Myself	Support	No	No	1/18/2023 11:50 AM
Hallock, Linda	Cornish, NH LINDASH@MAIL.COM	A Member of the Public	Myself	Support	No	No	1/18/2023 1:46 PM
McWilliams, Rebecca	Concord, NH rebecca.mcwilliams@leg.state.nh.us	An Elected Official	Merrimack 30	Support	No	No	1/18/2023 2:16 PM
Watkins, Dan	Derry, NH dan.j.watkins@gmail.com	A Member of the Public	Myself	Support	No	No	1/18/2023 3:09 PM
MacLeod, Tyler	Dover, NH tyleramacleod@gmail.com	A Member of the Public	Myself	Support	No	No	1/18/2023 3:25 PM
Beaulieu, Rebecca	Dover, NH rebeccaeb9495@gmail.com	A Member of the Public	Myself	Support	No	No	1/18/2023 3:36 PM
Babadelis, Ashley	Concord, NH ash.hatch@gmail.com	A Member of the Public	Myself	Oppose	No	Yes	1/18/2023 4:10 PM
Thomas, William	Auburn, NH nhvfp@comcast.net	A Member of the Public	Myself	Support	No	No	1/18/2023 4:34 PM
Lindpaintner, Lyn	Concord, NH lynlin@bluewin.ch	A Member of the Public	Myself	Support	No	No	1/18/2023 5:03 PM
Nardino, Marie	Andover, NH mdnardino@gmail.com	A Member of the Public	Myself	Support	No	No	1/18/2023 5:12 PM
Donnelly, Ryan	Hudson, NH rdonnelly@gsil.org	A Member of the Public	Granite State Independent Living	Support	No	No	1/18/2023 5:18 PM
Biondolillo, Sophia	Manchester, NH sophiabiondolillo@gmail.com	A Member of the Public	New Hampshire High School Democrats	Support	No	No	1/18/2023 6:40 PM
Cevasco, Karin	Milford, NH karin.cevasco@gmail.com	A Member of the Public	Myself	Support	No	No	1/18/2023 6:54 PM

Koch, Helmut	Gilmanton, NH helmut.koch.2001@gmail.com	A Member of the Public	Myself	Support	No	No	1/18/2023 8:09 PM
Allen, Mary Grace	Dover, NH marygracekatherine@gmail.com	A Member of the Public	Myself	Support	No	No	1/18/2023 10:27 PM
Gregory-Davis, Rev. John	Meriden, NH john@meridenucc.org	A Member of the Public	Myself	Support	No	No	1/19/2023 1:17 AM
MacGregor, Leslie	Grantham, NH lsmacgregor@gmail.com	A Member of the Public	Myself	Support	No	No	1/19/2023 7:02 AM
Clifford, Virginia	Candia, NH vstmartin@comcast.net	A Member of the Public	Myself	Support	No	No	1/19/2023 7:30 AM
FRIEDRICH, ED	Loudon, NH erfriedrich@yahoo.com	A Member of the Public	Myself	Support	No	No	1/19/2023 7:58 AM
Roesener, James	Concord, NH james.roesener@leg.state.nh.us	An Elected Official	Myself	Support	No	No	1/19/2023 8:01 AM
Laker-Phelps, Gail	Chichester, NH lpsart@tds.net	A Member of the Public	Myself	Support	No	No	1/19/2023 8:37 AM
Hayes, Colleen	Claremont, NH colleenannhayes@gmail.com	A Member of the Public	Myself	Support	No	No	1/19/2023 8:52 AM
Knaack, Frank	Concord, NH fknaack@aclu-nh.org	A Lobbyist	ACLU of NH	Support	No	No	1/19/2023 9:03 AM
st.martin, tom	andia, NH nomad@adaptivetechology.biz	A Member of the Public	Myself	Support	No	No	1/19/2023 9:27 AM
Brackett, Glenn	Hooksett, NH communications@nhaficio.org	A Lobbyist	The New Hampshire AFL-CIO	Support	No	No	1/19/2023 9:29 AM
Kasten, Sayles	Dover, NH sayleskasten@gmail.com	A Member of the Public	Myself	Support	No	No	1/19/2023 9:30 AM
Hinebauch, Mel	Concord, NH melhinebauch@gmail.com	A Member of the Public	Myself	Support	No	No	1/19/2023 9:59 AM
Dahl, Dana	Milford, NH danaldahl@gmail.com	A Member of the Public	Myself	Support	No	No	1/19/2023 11:02 AM
Howes, Debrah	Bow, NH president@aft-nh.org	A Lobbyist	American Federation of Teachers - NH	Support	No	No	1/19/2023 6:58 PM
Davidson, Geri	Nashua, NH geridavidson15@gmail.com	A Member of the Public	Myself	Support	No	No	1/19/2023 7:55 PM
Billingham, Carla	Salem, NH billingham2@comcast.net	A Member of the Public	Myself	Support	No	No	1/19/2023 11:56 PM

SIGN UP SHEET

To Register Opinion If Not Speaking

Bill # HB 58-FW Date 1/19/23
 Committee Labor

** Please Print All Information **

Name	Address	Phone	Representing	(check one)	
				Pro	Con
Glenn Brackett	161 Sandersony Turnpike Hooksett		NH AFL-CIO	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Viola Kapulimo	1045 Elm Street Manchester		NH GSOP	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Meidi Meath	PoBox 1087 Concord		NH Council of Churches	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Kathy Staub	Hills 25			<input checked="" type="checkbox"/>	<input type="checkbox"/>
Martin Toe	2 W Stearns Ave Hooksett		GSOP	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ruth M. Heath	79 Wyren Rd Canterbury NH			<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gail Kinney	PO Box 801 Enfield, NH		NH UCC	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Liz Anne Platt	Concord		Self	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Jennifer Jarrot	Concord		self	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Maura Wilkin	Concord		Self	<input checked="" type="checkbox"/>	<input type="checkbox"/>
MO BAXLEY	LACONIA			<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sebastian Fuentes	Thornton	603 991 4687	NadNH	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Stephen Nass	Milton	608 444 5896	SEA	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Cullen Tiernan	Concord		SEA SEIU 1984	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Mildred R. Mott-Smith	91 Kenney Rd ^{London}		self	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Grace Kinclike	Manchester	603 305 5776	AFSC	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Rev. Jonathan Hopkins	Concord	603 417 5243	GSOP	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Rep Dennis Schmitt			Pembroke	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ronald Rene	Manchester (603) 763-5386		Notre Dame CW	<input checked="" type="checkbox"/>	<input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>

HB 58-FN - AS INTRODUCED

2023 SESSION

23-0009

05/04

HOUSE BILL **58-FN**

AN ACT prohibiting payment of subminimum wages.

SPONSORS: Rep. Schultz, Merr. 29; Rep. McWilliams, Merr. 30; Rep. Vail, Hills. 6; Rep. Schuett, Merr. 12; Rep. Goley, Hills. 21; Rep. Staub, Hills. 25; Rep. Newell, Ches. 4; Rep. Seibert, Hills. 21; Rep. Caplan, Merr. 8; Sen. Whitley, Dist 15; Sen. Prentiss, Dist 5

COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill prohibits the payment of subminimum wages to an employee.

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 payment of subminimum wages.

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

- 1 1 Minimum Wage Law; Hourly Rate. RSA 279:21 is repealed and reenacted 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 paid by the employer at an hourly rate lower than that set
- 4 forth in the federal minimum wage law, as amended.
- 5 2 Minimum Wage Law; Payment of Subminimum Wages. Amend RSA 279:22 to read as follows:
- 6 279:22 Payment of Subminimum Wages. Except as provided in RSA 279:22-aa and RSA 279:26-
- 7 a, no person shall employ [~~any individual with a disability~~] **another person** as an employee at an
- 8 hourly rate lower than that set forth in RSA 279:21.
- 9 3 Effective Date. This act shall take effect 60 days after its passage.

**HB 58-FN- FISCAL NOTE
AS INTRODUCED**

AN ACT prohibiting payment of subminimum wages.

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 type="checkbox"/> Other

METHODOLOGY:

This bill prohibits the payment of subminimum wages to an employee. The Department of Labor indicates that it is possible the bill could lead to an indeterminable increase in revenue resulting from fines assessed against employers' failing to comply with the adjusted remuneration requirements. Additionally, any potential increase in fines would likely dissipate after successive cycles of education and enforcement.

The Department states it is unlikely that the bill would have a material impact on expenditures at the state, county, or local level. In terms of state costs, the Department does not expect there would be a material impact on the Department's operational costs of administering protective legislation.

It is assumed that any fiscal impact would occur after FY 2023.

AGENCIES CONTACTED:

Department of Labor