

HB 211 - FINAL VERSION

14Feb2019... 0202h

2019 SESSION

19-0242

04/01

HOUSE BILL **211**

AN ACT relative to inquiries by prospective employers concerning salary history.

SPONSORS: Rep. J. Schmidt, Hills. 28; Rep. Klee, Hills. 30

COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill prohibits an employer from requiring a prospective employee to disclose his or her salary history prior to an offer of employment.

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 Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.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

AN ACT relative to inquiries by prospective employers concerning salary history.

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

1 1 New Section; Discrimination in the Workplace; Salary History. Amend RSA 275 by inserting
2 after section 41-d the following new section:

3 275:41-e Salary History.

4 I. No employer shall inquire about a prospective employee's wage or salary history before an
5 offer of employment with compensation has been negotiated and made to the prospective employee,
6 unless a prospective employee has voluntarily disclosed such information.

7 II. No employer shall use an employee's prior wage and salary history as a defense to any
8 action alleging wage or salary discrimination under state law.

9 2 Effective Date. This act shall take effect 60 days after its passage.

10 VETOED July 10, 2019

11 Veto Sustained September 18, 2019