

LABOR LAWS

Since 1953

FEDERAL

REV. 02/2022

NEW HAMPSHIRE

FED

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE **\$7.25 PER HOUR BEGINNING JULY 24, 2009**

The law requires employers to display this poster where employees can readily see it.

OVERTIME PAY

At least 11/2 times the regular rate of pay for all hours worked over 40 in a workweek

CHILD LABOR

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment.

TIP CREDIT

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

PUMP AT WORK

NH

The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must

DEPARTMENT OF LABOR

WHD UNITED STATES OF AMERICA

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

DEPARTMENT OF LABOR

Minimum Wage Law

Revised Statutes Annotated Chapter 279, as amended establishment in a temporary or permanent building, kept, used, maintained,

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 are:

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

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

- (a) Any employee employed by an amusement, seasonal, or recreational establishment if:
- it does not operate for more than 7 months in any calendar (1) year; or
- during the preceding calendar year, its average receipts for any (2) 6 months of such year were not more than 33 1/3 percent of its

intrusion from coworkers and the public, which may be used by the employee to express breast milk.

provide a place, other than a bathroom, that is shielded from view and free from

ENFORCEMENT

The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA.

ADDITIONAL INFORMATION

Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at work requirements. Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth

of Puerto Rico. Some state laws provide greater employee protections; employers must

comply with both.

Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not.

Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

www.dol.gov/agencies/whd

advertised, and held out to the public to be a place where meals are regularly

service is available for customers or where delivery services are available. The

serve food. Tipped employees shall also include employees who deliver meals

prepared or served for which a charge is made and where seating and table

term does not include establishments which do not primarily prepare and

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

record of the hours worked by each, wages paid to each, and classification of

NEW HAMPSHIRE YOUTH EMPLOYMENT LAW

RECORDS. Every employer of employees shall keep a true and accurate

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 his/her parents, grandparents, guardian, or at work defined as

the difference to guarantee the applicable minimum wage.

employment when necessary.

1-866-487-9243

WH1088

REV. 04/2023

EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

PROHIBITIONS

FED

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

EXEMPTIONS

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities.

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

The law does not preempt any provision of any State or local law or any collective bargaining

agreement which is more restrictive with respect to lie detector tests.

EXAMINEE RIGHTS

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

ENFORCEMENT

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OF LABOR

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.



YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

REEMPLOYMENT RIGHTS

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:

- you ensure that your employer receives advance written or verbal notice of your service; you have five years or less of cumulative service in the uniformed services while with that particular employer;
- you return to work or apply for reemployment in a timely manner after conclusion of service; and
- you have not been separated from service with a disqualifying discharge or under other than honorable conditions
- If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

What is FMLA leave?

FED

The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees.

- Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period for:
- The birth, adoption or foster placement of a child with you,
- Your serious mental or physical health condition that makes you unable to work,
- To care for your spouse, child or parent with a serious mental or physical health condition, and
- Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.

An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to 26 workweeks of FMLA leave in a single 12-month period to care for the servicemember.

You have the right to use FMLA leave in one block of time. When it is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet #28M(c) for more information.

FMLA leave is not paid leave, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave.

Am I eligible to take FMLA leave?

- You are an **eligible employee** if **all** of the following apply:
- You work for a covered employer,
- You have worked for your employer at least 12 months,
- You have at least 1,250 hours of service for your employer during the 12 months before your leave, and
- Your employer has at least 50 employees within 75 miles of your work location.
- Airline flight crew employees have different "hours of service" requirements.
- You work for a **covered employer** if **one** of the following applies:
- You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year,
- You work for an elementary or public or private secondary school, or
- You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management.

How do I request FMLA leave?

- Generally, to request FMLA leave you must:
- Follow your employer's normal policies for requesting leave,

requesting FMLA leave or cooperating with a WHD investigation.

About your FMLA rights and responsibilities, and

DEPARTMENT OF LABOR

UNITED STATES OF AMERICA

WAGE AND HOUR DIVISION

UNITED STATES DEPARTMENT OF LABOR

Call **1-866-487-9243** or visit **dol.gov/fmla** to learn more.

- Give notice at least 30 days before your need for FMLA leave, or
- If advance notice is not possible, give notice as soon as possible.

Allow you to take job-protected time off work for a qualifying reason,

your employer determines that you are eligible, your employer must notify you in writing:

How much of your requested leave, if any, will be FMLA-protected leave.

You do not have to share a medical diagnosis but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was previously taken or approved for the same reason when requesting additional leave.

Your employer may request certification from a health care provider to verify medical leave and may request certification of a qualifying exigency.

Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave.

Your employer cannot interfere with your FMLA rights or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for

After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your employer must confirm whether you are eligible or not eligible for FMLA leave. If

If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. Scan the QR code to learn

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SCAN ME

WH1420

State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress.

What does my employer need to do? If you are eligible for FMLA leave, your **employer must**:

Where can I find more information?

about our WHD complaint process.

(2) 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 casual or farm labor. Certificates shall be obtained by an employer within	RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION	<u>AN AN A</u>
average receipts for the other 6 months of such year. (b) Any employee of employers covered under the provisions of the bekept on file by all employers of youths. An employer shall not employ a	If you: • are a past or present member of the • are obligated to serve in the uniformed	FED
Federal Fair Labor Standards Act. youth 16 or 17 years of age, unless the employer obtains and maintains on	uniformed service; service;	0.3. Equal Employment Opportunity Commission
and regularly receive more than \$30 a month in tips directly from the	have applied for membership in the uniformed service; or	Know Your Rights: Workplace Discrimination is Illegal
percent of the applicable minimum wage. Restaurant shall include an parental permission is not required for a 16 or 17 year old youth who has	 then an employer may not deny you: initial employment; promotion; or 	The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in
graduated from high school or obtained a general equivalency diploma.	reemployment; any benefit of employment retention in employment;	employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.
INSPECTION DIVISION Rudolph W. Ogden, III Ken Merrifield P.O. BOX 2076 Deputy Commissioner Commissioner	because of this status. In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights,	 Who is Protected? Employees (current and former), including managers and temporary employees Employees (current and former), including managers and temporary employees
CONCORD, NH 03302-2076	including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.	Job applicants Federal law from discrimination on the following bases:
(603) 271-1492 & 271-3176	HEALTH INSURANCE PROTECTION	 Union members and applicants for membership in a union What Types of Employment Discrimination are Illegal? Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin
THIS NOTICE MUST BE POSTED IN A CONSPICUOUS PLACE REV. 02/01/2018	If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the	Under the EEOC's laws, an employer may not discriminate against you, regardless of your Executive Order 11246, as amended, prohibits employment discrimination by Federal
	military. • Even if you don't elect to continue coverage during your military service, you have the right to be	immigration status, on the bases of: • Race • Race • Race
NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act	reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or	Color aspects of employment.
posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.	injuries.	 Religion National origin Asking About, Disclosing, or Discussing Pay Executive Order 11246, as amended, protects applicants and employees of Federal
THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.	ENFORCEMENT The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to	• Sex (including pregnancy, childbirth, and related medical conditions, sexual contractors from discrimination based on inquiring about, disclosing, or discussing their
· · · · · · · · · · · · · · · · · · ·	investigate and resolve complaints of USERRA violations. For assistance in filing a complaint, or for any other information on USERRA, contact VETS at	orientation, or gender identity) orientation, or gender identity) Age (40 and older) Disability
	1-866-4-USA-DOL or visit its website at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra.	Disability Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals
DEPARTMENT OF LABOR	 If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation. 	of genetic tests, genetic services, or family medical history) job training, classification, referral, and other aspects of employment by Federal
🚯 Protective Legislation Law	 You may also bypass the VETS process and bring a civil action against an employer for violations of 	Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with
Wages In this Establishment Will Be Paid On:	USERRA. The rights listed here may vary depending on the circumstances. The text of this	 Interference, coercion, or threats related to exercising rights regarding disability a disability who is an applicant or employee, barring undue hardship to the employer.
SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY	notice was prepared by VETS, and may be viewed on the internet at this address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify	advance in employment qualified individuals with disabilities at all levels of employment,
PAYMENT OF WAGES. All wages due an employee must be paid on a weekly accruing to the benefit of the employee, per regulation promulgated by the	employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.	Most private employers Protected Veteran Status
or biweekly basis. The Labor Commissioner may, upon written petition Commissioner.	U.S. Department of Labor • 1-866-487-2365	• State and local governments (as employers) Educational institutions (as employers) The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C.
showing good and sufficient reason, permit payment of wages less frequently, except it shall be at least once each calendar month. EMPLOYEES SEPARATED. When an employee quits, resigns, or is suspended because of labor dispute wages must be paid not later then the next regular	U.S. Department of Justice Office of Special Counsel Employer Support of the Guard and Reserve • 1-800-336-4590	Unions Unions Unions Construct a section to Consection to Construct a section
NOTICE TO EMPLOYEE. Employer must notify employee in writing when payday or by mail if the employee so requests. Employees discharged must be	REV. 05/2022	Staffing agencies veterans (i.e., within three years of discharge or release from active duty), active duty
hiring of the rate of pay, or any changes prior to change; make available in writing, or by posted notice, employment practices and policies on vacation writing of the rate of pay. The practices and policies on vacation writing of the rate of pay. The practices are provided to the practices are provided t		What Employment Practices can be Challenged as Discriminatory? wartime or campaign badge veterans, or Armed Forces service medal veterans. All aspects of employment, including: Retaliation
pay, sick leave and other fringe benefits; furnish employee statement of deductions each payday. day except Sunday and legal holidays. In case of dispute over amount due, employer shall pay amount conceded by him to be due, leaving employee		Discharge, firing, or lay-off Retaliation is prohibited against a person who files a complaint of discrimination,
LUNCH OR EATING PERIOD. An employer may not require an employee to remedies of law for balance.	NH DEPARTMENT OF LABOR	 Harassment (including unwelcome verbal or physical conduct) Hiring or promotion participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal laws.
work more than five consecutive hours without granting him a one half-hour The acceptance of payment by employee shall not constitute a release to the	Worker's Right to Know Act	 Assignment Pay (unegual wages or compensation) Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately:
lunch or eating period, except if it is feasible for the employee to eat during the performance of his/her work, and the employer permits him/her to do so. payment shall be null and void and in violation of the law.	Revised Statutes Annotated Chapter 277-A, as amended	 Pay (unequal wages or compensation) Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, Failure to provide reasonable accommodation for a disability; pregnancy, childbirth,
ACCESS TO PERSONNEL FILE. Every employer shall provide a reasonable	Revised Statutes Annotated Chapter 277-A, as amended	or related medical condition; or a sincerely-held religious belief, observance or practice U.S. Department of Labor 200 Constitution Avenue, N.W.
opportunity for an employee who so requests to inspect such employee's personnel file and upon request provide such employee with a copy of all or On any day an employee reports to work at an employer's request, the	EMPLOYEES	Benefits Washington, D.C. 20210 1 000 007 001 (111 (111 (111))
part of the file. employee shall be paid not less than 2 hours pay at their regular rate of pay.	YOU HAVE A RIGHT TO KNOW ABOUT TOXIC SUBSTANCES USED IN	 Job training 1-800-397-6251 (toll-free) Classification If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access
WITHHOLDING WAGES. Employer may not withhold or divert any portion of an employee's wages unless required or empowered by state or federal	THIS WORKPLACE	Referral a guestion opling to OECCP to January also be contacted by submitting a guestion opling to OECCP's Holp Dark at https://ofsceptoledark.doi.gov/s/.arbit
law; or unless by written authorization by the employee for a lawful purpose	The New Hampshire "Right to Know" law (RSA 277-A) guarantees that:	Obtaining or disclosing genetic information of employees calling an OFCCP regional or district office, listed in most telephone directories under
There may be a minimum civil penalty of \$100.00 per violation of any section of the New Hampshire Labor Laws.	You be notified by a posting of the long and short-term health hazards of all toxic	Conduct that might reasonably discourage someone from opposing discrimination, <u>https://www.dol.gov/agencies/ofccp/contact.</u>
INSPECTION DIVISION Rudolph W. Ogden, III Ken Merrifield	substances that you may come into contact with.	 filing a charge, or participating in an investigation or proceeding Conduct that coerces, intimidates, threatens, or interferes with someone exercising PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL
P.O. BOX 2076 Deputy Commissioner Commissioner	• You be trained by your employer in the safe use and handling of these toxic materials.	their rights, or someone assisting or encouraging someone else to exercise rights, regarding disability discrimination (including accommodation) or pregnancy
CONCORD, NH 03302-2076 TELEPHONE – (603) 271-1492 & 271-3176	• You have the right to request complete information, in the form of a Material Safety Data Sheet, from your employer on any toxic substance you may have contact with. Your	accommodation Race, Color, National Origin, Sex
THIS NOTICE MUST BE POSTED IN A CONSPICUOUS PLACE	Data Sheet, from your employer on any toxic substance you may have contact with. Your employer must respond to this request within five working days.	What can You Do if You Believe Discrimination has Occurred? In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title V
	To learn more about the toxic materials used in this workplace, and to obtain Material Safety Data	Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are color or national origin in programs or activities receiving Federal financial assistance.
<u></u>	Sheets, contact the employer representative listed below.	you live/work). You can reach the EEOC in any of the following ways: assistance is provision of employment, or where employment discrimination causes
NOTICE: This state requires an employer to display a Workers' Compensation posting furnished by the employer's insurance carrier or a state agency. Employers should contact their insurance carrier or the appropriate state agency to obtain a copy of this state's Workers' Compensation posting or notice		Submit an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex
of compliance/certificate of insurance. Employees should refer to the Workers' Compensation posting or notice of compliance/certificate of insurance	(EMPLOYER REPRESENTATIVE'S NAME)	Call 1–800–669–4000 (toll free) in educational programs or activities which receive Federal financial assistance.
furnished by the state or the employer's insurance carrier for information about Workers' Compensation.		1-800-669-6820 (TTY) Individuals with Disabilities 1-844-234-5122 (ASL video phone) Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment
THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S WORKERS' COMPENSATION POSTING REQUIREMENT.	NH DEPARTMENT OF LABOR Rudolph W. Ogden, III Ken Merrifield PO BOX 2076 Deputy Commissioner Commissioner	Visit an EEOC field office (information at discrimination on the basis of disability in any program or activity which receives Federal
	CONCORD NH 03302-2076	www.eeoc.gov/field-office)financial assistance. Discrimination is prohibited in all aspects of employment againstE-Mailinfo@eeoc.govfinancial assistance. Discrimination is prohibited in all aspects of employment against
NH YOU ARE REQUIRED BY LAW TO POST THIS IN A CONSPICUOUS PLACE	REV. 02/01/2018	essential functions of the job.
New Hampshire Employment Security www.nhes.nh.gov		Additional information about the EEOC, including information about filing a charge of discrimination, is available at <u>www.eeoc.gov</u> .
"We're working to keep New Hampshire working"		discrimination, is available at <u>www.eeoc.gov</u> .
💦 Unemployment Notice	NH Employment Discrimination is Against	
If you become partially or totally unemployed: considered to be unemployed on the last day you actually work or on the day your work hours are significantly reduced. Your claim is	the Law in New Hampshire	EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP)
Filing in person Filing over the Internet effective the calendar week it is opened.	Based on:	enforces the nondiscrimination and affirmative action commitments of companies
File a claim in person at the office nearest you and File on-line and register for work at www.nh.gov/nhes What should you have available before you file?	Race Sex Religion	REV. 06/27/2023
register for work.Example: If your last day of work was a Friday and youYour social security numberInformation about where you worked in the past 18 months,	Color Gender Identity Pregnancy	Y <u>a Y a Y a Y a Y a Y a Y a Y a Y a Y a</u>
work was a Friday and you worked a full week, do not including company names, addresses and approximate dates		
worked a full week, visit open your claim on-line that the office nearest you the week. Open your claim the view. Open your claim the full week to be a set of the office nearest you the open your claim the the office nearest you the week. Open your claim the the office nearest you the week. Open your claim the the office nearest you the the office nearest you the week open your claim the the office nearest you the office nearest you the the office nearest you the office nearest you the the office nearest you the the office nearest you th	National Origin Sexual Orientation Physical Disability	
following week following Sunday - Saturday last 18 months	Age Marital Status Mental Disability	
Office Hourse 8am - 4:30 pm (before midnight)		
Office Hours: 8am - 4:30pm Monday - Friday(before midnight).•The amounts of your separation pay, severance, vacation, holiday, sick, bonus pay and wages in lieu of notice you		In Satety and Health
Monday - Friday Failure to apply as explained below may result in a	New Hampshire Commission For Human Rights	Job Safety and Health
Monday - Friday Failure to apply as explained below may result in a loss in your entitlement to some benefits!	Concord, NH 03301	
 Monday - Friday 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 Monday - Friday Interminant of your separation pay sectorative, vacuation pay sectorati	Concord, NH 03301 For information call:	
 Monday - Friday 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 	Concord, NH 03301 For information call: 603.271.2767	
 Monday - Friday 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 Eligibility for Unemployment Compensation is determined on an individual basis and based on the law. 	Concord, NH 03301 For information call:	
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 Monday - Friday 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 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. Metanotic of you in the pay betward pay betward pay betward pay in the pay betward pay be	Concord, NH 03301 For information call: 603.271.2767	
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