

**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 1½ 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 work hour restrictions. Different rules apply in agriculture 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 employer'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.

**NURSING MOTHERS**  
The FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the FLSA's overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child's birth each time such employee has a need to express breast milk. Employers are also required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

**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 monetary 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 discharging workers who file a complaint or action in any proceeding under the FLSA.

**ADDITIONAL INFORMATION**

- Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions.
- 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 employees 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.

DEPARTMENT OF LABOR  
UNITED STATES OF AMERICA

**WHD**

**WAGE AND HOUR DIVISION**  
UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243  
TTY: 1-877-889-5627  
[www.dol.gov/whd](http://www.dol.gov/whd)

WH1088

REV. 07/2016

**FED**

**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**  
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 to not have test results disclosed to unauthorized persons.

**ENFORCEMENT**  
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.**

DEPARTMENT OF LABOR  
UNITED STATES OF AMERICA

**WHD**

**WAGE AND HOUR DIVISION**  
UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243  
TTY: 1-877-889-5627  
[www.dol.gov/whd](http://www.dol.gov/whd)

WH1462

REV. 07/2016

**FED**

**EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT**  
THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

**LEAVE ENTITLEMENTS**  
Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

- The birth of a child or placement of a child for adoption or foster care.
- To bond with a child (leave must be taken within 1 year of the child's birth or placement).
- To care for the employee's spouse, child, or parent who has a qualifying serious health condition;
- For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job;
- For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent.

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

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on a reduced schedule.

Employers may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies.

**BENEFITS & PROTECTIONS**  
While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave.

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions.

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA.

**ELIGIBILITY REQUIREMENTS**  
An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:

- Have worked for the employer for at least 12 months.
- Have at least 1,250 hours of service in the 12 months before taking leave; and
- Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite.

"Special hours of service" requirements apply to airline flight crew employees.

**REQUESTING LEAVE**  
Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employer must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employers must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified.

Employers may require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required.

**EMPLOYER RESPONSIBILITIES**  
Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA leave.

**ENFORCEMENT**  
Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer.

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.

For additional information or to file a complaint:

**1-866-4-USWAGE**  
**(1-866-487-9243) TTY: 1-877-889-5627**  
[www.dol.gov/whd](http://www.dol.gov/whd)

DEPARTMENT OF LABOR  
UNITED STATES OF AMERICA

**WHD**

U.S. Department of Labor • Wage and Hour Division • WH1420

REV. 04/2016

**NH**

**DEPARTMENT OF LABOR**  
**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:ae**  
The FLSA 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:

- Any employee employed by an amusement, seasonal, or recreational establishment if:
  - it does not operate for more than 7 months in any calendar year; or
  - 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.
- Any employee of employers covered under the provisions of the federal Fair Labor Standards Act.

Tipped employees of a restaurant, hotel, motel, inn or cabin, who customarily and regularly receive more than \$20 a month in tips directly from the customers will receive a base rate from the employer of not more than 45 percent of the applicable minimum wage. Restaurants shall include an

**INSPECTION DIVISION**  
P.O. BOX 2076  
CONCORD, NH 03302-2076  
(603) 271-1492 & 271-3176

**THIS NOTICE MUST BE POSTED IN A CONSPICUOUS PLACE**

REV. 02/01/2018

**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 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.

**THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.**

**NH**

**DEPARTMENT OF LABOR**  
**Protective Legislation Law**  
**Wages In This Establishment Will Be Paid On:**

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY

**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 reason, permit payment of wages less frequently except it shall be at least once each calendar month.

**NOTICE TO EMPLOYER.** Employer must notify employees in writing when hiring of the rate of pay, or any changes prior to change made 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 EATING PERIOD.** An employer may not require an employee to work more than five consecutive hours without granting him a one-half-hour 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.

**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 provide such employee with a copy of all or part of the file.

**WITHOLDING 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 authorization by the employer 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 the employee so requests. Employees discharged must be paid in full within seventy-two hours. Willful failure to pay or allow subjects employer 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 show the employee in writing the amount due, 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 violation of the law.

**REQUIRED PAY**  
On any day an employee reports to work to an employer's request, the employer shall pay the employee at least two 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.

**INSPECTION DIVISION**  
P.O. BOX 2076  
CONCORD, NH 03302-2076  
TELEPHONE - (603) 271-1492 & 271-3176

**THIS NOTICE MUST BE POSTED IN A CONSPICUOUS PLACE**

**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 of compliance/certificate of insurance. Employees should refer to the Workers' Compensation posting or notice of compliance/certificate of insurance furnished by the state or the employer's insurance carrier for information about Workers' Compensation.

**THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S WORKERS' COMPENSATION POSTING REQUIREMENT.**

**NH**

**YOU ARE REQUIRED BY LAW TO POST THIS IN A CONSPICUOUS PLACE**  
New Hampshire Employment Security  
[www.nhes.nh.gov](http://www.nhes.nh.gov)

"We're working to keep New Hampshire working"

**If you become partially or totally unemployed:**

**Filing in person**  
File a claim in person at the office nearest you and

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

**register for work.**  
**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).

**Office Hours:** 8am - 4:30pm  
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 considered to be unemployed on the last day you actually work or

**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.**

NH EMPLOYMENT SECURITY OFFICES					
Berlin	Claremont	Concord	Conway	Keene	Laconia
Littleton	Manchester	Nashua	Portsmouth	Salem	Somersworth

NHES is a proud member of America's Workforce Network and NH WORKS  
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/TDD Access: Relay NH 1-800-735-2964

DES 218

REV. 01/2012

**NH**

**DEPARTMENT OF LABOR**  
**Equal Pay**  
**RSA 275:37**

It is illegal in New Hampshire under 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 this provision, please contact the Department of Labor.

New Hampshire Department of Labor, 95 Pleasant St. Concord, NH 03301  
Phone: (603) 271-1492, 271-6294, or 271-3176  
Fax: (603) 271-2668  
Email: [InspectionDiv@labor.state.nh.us](mailto:InspectionDiv@labor.state.nh.us)

You may file a wage claim by downloading the form at: <http://www.nh.gov/labor/documents/wage-claim.pdf>  
The full text of RSA 275:37 Equal Pay can be found at this link: <http://www.gencourt.state.nh.us/rsas/html/XVII/275-275-37.htm>

**RSA 275:38-a-Non-Retaliation Provision.** 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 causing any investigation, proceeding, hearing, or action under or related to this subdivision, or has testified or is planning to testify or has assisted or participated in any manner in any such investigation, proceeding, hearing, or action or has been inquired about, discussed, or disclosed his or her wages or those of another employee.

**INSPECTION DIVISION**  
P.O. Box 2076  
CONCORD, NH 03302-2076  
TELEPHONE - (603) 271-1492 & 271-3176

**THIS NOTICE MUST BE POSTED IN A CONSPICUOUS PLACE**

REV. 02/01/2018

**NH**

**PLEASE HELP YOUR EMPLOYEES BY VOLUNTARILY POSTING THIS IN A CONSPICUOUS PLACE**  
New Hampshire Employment Security  
[www.nhes.nh.gov](http://www.nhes.nh.gov)

"We're working to keep New Hampshire working"

**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 go immediately to your nearest NH Employment Security office.**

- File as directed on the Internet application.
- Vacation and holiday pay count as wages in reference to Unemployment Compensation, but if you are unable about eligibility because of vacation or holiday pay, please open a claim and file.

**You have to open a claim and then file a claim each week as directed to know if you are eligible!**

**Eligibility for Unemployment Compensation is determined on an individual basis and based on the law.**  
Visit the NH Employment Security Resource Center in an Employment Security office near you for free resources, tools, and information, or visit our Website at: [www.nhes.nh.gov](http://www.nhes.nh.gov)

NH EMPLOYMENT SECURITY OFFICES					
Berlin	Claremont	Concord	Conway	Keene	Laconia
Littleton	Manchester	Nashua	Portsmouth	Salem	Somersworth

NHES is a proud member of America's Workforce Network and NH WORKS  
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 Access: Relay NH 1-800-735-2964

DES 2188

REV. 01/2012

**FED**

**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**  
If you:

- are a past or present member of the uniformed service;
- have applied for membership in the uniformed services; or
- then an employer may not deny you:
  - initial employment;
  - reemployment;
  - retention in employment;
  - because of the status.

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.

**HEALTH INSURANCE PROTECTION**

- 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 military.
- Even if you don't elect to continue coverage during your military service, you have the right to be restored to 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 injuries.

**ENFORCEMENT**

- The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations.
- For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at <http://www.dol.gov/vets>. An interactive online USERRA Advisor can be viewed at <http://www.dol.gov/vets/usaad.htm>.
- 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.
- You may also bypass the VETS process and bring a civil action against an employer for violation of USERRA.

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the Internet at this address: <http://www.dol.gov/vets/programs/userr/poster.htm>

Federal law requires employers to notify 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.

U.S. Department of Labor • 1-866-487-2365 • U.S. Department of Justice  
Office of Special Counsel • Employer Support of the Guard and Reserve • 1-800-336-4590

REV. 04/2017

**NH**

**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 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 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 substance 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)

**NH DEPARTMENT OF LABOR**  
P.O. BOX 2076  
CONCORD NH 03302-2076

**Rudolph W. Ogden, III**  
Deputy Commissioner

**Ken Merrifield**  
Commissioner

REV. 02/01/2018

**NH**

**Employment Discrimination is Against the Law in New Hampshire**

**Based on:**

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

**NEW HAMPSHIRE COMMISSION FOR HUMAN RIGHTS**  
CONCORD, NH 03301  
FOR INFORMATION CALL:  
603.271.2767  
[nh.gov/hrc](http://nh.gov/hrc)

**RSA 275-E**  
An employer shall not discharge, threaten, or discriminate against any public or private employee if:

- If the employee, in good faith, reports or causes to be reported an alleged violation of any law or rule adopted under the laws of this state, a political subdivision of this state, or the United States;
- OK, the employee objects to or refuses to participate in any activity that the employee, in good faith, believes is a violation of the law or rule;
- OK, the employee refuses to execute a directive which the employee, in good faith, believes violates any law or rule adopted under the laws of this state, a political subdivision of this state, or the United States;
- OK, the employee participates in an investigation, hearing, or inquiry conducted by any governmental entity or any court action which concerns allegations that the employer has violated any law or rule adopted under the laws of this state, a political subdivision of this state, or the United States.

**RIGHTS AND REMEDIES**  
**RSA 275-E:4**  
After the employee has made a reasonable effort to maintain or restore his/her rights through any grievance procedure or similar process available with the employer

And has filed the written complaint with the New Hampshire Department of Labor.

He/she may request a hearing with the New Hampshire Department of Labor, which can result in a judgment to order reinstatement, payment of fringe benefits, seniority rights, and injunctive relief.

**ADDITIONAL RIGHTS AND REMEDIES FOR PUBLIC EMPLOYEES ONLY**  
**RSA 275-E:8 and 9**  
Public employees can issue complaints to the New Hampshire Department of Labor, who has the authority to investigate complaints or information concerning the possible existence of any activity constituting fraud, waste, or abuse in the expenditure of any public funds, whether state or local, or relating to programs and operations involving the procurement of any supplies, services, or construction by governmental entities within the state.

The identity of the person who filed the complaint shall not be disclosed without his or her written consent, unless such disclosure is to a law enforcement agency that is conducting a criminal investigation.

No governmental entity shall take any retaliatory action against a public employee who, in good faith, files a complaint under this section and the public employee shall be afforded all protections under RSA 275-E:2.

No governmental entity shall threaten, discipline, demote, fire, transfer, reassign, or discriminate against a public employee who files a complaint with the department of labor under RSA 275-E:8 or otherwise discloses information to the public or otherwise discloses information that the employee reasonably believes violates RSA 275-E:2, represents a gross mismanagement of the state or its funds, property, or manpower, or evidences an abuse of authority or a danger to the public health and safety.

**INSPECTION DIVISION**  
P.O. Box 2076  
CONCORD, NH 03302-2076  
TELEPHONE - (603) 271-1492 & 271-3176

**Rudolph W. Ogden, III**  
Deputy Commissioner

**Ken Merrifield**  
Commissioner

**THIS NOTICE MUST BE POSTED IN A CONSPICUOUS PLACE**

REV. 02/01/2018

**NH**

**DEPARTMENT OF LABOR**  
**The Whistleblowers' Protection Act**

**RSA 275-E**  
An employer shall not discharge, threaten, or discriminate against any public or private employee if:

- If the employee, in good faith, reports or causes to be reported an alleged violation of any law or rule adopted under the laws of this state, a political subdivision of this state, or the United States;
- OK, the employee objects to or refuses to participate in any activity that the employee, in good faith, believes is a violation of the law or rule;
- OK, the employee refuses to execute a directive which the employee, in good faith, believes violates any law or rule adopted under the laws of this state, a political subdivision of this state, or the United States;
- OK, the employee participates in an investigation, hearing, or inquiry conducted by any governmental entity or any court action which concerns allegations that the employer has violated any law or rule adopted under the laws of this state, a political subdivision of this state, or the United States.

**RIGHTS AND REMEDIES**  
**RSA 275-E:4**  
After the employee has made a reasonable effort to maintain or restore his/her rights through any grievance procedure or similar process available with the employer

And has filed the written complaint with the New Hampshire Department of Labor.

He/she may request a hearing with the New Hampshire Department of Labor, which can result in a judgment to order reinstatement, payment of fringe benefits, seniority rights, and injunctive relief.

**ADDITIONAL RIGHTS AND REMEDIES FOR PUBLIC EMPLOYEES ONLY**  
**RSA 275-E:8 and 9**  
Public employees can issue complaints to the New Hampshire Department of Labor, who has the authority to investigate complaints or information concerning the possible existence of any activity constituting fraud, waste, or abuse in the expenditure of any public funds, whether state or local, or relating to programs and operations involving the procurement of any supplies, services, or construction by governmental entities within the state.

The identity of the person who filed the complaint shall not be disclosed without his or her written consent, unless such disclosure is to a law enforcement agency that is conducting a criminal investigation.

No governmental entity shall take any retaliatory action against a public employee who, in good faith, files a complaint under this section and the public employee shall be afforded all protections under RSA 275-E:2.

No governmental entity shall threaten, discipline, demote, fire, transfer, reassign, or discriminate against a public employee who files a complaint with the department of labor under RSA 275-E:8 or otherwise discloses information to the public or otherwise discloses information that the employee reasonably believes violates RSA 275-E:2, represents a gross mismanagement of the state or its funds, property, or manpower, or evidences an abuse of authority or a danger to the public health and safety.

**INSPECTION DIVISION**  
P.O. Box 2076  
CONCORD, NH 03302-2076  
TELEPHONE - (603) 271-1492 & 271-3176

**Rudolph W. Ogden, III**  
Deputy Commissioner

**Ken Merrifield**  
Commissioner

**THIS NOTICE MUST BE POSTED IN A CONSPICUOUS PLACE**

REV. 02/01/2018

**All workers have the right to:**

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

**Employers must:**

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

This poster is available free from OSHA.

**Contact OSHA. We can help.**

**1-800-321-OSHA (6742) • TTY 1-877-889-5627 • [www.osha.gov](http://www.osha.gov)**

**TWO ways to verify poster compliance!**

**QR CODE** Scan with phone camera.

**OR**

**ONLINE** Go to: [JJKeller.com/LLPverify](http://JJKeller.com/LLPverify)  
Enter this code: 62864-082019

To update your labor law posters contact  
J. J. Keller & Associates, Inc.  
[JJKeller.com/lablaw](http://JJKeller.com/lablaw)  
800-327-6868

**J. J. Keller & Associates, Inc.®**  
Since 1953

62864