HB 186 - AS AMENDED BY THE HOUSE

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2019 SESSION

HOUSE BILL 186

AN ACT establishing a state minimum wage and providing for adjustments to the minimum wage.


COMMITTEE: Labor, Industrial and Rehabilitative Services

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AMENDED ANALYSIS

This bill establishes a minimum hourly rate which increases over the next 3 years, requires tipped employees to receive 50 percent of the applicable minimum hourly rate, and establishes a youth minimum wage for employees under 17 years of age.

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Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.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 establishing a state minimum wage and providing for adjustments to the minimum wage.

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

1 Minimum Hourly Rate. Amend the introductory paragraph of RSA 279:21 to read as follows:

279:21 Minimum Hourly Rate. Unless otherwise provided by statute, no person, firm, or corporation shall employ any employee 17 years of age or older at an hourly rate lower than that set forth in the federal minimum wage law, as amended, or the following minimum hourly rate, whichever is higher:

$9.50 per hour effective January 1, 2020.
$10.75 per hour effective January 1, 2021.
$12.00 per hour effective January 1, 2022, and thereafter.

Tipped employees of a restaurant, hotel, motel, inn or cabin, or ballroom who customarily and regularly receive more than $30 a month in tips directly from the customers will receive a base rate from the employer of not less than 50 percent of the applicable minimum hourly rate. 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 hourly rate for all hours worked, the employer shall pay the employee the difference to guarantee the applicable minimum hourly rate. The limitations imposed hereby shall be subject to the following exceptions:

2 New Paragraph; Minimum Hourly Rate; Youth Minimum Wage. Amend RSA 279:21 by inserting after paragraph VIII the following new paragraph:

IX. The minimum hourly rate for a person under 17 years of age shall be one dollar per hour less than the minimum hourly rate applicable under this section.
3 Effective Date. This act shall take effect January 1, 2020.