Issues Update:

**Requirement For The Inspection Of Timber**
This year NHRLA-requested legislation that repeals an outdated and unused statute. HB 162, Repealing The Requirement For The Inspection Of Timber repeals RSA 347, “Inspection of Lumber”. That section of statute currently requires that “Surveyors of lumber shall survey all plank, boards, spars, slit work, shingles, clapboards and timber previous to the sale thereof, and shall measure the same if necessary…” and goes on to prescribe dimensions among other provisions. This reflects a process that is no longer used in an international industry where dimensions must be uniform. The bill has passed the House and is on its way to the Senate, where I expect a public hearing anytime from late-March through April.

**Vacation and Personal Time**
NHRLA weighed in on HB 532, Relative to Payment For Earned But Unused Vacation or Personal Time. The bill would require employers to inform employees in writing of any policy regarding accrual or use of vacation or personal time and any limits on accrual or use, provide a means through which vacation or personal time requests and approvals are processed, provide employees with an accounting of vacation or personal hours used and vacation or personal hours remaining on the employee’s pay statement, and with some members of each party on the committee that agreed that “use it or lose it” policies are not bad and in fact encourage employees to take vacation time. The bill would require employers to allow 90 days in which to use the excess vacation or personal hours. Lastly the bill would require payment of accrued but unused vacation and personal time upon termination or at the next regular pay period. This bill was included in the NHRLA priority list document distributed at the legislative breakfast and to each State Senator.

**Employee Scheduling**
NHRLA also opposes SB 60, Relative to Advance Notice to Hourly Employees Of Work Schedules. This bill, also known as “Restrictive Scheduling”, had a public hearing in the Senate Commerce Committee on February 12th, with a number of industries opposing, many asking for exemptions, including the N.H Lodging & Restaurant Association, General Contractors Association, Hospital Association and Retail Association. As of the end of February that bill is still in committee awaiting action.

**Paid Family Leave**
New Hampshire has three competing programs for a “Paid Family Medical Leave Insurance” program in the 2019 legislative session. There are separate plans in each the House and Senate that are similar, though there are differences. And Governor Chris Sununu in mid-January released a plan that he and Governor Scott of Vermont put together that would be a bi-state plan whose foundation is providing the FMLI to state employees. The House and Senate plans, promoted by Democratic Party leadership in each case, include mandatory participation on the part of employees, where the 2018 bill had an opt-out provision. Those bills would require .05% (one-half of one percent) be withheld from employees’ pay for the insurance premium, with employers remitting the funds along with the unemployment insurance payment.

**Questions?**
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