

Fact Sheet

Top 10 New Hampshire Labor Law Violations

1. Failure to keep accurate record of all hours worked.
**RSA 279: 27 and Lab 803.03*
2. Failure to provide written notice to employees of their wage rate, pay period, pay day and a description of fringe benefits, including any changes.
**RSA 275: 49 and Lab 803.03*
3. Employing Illegal Aliens (not having proper documentation).
**RSA 275-A: 4-a*
4. Failure to pay all wages due for hours worked, fringe benefits, breaks less than 20 minutes, etc.
**RSA 275:43 and Lab 803.01*
5. Failure to pay 2 hours minimum pay at their regular rate of pay on a given day that an employee reports to work at the request of the employer.
**RSA 275:43-a and LAB 803.03 (h),(i),(j)*
6. Illegal employment of workers under 18 (not having proper paperwork, hours violations, or working in a hazardous environment).
**RSA 276-A: and Lab 1000*
7. Failure to pay minimum wage for all hours worked.
** RSA 279:21*
8. Illegal deductions from wages.
**RSA 275: 48 and Lab 803.02(b),(e),(f)*
9. Failure to secure and maintain workers compensation coverage and misclassification of employees.
**RSA 275:42 I & II and RSA 281-A*
10. Failure to have a written safety plan, joint loss management committee and safety summary form filed biennially, as required.
**RSA 281-A:64 and Lab 602.01, 602.02, 603.02, and 603.03*

This list is provided as a service to employers in order to assist with education and compliance in the future. It is a quick reference to the most common violations reported on the New Hampshire Department of Labor Inspector's reports.

**References to each applicable law and rule may be reviewed on line where all the New Hampshire labor laws can be found on our website at www.labor.state.nh.us*