

Fact Sheet

Top 10 New Hampshire Labor Law Violations

1. 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 803.04*
2. Employing Illegal Aliens (not having proper documentation).
**RSA 275-A: 4-a*
3. Misclassifying employees as independent contractors.
**RSA 275: 42, I & II and Lab 803.01*
4. Failure to keep accurate record of all time worked.
**RSA 279: 27 and Lab 803.04*
5. Failure to compensate employees who take work breaks that are shorter than 20 minutes in duration.
**RSA 275: 43 and Lab 803.05*
6. Failure to pay wages by automatically deducting for lunch periods not taken.
**RSA 275: 43 I and Lab 803.05*
7. 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 803.04 (h)-(j)*
8. Illegal deductions from wages.
**RSA 275: 48 and Lab 803.03*
9. Failure to pay employees final wages, in full, when due.
**RSA 275: 44 and Lab 803.02(e)-(g)*
10. Illegal employment of workers under 18 (not having proper paperwork, hours violations, or working in a hazardous environment).
**RSA 276-A: 4 & 5 and Lab 1002.01 -1003.01*

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