

# Fact Sheet

## Top 10 New Hampshire Labor Law Violations

1. Failure to pay all wages due for hours worked, fringe benefits, breaks less than 20 minutes, etc.  
❖ *RSA 275:43 and LAB 803.01*
2. Failure to keep accurate record of all hours worked.  
❖ *RSA 279:27 and LAB 803.03*
3. Illegal employment of workers under 18 (not having proper paperwork, hours violations, or working in a hazardous environment).  
❖ *RSA 276-A: and LAB 1000*
4. Employment of Undocumented Worker's Prohibited.  
❖ *RSA 275-A: 4-a*
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. Failure to secure and maintain workers compensation coverage and misclassification of employees.  
❖ *RSA 275:42 I & II and RSA 281-A*
7. Illegal deductions from wages.  
❖ *RSA 275:48 and LAB 803.02 (b), (e), (f)*
8. Failure to provide written notice to employees of their wage rate, pay period, payday and a description of fringe benefits, including any changes.  
❖ *RSA 275:49 and LAB 803.03*
9. Failure to pay minimum wage for all hours worked.  
❖ *RSA 279:21*
10. Failure to have a written safety plan, joint loss management committee and safety summary form filed, 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.nh.gov/labor](http://www.nh.gov/labor)*