

CHAPTER 70

HB 1270 – FINAL VERSION

7Mar2012... 0840h

2012 SESSION

12-2222

06/01

HOUSE BILL 1270

AN ACT requiring an employer to disclose non-compete and non-piracy agreements prior to making an offer of employment or an offer of change in job classification.

SPONSORS: Rep. K. Murphy, Hills 18; Rep. Infantine, Hills 13; Rep. Abrami, Rock 13; Sen. White, Dist 9

COMMITTEE: Labor, Industrial and Rehabilitative Services

AMENDED ANALYSIS

This bill requires an employer to disclose non-compete and non-piracy agreements to an employee or potential employee prior to making an offer of employment or an offer of change in job classification.

Explanation: Matter added to current law appears in *bold italics*.

Matter removed from current law appears [~~in brackets and struck through.~~]

Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.

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STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Twelve

AN ACT requiring an employer to disclose non-compete and non-piracy agreements prior to making an offer of employment or an offer of change in job classification.

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

70:1 New Subdivision; Non-Compete and Non-Piracy Agreements. Amend RSA 275 by inserting after section 69 the following new subdivision:

Non-Compete and Non-Piracy Agreements

275:70 Notice of Non-Compete and Non-Piracy Agreements Required. Prior to or concurrent with making an offer of change in job classification or an offer of employment, every employer shall provide a copy of any non-competes or non-piracy agreement that is part of the employment agreement to the employee or potential employee. Any contract that is not in compliance with this section shall be void and unenforceable.

70:2 Effective Date. This act shall take effect 60 days after its passage.

Approved: May 15, 2012

Effective Date: July 14, 2012