STATE COMPLIANCE EXHIBIT

NEW HAMPSHIRE

Safety & Environmental Management Program | 2026 Edition

Exhibit To	NM&C Safety & Environmental Management Program (PRG-SAF-10282026-01)
Jurisdiction	**Federal OSHA**
Version	1.1
Effective Date	November 16, 2026
Next Scheduled Review	November 16, 2027

HOW THIS EXHIBIT WORKS

This exhibit is part of the NM&C Safety & Environmental Management Program for all commercial construction projects and facility maintenance service calls located in New Hampshire. The master program applies in full; this exhibit adds the New Hampshire requirements that go beyond, or differ from, the federal OSHA baseline used in the master.

When this exhibit, the master program, a local rule, a customer requirement or a contract differ, the most protective requirement applies. This exhibit summarizes key requirements and is not a complete list of every state or local law. Fill-in fields are highlighted in yellow.

1 OSHA JURISDICTION AND SERIOUS INJURY REPORTING

Coverage for NM&C work	Federal OSHA (no OSHA-approved State Plan; private sector covered by federal OSHA)
Serious injury and fatality reporting	Report under federal 29 CFR 1904.39: fatalities within 8 hours and inpatient hospitalizations, amputations or eye losses within 24 hours to federal OSHA (1-800-321-6742 or osha.gov).
Master program sections	Section 35 (Reporting), Section 38 (Recordkeeping) and Section 43 (State Compliance Exhibits).

2 NEW HAMPSHIRE REQUIREMENTS

Item / Topic	Requirement
2.1 OSHA Jurisdiction	New Hampshire has no OSHA-approved State Plan; federal OSHA covers private employers. (OSHA State Plans)
2.2 Written Program, Committees and Training	Employers with 15 or more employees must have a written safety program that covers discipline for rule violations, safety resources, medical and emergency response, accident investigation, employee review and an update at least every 2 years. They must also file a Safety Summary Form with the NH Department of Labor (RSA 281-A:64; Lab 602). (N.H. Admin. Rules Lab 600)
2.3 Written Program, Committees and Training	Employers with 15 or more employees must keep a joint loss management committee with at least equal employee representation (employees pick their own members): at least 2 members for 15-20 employees and at least 4 for larger employers (RSA 281-A:64, III; Lab 603). (N.H. Admin. Rules Lab 600)
2.4 Permits, Licenses and Utility Locates	White-line the dig area, then notify Dig Safe at least 72 hours ahead (not counting weekends and holidays) and no more than 30 days before excavating within 100 ft of an underground facility (RSA 374:51). (RSA 374:51)

2.5 Asbestos, Lead and Environmental	Asbestos abatement contractors and workers must be licensed or certified by NHDES (RSA 141-E:10, :11). Under Env-A 1806, notice and fee must reach NHDES at least 10 working days before a major asbestos abatement and before any demolition (even with no asbestos); demolitions of residential buildings with 4 or fewer units may use a 5-business-day online notice with inspection or clearance documents. (N.H. Admin. Rules Env-A 1800 Asbestos Management and Control)
2.6 Workers' Compensation Injury Reporting	Report every work injury to the NH Department of Labor no later than 5 days after learning of it, and file a supplemental report within 7 days if disability lasts more than 3 days, with copies to the carrier. Penalties can reach $2,500 (RSA 281-A:53). (RSA 281-A:53)
2.7 Driving	Yes: using a hand-held mobile electronic device while driving, including calls, texting and entering GPS data, is banned (RSA 265:79-c). (RSA 265:79-c)
2.8 Other State Requirements	The Worker's Right to Know Act (RSA 277-A) adds state rules on informing employees about toxic substances, on top of federal HazCom. (RSA 277-A)

3 PROJECT START-UP CHECKLIST

Project / Customer	Enter	**Work Order / Project No.**	Enter
Site Address	Enter	**City / County**	Enter
NM&C Project Manager	Enter	**Date Reviewed**	Enter

Requirement	Applies?	Action Taken / Notes
2.1 OSHA Jurisdiction: New Hampshire has no OSHA-approved State Plan; federal OSHA covers private employers.	Yes / No / N/A	Action / notes
2.2 Written Program, Committees and Training: Employers with 15 or more employees must have a written safety program that covers discipline for rule…	Yes / No / N/A	Action / notes
2.3 Written Program, Committees and Training: Employers with 15 or more employees must keep a joint loss management committee with at least equal employee…	Yes / No / N/A	Action / notes
2.4 Permits, Licenses and Utility Locates: White-line the dig area, then notify Dig Safe at least 72 hours ahead (not counting weekends and holidays)…	Yes / No / N/A	Action / notes
2.5 Asbestos, Lead and Environmental: Asbestos abatement contractors and workers must be licensed or certified by NHDES (RSA 141-E:10, :11). Under…	Yes / No / N/A	Action / notes
2.6 Workers' Compensation Injury Reporting: Report every work injury to the NH Department of Labor no later than 5 days after learning of it, and file a…	Yes / No / N/A	Action / notes
2.7 Driving: Yes: using a hand-held mobile electronic device while driving, including calls, texting and entering GPS…	Yes / No / N/A	Action / notes
2.8 Other State Requirements: The Worker's Right to Know Act (RSA 277-A) adds state rules on informing employees about toxic substances, on…	Yes / No / N/A	Action / notes
Local (city or county) safety, permit or training requirements confirmed	Yes / No / N/A	Describe local rules

4 REFERENCES

- OSHA State Plans
- N.H. Admin. Rules Lab 600
- RSA 374:51
- N.H. Admin. Rules Env-A 1800 Asbestos Management and Control
- RSA 281-A:53
- RSA 265:79-c
- RSA 277-A

5 REVIEW AND APPROVAL

Role	Printed Name and Signature	Date
NM&C Project Manager	Name / Signature	Date
Safety Department	Name / Signature	Date