CHRISTOPHER T. SUNUNU
Governor

STATE OF NEW HAMPSHIRE
OFFICE OF THE GOVERNOR

STATE OF NEW HAMPSHIRE
BY HIS EXCELLENCY
CHRISTOPHER T. SUNUNU, GOVERNOR

Emergency Order # 20 Pursuant to Executive Order 2020-04

Temporary emergency wage enhancement for New Hampshire Liquor Commission retail employees

WHEREAS, on Friday, March 13, 2020, the President of the United States declared a National Emergency Concerning the Novel Coronavirus Disease (COVID-19) Outbreak; and

WHEREAS, on Friday, March 13, 2020, the Governor issued Executive Order 2020-04, An order declaring a state of emergency due to the Novel Coronavirus (COVID-19); and

WHEREAS, on Friday, March 13, 2020, the Governor activated the Emergency Operations Center at the Incident Planning and Operations Center in Concord to assist in the State's response to the COVID-19 outbreak; and

WHEREAS, experts indicate that COVID-19 is most commonly spread from an infected symptomatic person to others through respiratory droplets, including:

- Through the air by coughing and sneezing;
- Close personal contact, such as touching or shaking hands;
- Touching an object or surface with the virus on it, then touching your mouth, nose, or eyes before washing your hands.

WHEREAS, the CDC reports that COVID-19 may be spread before an infected person shows symptoms of the virus; and

WHEREAS, as of Thursday, March 26, 2020, the CDC reports 27 U.S. states are reporting some community spread of COVID-19, meaning people have been infected with the virus who may not have the usual risks of international travel or known contact with a confirmed case; and

WHEREAS, in the days since the Governor declared a State of Emergency, the COVID-19 outbreak in New Hampshire has expanded significantly; and

WHEREAS, the Department of Health and Human Services, Division of Public Health has found that community-based transmission of COVID-19 continues to increase in the State

and has been identified in the majority of counties; and

WHEREAS, the State is the sole operator of retail liquor establishments in New Hampshire and there exist no alternatives within the state for the purchase of liquor; and

WHEREAS, closure of retail liquor establishments within the State would encourage increased travel to neighboring states at a time when such travel ought to be minimized or eliminated in order to prevent increased community transmission of COVID-19; and

WHEREAS, requiring retail liquor establishments to remain open will mitigate against the risk of such transmission on a regional basis; and

WHEREAS, during the duration of the State of Emergency, revenues to the State have and will continue to be critically impacted to the detriment of the citizens of the State; and

WHEREAS, continuity of operations of the State liquor stores will mitigate against further fiscal harm to the State and its citizens; and

WHEREAS, for the foregoing reasons, pursuant to Emergency Order #17, issued under Section 18 of Executive Order 2020-01, the State of New Hampshire has declared liquor stores to be an industry sector that provides essential services to the core missions of the State, thereby requiring that they continue to operate with essential staff; and

WHEREAS, as a result of the decision of the State of New Hampshire to declare liquor stores to be essential, the employees thereof may bear a heightened risk of exposure to and community transmission of COVID-19 to a degree not inherent to the performance of other state services.

Now therefore, pursuant to Section 18 of Executive Order 2020-04, it is hereby ordered, effective immediately, that:

1. Subject to Section 2, below, all current employees of the New Hampshire Liquor Commission with the following classification titles, and all persons hereafter commencing employment with the New Hampshire Liquor Commission in those classification titles, shall be granted a temporary emergency wage enhancement equal to 10% of the wage established in RSA 99:1-a for their applicable salary grade and step:

    - Retail Store Manager IV
    - Retail Store Manager III
    - Retail Store Manager II
    - Retail Store Manager I
    - Retail Store Clerk II
    - Retail Store Clerk I
    - Laborer

2. This Order shall apply only to work performed by employees while physically in a Liquor Commission retail establishment. No employee shall receive any wage enhancement for

duties performed off-site or while on leave status of any kind.

3. This Order shall be applicable to any qualifying time worked as of March 13, 2020, through the expiration of the State of Emergency, as more specifically described in Section 5, below.

4. The wage enhancement authorized herein is granted exclusively under the emergency authority exercised under Executive Order 2020-04 and does not modify or supplement the terms or conditions of employment established under any collective bargaining agreement or any wage schedules established therein or in RSA 99:1-a.

5. This Order shall remain in effect until the State of Emergency declared under Executive Order 2020-04, or any extension or superseding order thereof, is no longer in effect.

Given under my hand and seal at the Executive Chambers in Concord, this 30th day of March, in the year of Our Lord, two thousand and twenty, and the independence of the United States of America, two hundred and forty-four.

GOVERNOR OF NEW HAMPSHIRE

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