



# 2025 PUBLIC POLICY PRIORITIES

Championing a competitive business climate and prosperous economic future for NH

*BIA is working to make New Hampshire a leading state for business and will champion solutions to the state's biggest challenges, including the workforce availability, insufficient housing supply, and high energy costs.*

## WORKFORCE

**THE CHALLENGE:** 27% of New Hampshire's workforce was age 55 or older in 2023, highest among all states. Recruiting and retaining the next generation of workers is critical to continued economic success.

### SOLUTIONS:

- Explore ways to foster improved alignment and collaboration of various service providers in a more systemic statewide approach to workforce development.
- Support efforts to provide higher quality, more equitable educational and training opportunities across the state.
- Support efforts to increase Career and Technical Education, work-based learning, apprenticeships, internships, credentialing and Career Pathway programs.
- Explore private and public incentives to keep students in New Hampshire, including increased financial support for the state's university and community college systems.
- Support employer efforts to recruit, hire and retain foreign-born workers with legal standing.
- Support employer efforts to capitalize on experience, facilitate an intergenerational workforce and create a culture of mentorship across sectors.
- Advocate for policies that strengthen the early childhood system, including increasing access to quality, affordable childcare to allow caregivers to return to the labor force.
- Support efforts to promote diversity, equity, inclusion and equal opportunity in the workplace.

## HOUSING

**THE CHALLENGE:** New Hampshire saw a record \$538,000 median sales price for single-family homes in 2024. Lack of housing supply across the market is a key driver of the state's workforce shortage.

### SOLUTIONS:

- Support practical and reasonable efforts that increase market rate and affordable housing supply.
- Support increased incentives to communities that adopt housing-developer-friendly regulations.
- Oppose efforts to roll back or repeal core principles of workforce housing legislation, accessory dwelling unit legislation and the state Housing Appeals Board.

## ENERGY

**THE CHALLENGE:** New Hampshire's electricity costs for industrial users in June 2024 were 90% higher than the U.S. average and commercial user costs were 47% higher. Uncompetitive prices increase the risk of losing companies to less expensive regions of the country.

### SOLUTIONS:

- Advocate for an all-energy-resources approach to achieve a cost-effective, reliable, resilient and diverse resource mix with a preference for market-based approaches and the development of local sources.
- Support state and regional policies for system reliability and lower short- and long-term energy costs.
- Support clear, consistent and balanced state energy infrastructure siting policies.
- Support the implementation of cost-effective energy policies, such as energy efficiency, renewable energy programs, and commercial and industrial net metering.
- Oppose policies that lead to unjust or unreasonable cost-shifting to the business community.

## INNOVATION AND TECHNOLOGY

**THE CHALLENGE:** Provide support, incentives and pro-growth policies to attract and retain businesses in burgeoning economic sectors such as life sciences, next-generation manufacturing and high-tech.

### SOLUTIONS:

- Drive efforts to raise New Hampshire's profile as an attractive location and business climate for the innovation and technology sector.
- Unify efforts to support the growth of innovative sectors and early startup businesses including strengthening connections between industry and the K-12 and post-secondary educational systems.
- Support local and state policies and public and private investment to build a state-of-the-art communications system including broadband and cellular networks to enhance economic and business growth.
- Advocate for balanced business and consumer interests in new or expanded regulations on artificial intelligence, data privacy, cyberthreat protections and data breach reporting.

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## LABOR RULES AND REGULATIONS

**THE CHALLENGE:** Government overreach infringes on decision making that should be the purview of private sector employers.

### SOLUTIONS:

- Oppose efforts that hinder or remove an employer's ability to make sound hiring and management decisions.
- Oppose government efforts to mandate "one-size-fits-all" employee benefits.
- Advocate for revision and modernization of New Hampshire labor statutes and regulations, such as RSA 275, to make them more clear, concise and internally consistent.
- Support private sector right-to-work legislation in New Hampshire.
- Oppose rule-making or legislative proposals that favor organized labor interests over those of business.

## ENVIRONMENT

**THE CHALLENGE:** Shifting regulations and statutes create uncertainty for businesses, diminish long-term planning and increase compliance costs.

### SOLUTIONS:

- Support science-based policies and rules that balance economic impact with long-term sustainability of the state's natural resources.
- Oppose efforts to establish specific environmental regulatory standards and policies by statute rather than by authorized regulatory bodies.
- Oppose efforts by state regulatory bodies to promulgate rules without first obtaining statutory authority.
- Oppose efforts to make New Hampshire's environmental regulations and statutes more restrictive than federal environmental regulations, unless there is clear, science-based justification.
- Establishment and enforcement of regulations should occur at the state level, not the municipal level.
- Advocate for initiatives to streamline and expedite permitting and regulatory processes, including expansion of agency permitting timeline reporting requirements.

## INFRASTRUCTURE AND TRANSPORTATION

**THE CHALLENGE:** New Hampshire must continue to develop and maintain vital infrastructure to support economic growth.

### SOLUTIONS:

- Advocate for adequate and equitable investment in New Hampshire's air, road and bridge network as well as improved local public transit opportunities.

- Oppose diversion of constitutionally protected highway fund revenue for non-highway, non-bridge-related programs.
- Support efforts to secure funding for increased investment in water and sewer infrastructure that allow for additional business and housing development.

## FISCAL POLICY

**THE CHALLENGE:** Protect the New Hampshire Advantage of business-friendly regulatory and tax policies that foster economic growth.

### SOLUTIONS:

- Oppose an income tax or sales tax.
- Oppose any proposal that increases the Business Enterprise, Business Profits, or Interest and Dividends tax rates.
- Support efforts to improve New Hampshire's research and development tax credit and oppose any effort to reduce or repeal this credit.

## HEALTH CARE

**THE CHALLENGE:** The high cost of employee health care coverage reduces employers' ability to grow and makes it more difficult for workers to afford health insurance.

### SOLUTIONS:

- Support adequate funding for Medicaid health-care providers to reduce cost-shifting to the business community.
- Oppose new or expanded health insurance mandates.
- Support efforts that address health care cost-drivers and increase transparency.
- Support initiatives that address employees' mental and physical health in the workplace.
- Advocate for greater transparency to address the high price of prescription drugs.

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## BIA Legislative Report

Our comprehensive review of the most important business-related issues that went before the Legislature last session is available at [biaofnh.com](http://biaofnh.com).

