

# HOUSE BILL 193: UNEMPLOYMENT BENEFITS; PAID PARENTAL LEAVE ANALYSIS & MODELING

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# Presentation Outline and Sources



## Comparative Policy Analysis

Alaska H.B. 193 Bill Analysis (Prenatal-to-3 Policy Impact Center)

## Cost Modeling Comparison

2023 Microsimulation Model on Worker Leave (US Dept. of Labor)

## State-Level Program Variation

Features of State Paid Family Leave Programs (Bipartisan Policy Center)

# HB 193 - Comparative Policy Analysis



Covered Purposes

Duration of Leave

Wage Replacement

Funding Mechanism



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# Covered Purposes



## House Bill 193

paid parental leave for bonding, used within 12 months

## Other 14 States

bonding leave, caring for loved one with serious health condition, worker's own serious health condition

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# Duration of Leave



## House Bill 193

26 weeks of paid leave



## Other 14 States

between 7-12 weeks, with 12 weeks being most common

parent who gave birth can stack medical and family leave

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# Wage Replacement



## House Bill 193

maximum weekly benefit of  
\$675

## Other 14 States

maximum weekly benefits range from  
\$900-\$1,681

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# Funding Mechanism

## House Bill 193

.15% of employee wages

## Other 14 States

employee wages - 3 programs

employer wages - 1 program

split - 10 programs

employee contributions range from .35% to 1.3%

employer contributions range from .26% to .75%

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# House Bill 193



## Estimated Revenue

.15% of employee wages =  
\$18.9 million

## Cost of the Program

26 weeks of bonding leave = \$30 million

**As currently written, the revenue in HB 193 is not sufficient to fund the paid leave program.**

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# Moving the Policy Levers



Wage Replacement	Maximum Weeks	Types of Leave	Benefit Cost	Covered by HB193 Revenue?
HB193	8	Bonding	\$16.9 M	Yes
HB193	6	Family	\$18.7 M	Yes
HB193	14	Family	\$34.4 M	No, but covered by .30%
HB193	6	Family + Medical	\$36.4 M	No, but covered by .30%

# Adjusting the Wage Replacement



Wage Replacement	Maximum Weeks	Types of Leave	Individual Weekly Benefit (min./avg.)	% of Wages
60%	12	Family + Medical	\$286/\$778	.55%
80%	12	Family + Medical	\$381/\$1,038	.65%
100%	12	Family + Medical	\$476/\$1,297	.70%
80%-60%	12	Family + Medical	\$381/\$908	.50%

# Statewide Comprehensive PFML



## What's the same?

- all cover bonding, caregiving, and medical leave
- most cover leave for **military deployment** needs
- most **split cost** between employer and employee

## What's different?

- coverage of **safety leave** to support victims of domestic violence varies
- number of weeks for each type of leave varies

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# Statewide Comprehensive PFML

The variations in state-level program design demonstrate the opportunities Alaska has to utilize various policy levers to develop a comprehensive paid leave program that meets the needs of Alaska's families, communities, and businesses.

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