



Representative Carolyn Hall

House District 16 | Turnagain, Spenard, and Sand Lake

House Bill 193

Explanation of Changes – Version H (34LS0612\H) to Version W (34-LS-0612\W)

April 9, 2026

HB 193 has been amended to address technical concerns from the Department of Labor and Workforce Development (DOLWD) and stakeholders related to making changes to the state's Unemployment Insurance statutes conditional based upon the federal government's acceptance of the concurrent changes in the state's unemployment insurance statutes. It also references federal Unemployment Insurance and related tax laws, incorporates sections on reimbursable employers, and establishes how employee contributions are withdrawn and accounted for. The amendments ensure compliance with key federal laws.

Title Page 1, Line 1: Eliminates "special" before "employer contributions"

Title Page 1, Lines 3 - 4: Adds reference to employee unemployment tax credits

Title Page 1, Lines 5: Provides for an effective date.

Page 2, Lines 6-7; 10: Removes "special employee contribution"; replaces with contributions, adds reimbursement payments, removes extraneous language.

Page 2, Line 12-15: Removes language referencing employee credit against unemployment contributions. Lists nonprofits, government entities and federally recognized tribes as reimbursable employers, and acknowledges those who elected to not contribute to the paid parental leave program must make reimbursement payments to the program if their employees use the benefit.

Page 3, Line 25-29: Describes the base period for determining employee eligibility to receive paid parental leave. Leave begins from the first day of absence from work.

Page 4, Line 30-31: Removes "insured worker" replaces with "eligible employee."

Page 10, Line 18-20: Adds to definition of employee someone who is subject to payment of contributions, or whose employer makes reimbursement payments on their behalf.



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Page 10, Line 21-23: Changes the definition of employer to remove reference to a statute, adds "is subject to payment of contributions or reimbursement payments." Removes definition of employment.

Page 10, Line 28: Adds new subsection g to AS 23.20.290, referencing optional employer contributions to the STEP fund.

Page 11, Line 2 – 8: Adds a new section; repeals AS 23.20.290(d) with conforming changes.

Page 11, Line 9 – 15: Renumbers Sections 4 -19. Adds a new section which is a conforming change with the repeal of AS 23.20.290(d).

Page 11, Line 16-28: Adds a new section making a conforming change owing to the repeal of AS 23.20.290(d).

Page 12, Lines 4 – 6: Increases the percentage of employers' rate of contribution from 73% to 100% beginning January 1, 2027. This is required as part of repealing employee contributions to unemployment in AS 23,20.290(d). This clarifies the treatment of employee tax contributions.

Page 12, Line 7 – 15: Adds the rate of contribution may not exceed six- and one-half percent and may not be less than zero; employers with less than four quarters experience may not have a rate less than one percent. Employers in rate class 21 may not be less than 5.4%, and must be rounded to the nearest 1/100th of 1 percent.

Page 13, Line 12-17: Employer contributions to paid parental leave and STEP will be made if the department determines the unemployment fund is solvent. Removes the words "special employer contributions" to better comply with FUTA requirements.

Page 13, Line 18 – 21: Section 7 was rewritten to better conform with federal requirements. This section allows optional contributions from employers to the parental leave fund.

Page 13, Line 22 – 25: This section allows employers to opt to make contributions to the STEP program..



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Page 13, Line 26 – 28: This section allows DOLWD to determine whether conditions are right to permit optional employer contributions and resulting credits.

Page 13, Line 29 - 31: Allows the department to reduce the employer contribution rate if unemployment fund solvency can be maintained. Removes the word "special" before "employer contributions."

Page 28, Line 1: Repeals 3 statutes: AS 23.15. 630(b), AS 23.15.835(b) and AS 23.20.290(d) because they conflict with the provisions in the bill. This clarifies the treatment of employee tax contributions.

Page 28, Line 12 – 17: Adds a new section to uncodified law requiring that DOLWD seek federal approval of the changes to the unemployment insurance statutes arising from Sections 2 – 10 and 13 of the bill.

Page 28, Line 18 – 26: Adds a new section to uncodified law making the effect of the bill conditional on the US Secretary of Labor's approval of the unemployment insurance laws under the Federal Unemployment Tax Act by July 1, 2027.

Page 28, Line 27 – 29: Adds a new section making the effective date January 1, 2027 or the date by which the US Secretary of Labor approves the listed changes to Alaska's unemployment insurance laws, whichever is later.

Page 28, Line 30: Adds a new section making Section 16 (requiring DOLWD to seek federal approval of the changes to UI laws) effective immediately.