

---

**From:** Kate Sebring [REDACTED]  
**Sent:** Monday, March 30, 2026 1:09 PM  
**To:** House Finance  
**Subject:** Hb 193

Good afternoon,

As a mother, the the idea of HB 193 passing sounds great on the surface. However, having owned multiple businesses and worked for many small businesses here in the great state of Alaska, this would be unsustainable and force small business owners to shut down. Paid parental leave is a privilege, not a right. The best thing to do is to not require it, do not pass HB 193 and instead urge parents to set aside funds for the future so that they would be able to sustain themselves financially during the initial postpartum face. There are a lot of great ideas in the world, but this is not a sustainable idea for Alaska at this time. Maybe in 40 years this could be a reality that would not put small business owners out of business and force shutdowns-but not now. Too often, lawmakers attempt to pursue more of a nanny state than an independent thinking state and society suffers for it. Do not pass HB 193, do not forget years ago how many small business owners were shut down and forced to pay extra for Obamacare.

Kindly and respectfully, thank you,

Kate Sebring

---

**From:** Dixie Banner [REDACTED]  
**Sent:** Monday, March 30, 2026 10:41 AM  
**To:** House Finance  
**Subject:** Yes to HB 193 with respect and requirements - Public Testimony

I am very interested and AK needs to support Family Values however we need to be respectful and responsible! I agree If you are married and have gainful employment 6 months prior to the delivery of the child! You will have to return back to work unless you are physically disabled or have the resources to support the family with one parent!

Alaska current generational welfare program is financially over burden! It is easy to have and raise a child if not married - why get married when the state will pay for it! This will confirm it is appropriate to have 5-7 kids (3-5 different fathers) without a responsible father in the picture!

If you are going to support our future let's advocate for Shared Parenting/Parental Rights/Accountability across the board! Return the father back to the equation!  
Education is valued/vital - we have too many belong they are owed by society and personal responsibility is optional! Once you turn the clock back we as a state would have less crime and society issues

Dixie Banner  
[REDACTED]

<  **Jamie Allard**  
5d · 🌐



Attention:

The House Finance Committee is considering HB 193, a bill mandating paid parental leave for both parents.

The proposed law would apply to all businesses, regardless of size or costs. The proposed law would mandate providing paid parental leave ranging from 8 to 26 weeks for both parents.

HB 193 could have a devastating effect on Alaska small businesses.

You can send written testimony on HB 193 to House Finance Committee at the following email

Email: [House.Finance@akleg.gov](mailto:House.Finance@akleg.gov)

Subject Line: Clearly state the bill number and subject (e.g., "Public Testimony on HB 193: Paid Parental Leave Program").

Content: Include your name, address, and whether you support or oppose the legislation.

😲 Wow

💬 Comment

➦ Share

👍👎👏 84

33 shares

Most relevant ▾



**Dixie Steinfeld Banner**

I agree with this bill however there should be some restrictions (married) - would require commitment and responsibility on both parties (we need Parental Rights/Accountability! We have too many who are 🏠 welfare - it is so easy to raise a child off welfare vs be responsible!

Just now Like Reply



Comment as Dixie Steinfeld Ba...



---

**From:** Tiffany Supplee [REDACTED]  
**Sent:** Sunday, March 29, 2026 11:55 PM  
**To:** House Finance  
**Subject:** Hb 193 paid parental leave.

I oppose hb 193. As a mother to 7 children it does sound nice but I believe the burden does not belong to an employer. Families will have to plan for their own families needs. Freedom from government choosing how a business is ran is more important than feel good legislation. There are other ways we can help families that doesn't put business in jeopardy. This will crush small businesses and put unjust burdens on employers. Keep government out of private business.

Thank you  
Tiffany Supplee  
of Fairbanks 99712

---

**From:** Aileen Cotter [REDACTED]  
**Sent:** Thursday, March 26, 2026 3:24 PM  
**To:** House Finance  
**Subject:** HB 193 Paid Parental Leave Program

To whom it may concern:

HB193 would kill small businesses in Alaska! I do not support this bill.

Sincerely

Ella Cotter

[REDACTED]  
North Pole, AK 99705

Sent from my iPhone



Date: March 26, 2026

Subject: PUBLIC TESTIMONY Opposition to HB 193 – Mandated Paid Parental Leave

Dear House Finance Committee Members,

I am writing to respectfully oppose HB 193, which would mandate paid parental leave for both parents in Alaska.

While supporting families is important, this bill imposes a one-size-fits-all mandate that would significantly increase costs for Alaska businesses, particularly small employers already struggling with high operating expenses, workforce shortages, and rising insurance costs. A primary consequence of these added costs would be businesses being forced to close and/or employees losing their jobs.

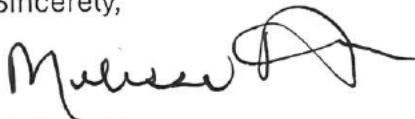
Additionally, many employees in small businesses hold specialized positions that cannot easily be filled or temporarily replaced. Small businesses often cannot afford redundancies in their workforce, and extended mandated leave would require hiring temporary coverage, redistributing workload, or reducing operations — all of which increase costs and operational strain. Over time, this would lead to fewer small businesses and reduced employment opportunities across Alaska.

Employers are best positioned to design flexible leave policies that fit their workforce and financial realities. A state mandate risks unintended consequences that could ultimately harm both businesses and employees.

I encourage the committee to consider voluntary, incentive-based solutions that support families without placing new mandates on Alaska employers.

Thank you for your time and consideration.

Sincerely,



Melissa Hickey  
Cozy Interiors

[Redacted]

Eagle River AK 99577

[Redacted]

March 26, 2026

Subject: PUBLIC TESTIMONY Please Oppose HB 193 – Paid Parental Leave Mandate

Dear House Finance Committee Members,

I am writing to express my opposition to HB 193, which would mandate paid parental leave for both parents in Alaska.

While supporting families is an important goal, this legislation would create significant financial and operational burdens for Alaska businesses, particularly small businesses already facing high costs, workforce shortages, and economic uncertainty. One of the most likely consequences of this mandate would be businesses being forced to close or reduce staff, resulting in employees losing their jobs.

Small businesses are especially vulnerable because many employees serve in specialized roles that are difficult to temporarily replace. Unlike larger organizations, small businesses often cannot afford redundancy in their workforce. Mandated extended leave would require hiring temporary workers, redistributing responsibilities, or scaling back operations — all of which increase costs and operational strain. Over time, these pressures would lead to fewer small businesses and reduced employment opportunities across Alaska.

Policies like HB 193 would further widen the gap between small businesses and large corporations. Small businesses already struggle to compete with large companies on workers' compensation costs, as many large corporations are able to self-insure while small businesses cannot afford to do so. Adding another mandated benefit would further disadvantage small employers and make it even harder for them to compete.

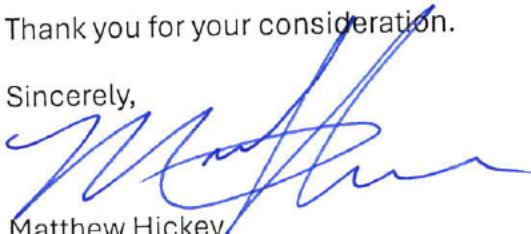
Ultimately, mandates like this risk putting small businesses at a competitive disadvantage, allowing large chain stores to grow while locally owned businesses are forced out. Many employees choose to work for small businesses because they often offer higher wages, flexibility, and a more personal work environment. Reducing the number of small businesses would limit these opportunities and negatively impact Alaska's workforce and local economy.

Employers are in the best position to offer leave policies that fit their workforce and financial realities. A statewide mandate removes flexibility and risks unintended consequences that could harm both employees and employers.

I respectfully urge the committee to oppose HB 193 and instead consider voluntary or incentive-based approaches that support families without placing additional mandates on Alaska businesses.

Thank you for your consideration.

Sincerely,



Matthew Hickey

Granite City Alaska, Inc

[REDACTED]

Eagle River AK 99577

[REDACTED]

---

**From:** Jamie Bleakley <jbleakley@abettertomorrowak.com>  
**Sent:** Thursday, March 26, 2026 3:10 PM  
**To:** House Finance  
**Subject:** Public Testimony on HB193: Mandatory paid parental leave

STRONGLY OPPOSE:

As the owner of a small private business in Anchorage, AK, I highly urge you to consider the consequences a bill such as mandatory parental leave would have on a business such as ours. Our business is a pediatric clinic (occupational, physical, speech) that is pay-per-service. We have already been mandated to restructure our staff payment due to the passing of Ballot Measure 1, which has had a negative impact on our business. Adding an additional, mandatory, financial burden would significantly impact our ability to hire staff to meet the needs of vulnerable children in our community. While measures such as this make sense on paper and we would love to provide all the benefits to our staff, it just is not a realistic or sustainable expectation for small businesses.

## Jamie Bleakley, OTR/L

*Occupational Therapist/Owner*

**A Better Tomorrow Therapy and Wellness Center, LLC**

207 E. Northern Lights Blvd, Suite 101

Anchorage, AK 99503

P: 907-222-9905 F: 907-222-9925

[www.abettertomorrowak.com](http://www.abettertomorrowak.com)

*Creating **A Better Tomorrow** by helping children and families heal and flourish from their past into their future.*

\*\*\*Please consider the environment before printing this email transmission.\*\*\*

\*\*\*This message is confidential. If you are not the intended recipient, please notify the sender and delete the email immediately. Thank you!\*\*\*

---

**From:** Matt Hickey [REDACTED]  
**Sent:** Thursday, March 26, 2026 1:40 PM  
**To:** House Finance  
**Subject:** Public Testimony HB193 Mandatory Paid Parental Leave  
**Attachments:** HB193.pdf

Please see my testimony regarding my opposition to HB193.  
Please call with any questions.

Sincerely,

Matt Hickey  
[REDACTED]

---

**From:** Melissa Hickey [REDACTED]  
**Sent:** Thursday, March 26, 2026 1:21 PM  
**To:** House Finance  
**Cc:** jamie.allard@akleg.gov  
**Subject:** Public Testimony on HB193 Mandated Parental Leave  
**Attachments:** HB193.pdf

*Melissa Hickey*

Cozy Interiors  
[REDACTED]

---

**From:** Terri Terreault-King [REDACTED]  
**Sent:** Wednesday, March 25, 2026 10:04 PM  
**To:** House Finance  
**Subject:** public testimony on HB 193 mandating paid parental leave for both parents

I oppose this legislation. It will be very detrimental to small businesses.

From:  
Terri L Terreault-King  
[REDACTED]  
Wasilla, AK  
99654-6048

---

**From:** Kate Johnson [REDACTED]  
**Sent:** Wednesday, March 25, 2026 8:16 PM  
**To:** House Finance  
**Subject:** Strong OPPOSITION to HB193

House Finance Committee,

I am writing to express my extreme opposition to HB 193. Alaskan businesses cannot financially survive a new regulation of this magnitude. As a mother of 4, I can appreciate the desire of new parents to stay home with their new borns, as they should, but it is NOT the responsibility of someone else to fund this choice. Alaska is not California - don't destroy our Alaskan business owners and force entrepreneurs out of Alaska.

Kate Johnson  
Palmer resident

Get [Outlook for iOS](#)

---

**From:** Linda [REDACTED]  
**Sent:** Wednesday, March 25, 2026 5:15 PM  
**To:** House Finance  
**Cc:** Rep. Chuck Kopp  
**Subject:** Public Testimony on HB 193: Mandating Paid Parental Leave for Both Parents

I adamantly disagree with HB 193. It puts an unreasonable burden on small businesses. If passed I believe it would put many of our small business out of business.

Respectfully,

Linda Hill

[REDACTED]  
Anchorage, AK 99515

---

**From:** Kathi Gallagher [REDACTED]  
**Sent:** Wednesday, March 25, 2026 4:11 PM  
**To:** Finance  
**Subject:** HB193 Paid Parental Leave

I am writing regarding HB193, Paid Parental Leave. As I lifelong Alaskan I adamantly oppose this bill. It will devastate small businesses in Alaska if you require up to 6.5 months of paid leave time for both parents. This is unconscionable. I utilized and appreciated the Family Leave Bill which allowed people to take UNPAID maternity leave if they chose to stay home with their children. It was for a much shorter period of time. I did not expect a free handout while I was not working because my employer had to pay someone else to do my job.

Small businesses will not be able to absorb these losses. They will have to close which will take a lot of money out of state coffers. You need to stop with all the handouts or you will bankrupt our state.

Please vote NO on HB 193.

Kathi Gallagher

---

**From:** Mike [REDACTED]  
**Sent:** Wednesday, March 25, 2026 3:59 PM  
**To:** Finance  
**Subject:** HB193 paid parental leave

Sent from my iPhone

This bill is an abomination and would break most small businesses. Anyone that supports this has no idea how hard it is to succeed in a small business. Quit catering to the takers and start thinking about the producers

Mike Huston

[REDACTED]  
Eagle River

---

**From:** Patrick McConnaughey [REDACTED]  
**Sent:** Wednesday, March 25, 2026 12:40 PM  
**To:** House Finance  
**Subject:** Public Testimony on HB 193

This is Patrick McConnaughey at 17025 Meadow Creek Dr., Eagle River, Ak., 99577. This bill is ridiculous! Small businesses are on life support already! Who introduced this bill anyway? Vote no on this bill!  
Sent from my iPhone

---

**From:** Donna Anthony [REDACTED]  
**Sent:** Wednesday, March 25, 2026 7:05 AM  
**To:** House Finance  
**Subject:** Public Testimony on HB 193: Opposition to Paid Parental Leave Mandate

To: House.Finance@akleg.gov

Dear Members of the House Finance Committee,

My name is Donna Anthony, and I am a small business owner in Palmer, Alaska, and the owner of Point Blank Firearms & Self-Defense Training for over 12 years. I am writing to respectfully oppose HB 193.

While I understand and appreciate the intent behind supporting families and parental leave, this bill would place a significant and unsustainable financial burden on small businesses like mine. Unlike large corporations, we do not have the resources, staffing depth, or financial cushion to absorb the costs associated with providing 8 to 26 weeks of paid leave.

As a locally owned business, we operate on tight margins. Covering extended paid leave while also paying to hire and train temporary replacements—or operating short-staffed—would create serious financial strain. For my business, this mandate could jeopardize our ability to continue operating and serving our community.

Small businesses are already facing rising costs in Alaska, including utilities, insurance, and payroll. Adding a one-size-fits-all mandate, regardless of business size or capacity, could force difficult decisions such as reducing staff, cutting services, or even closing our doors.

I strongly encourage the committee to consider the real impact this bill will have on small businesses across Alaska. If parental leave policies are to be expanded, they should include flexibility, incentives, or support mechanisms that do not place the full burden on small employers.

Thank you for your time and consideration.

Respectfully,  
Donna Anthony  
Palmer, Alaska



Sent via iPhone  
Respectfully,

Donna Anthony

---

**From:** Francesca A [REDACTED]  
**Sent:** Wednesday, March 25, 2026 6:32 AM  
**To:** House Finance  
**Subject:** Oppose HB193

House Finance,

I oppose HB 193. I can not support bankrupting small businesses by mandating parental leave up to 8-26 weeks. No small business could survive this. Oppose mandating parental leave for any business under 150 employees. This bill is bad. Stop hurting small businesses of Alaska.

Francesca Allegrezza  
Anchorage, AK

---

**From:** Sarah Roemeling [REDACTED] >  
**Sent:** Tuesday, March 24, 2026 11:42 PM  
**To:** House Finance  
**Cc:** Rep. Neal Foster; Rep. Andy Josephson; Rep. Calvin Schrage; Rep. Alyse Galvin; Rep. Sara Hannan; Rep. Nellie Jimmie; Rep. Will Stapp; Rep. Frank Tomaszewski; Rep. Jamie Allard; Rep. Jeremy Bynum; Rep. Elexie Moore; Rep. Ashley Carrick; Rep. Zack Fields; Rep. Carolyn Hall; Rep. Rebecca Himschoot; Rep. Ted Eischeid

To the members of the House Finance Committee for the Alaska State Legislature:

Thank you for taking the time to read this email. I am writing in support of HB 193 regarding state funding for paid parental leave. As a young mother this bill is close to my heart. I am currently on maternity leave after the birth of my third child six weeks ago. My husband and I both have well paying jobs, college degrees, and a solid support network in our community. Even with the privileges we have, we still find ourselves feeling the affects of the loss of my income in order for me to recover from birth and be home with my newborn.

In my mind, the role of our legislature is to determine what changes and policies need to occur in order improve the lives of Alaskans and invest in the future of our state. HB 193 is directly invests in our state's future by supporting its youngest citizens. Easing the financial and emotional stress of parents as they adjust to caring for a new baby is invaluable to the family unit and sets our children up with a more stable home life from the start. Parents need the opportunity to learn how to care for and bond with their baby, as well as ease their older children through this major life transition. Mothers need the time and supportive environment to heal and recover from birth and nurture their babies. Couples need less financial stress in order to help maintain stability in their relationship during a major life event.

I am a labor and delivery nurse and a lactation consultant. I have discharged mothers from the labor and delivery unit in order for them to return to work as soon as possible to be able to pay their rent and utilities and feed their family. I have watched mothers choose to forego breastfeeding their babies because they know they won't be home with them anyway, let alone be in a work environment that supports pumping their breastmilk. I have seen tensions rise among couples as they navigate working, caring for a baby, and doing so with broken sleep and healing bodies. I am aware that our nation has the highest maternal mortality rate among developed nations, and is the only one that does not offer paid parental leave. I am also aware of Alaska's alarming rates of suicide and domestic violence. I know intimately the stress that can arise while learning how to breastfeed a baby. I also know the many health benefits of breastfeeding for mothers and infants. I've seen the extent to which a woman's body may be injured in the process of childbirth. And I've seen the extent to which a woman's mental health can suffer in the postpartum period.

All of these issues can be softened but allowing parents paid time off of work after the birth of a child. It is imperative that HB 193 be approved in order to support Alaska's infants and families; to set them up with a stable beginning and invest in Alaska's future.

Respectfully,

Sarah Roemeling