

ALASKA STATE LEGISLATURE

SENATE COMMUNITY & REGIONAL AFFAIRS COMMITTEE



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Senate Bill 268

Sick Leave Exemption: Fish Processors

Response to Questions posed in SCRA March 19th

From Megan O'Neil, Director of Government Affairs, CanFisco:

“To use sick leave, the person must be scheduled for work and they can use all hours available to replace their schedule hours. If they are scheduled for 12 hours a day and they have enough accrued then we pay them 12 hours.”

From Julie Decker, President of Pacific Seafood Processors Association:

“Regarding one of the questions asked on March 19 during the Senate CRA Committee meeting, regarding the sick leave bill (SB 268), Megan O'Neil from CanFisco responded to the Committee in the email, however, I wanted to contextualize her response a bit more.

Essentially, if a worker is scheduled for 12 hours/day, and he/she calls in sick, the company pays them for 12 hours of work, if the worker has that much sick leave accrued. Under BM 1, workers can accrue up to 56 hrs of paid sick leave.

I believe this question was asked due to a concern that it would reduce the incentive for employees to misuse the paid sick leave, if they were scheduled for 12 hours (with overtime), but sick leave would only paid out at 8 hours of straight time.

Instead, this further supports how strong the incentive is for workers to misuse the sick leave at the end of their seasonal period. Workers can accrue up to 56 hours, which at 12-hour work days, amounts to 4.66 paid days, with 16 of those hours paid at overtime.”

No seafood processing companies pay overtime on sick leave.