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Governor Mike Dunleavy
STATE OF ALASKA

January 21, 2025

The Honorable Gary Stevens
Senate President
Alaska State Legislature
Capitol Building, Room 111
Juneau, AK 99801-1182

Dear President Stevens:

Under the authority of Article III, Section 18 of the Alaska Constitution, I am transmitting a bill relating to employment, overtime pay, and the employment of minors. This bill would authorize additional options for voluntary flexible work hour plans and ease the conditions under which employers may obtain permission from the commissioner of labor and workforce development to employ minors.

State law requires that employers pay overtime to hourly employees when they work more than eight hours in one day, subject to certain exceptions. One exception is a flexible work hour plan. In a flexible work hour plan, an employee may agree to work up to 10 hours in one day so long as the employee does not exceed 40 hours in one week. This bill would increase the daily hour limit to 12 hours in one day, thereby allowing an employee to work three 12-hour workdays in one week, totaling 36 hours, instead of the standard five days of eight hour shifts.

In addition, the bill would ease conditions under which employers may obtain permission from the Commissioner of the Department of Labor and Workforce Development to employ minors. The restriction on youth employment would be lowered from under 17 years of age to under 16 years of age. The bill would allow the Commissioner to issue general written authorizations to employers to employ minors without requiring that each job duty be specifically approved or each minor individually authorized or provided with written parental consent. Minors working in a family business under the supervision of a family member would be exempted from the written authorization requirement altogether. Finally, the bill would increase the hours that minors under 16 years of age may work.

I urge your prompt and favorable action on this measure.

Sincerely,

A blue ink signature of Mike Dunleavy, consisting of stylized initials and a surname.

Mike Dunleavy
Governor

Enclosure